



An Garda Síochána

Monthly Report to the Policing Authority

In accordance with Section 41A of the Garda Síochána Act, 2005 (as amended)

December 2022

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the 12th report submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of November 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

You will note that this month, the report does not contain an update on Mother and Baby Homes investigations. As the number of referrals and closures have been minimal over the last couple of months, a decision has been made to remove this section. We will of course be happy to provide an update to you separately, if required.

Yours sincerely,

**SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
PERSONAL ASSISTANT
TO THE COMMISSIONER**

December 2022

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

Message from the Commissioner

The publication of An Garda Síochána Public Attitudes Survey 2021 provided us with much food for thought this month. The generally positive survey results, which showed a continuation of the high level of public trust in An Garda Síochána, are a strong reflection of the hard work and dedication of Garda personnel nationwide.

In saying that, the survey does also show that we need to improve how we engage with victims of crime. Based on these results, we are putting in place a series of measures to make sure that victims are fully satisfied with their experience with us.

We also opened our new facility at Military Road, Dublin 8, which is now known as Walter Scott House. When fully occupied and operational, up to 900 personnel from a number of operational units will be based at the location. This transition required a huge amount of work among Garda personnel and our stakeholders, particularly the Office of Public Works, and I am grateful for their dedication to the project.

Throughout the month, much operational activity took place that involved close co-operation with our international counterparts. This included cross-border enforcement activity under the Joint Agency Task Force and work with law enforcement agencies across Europe, Australia, the US, Ukraine, and Canada, in a global criminal investigation to take down the fraudulent website, iSpooft.

Separately, in support of the United Nation's 16 Days of Activism initiative against gender based violence, Gardaí conducted targeted operations across 16 Garda divisions to protect those in the sex trade.

It is against this backdrop of positive policing outcomes that several Gardaí suffered injuries as a result of assaults. Such attacks on members of An Garda Síochána will never be tolerated either by An Garda Síochána or society at large. While all Gardaí accept that policing can be a dangerous job, this is no excuse for their being subjected to assaults and other violent and threatening behaviour as our members pursue their goal of keeping people safe.

It is a shame that the actions of a very small number of individuals can cause such distress and harm. However, the vast majority of Irish society respects and supports the members of An Garda Síochána. Through our continued hard work, this will remain the case.

As we approach the final month of the year, our primary focus continues to be on protecting victims of crime and building on our strong, trusted relationships with the communities that we serve.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end Nov €'000	Remaining Nov - Dec €'000	Remaining %
Gross Total	2,062,342	1,878,667	183,675	9%
Appropriation in Aid (receipts)	105,988	118,561	-12,573	-12%
Net Total	1,956,354	1,760,106	196,248	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of November 2022, the total combined gross expenditure is €1.88b (91% of allocation), which is less than the end of November 2022 profiled spend by €15.28m, with further detail below on specific areas of over/under profile.



Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in November 2022 was €120.9m and year to date is €1.21b. Expenditure on salaries to end November 2022 was €1.1b, which is €1.06m under budget profile. Expenditure on overtime was €113.41m, which is €25.7m over profile. Overall, pay and overtime is over profiled budget at the end of November 2022 by €24.64m.

In respect of superannuation of €380.84m, expenditure in November 2022 was €33.84m and year to date is €358.87m, which is €10.15m over profile at the end of November 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in November 2022 was €22.19m and year to date is €186.33m. Overall, non-pay expenditure is €11.26m under profile at the end of November 2022, however, this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of November 2022 is reported at €3.66m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in November 2022 was €22.67m and year to date is €123.7m. The capital subheads have a combined under profile spend of €8.25m to the end of November 2022.

Appropriations in Aid

Appropriations in Aid are €118.56m at the end of November 2022, €21.77m ahead of the estimated profiled receipts.

Estate Management November 2022

- **Development of the new purpose built Garda facility at Military Road:** The Office of Public Works (OPW) awarded substantial completion to the contractor on Friday, 21 October 2022. As reported last month, An Garda Síochána took possession of Walter Scott House at Military Road on 1 November 2022 and the building was officially opened by the Minister for Justice, Helen McEntee, TD, on 25 November 2022. The decant of Harcourt Square is continuing with the majority of personnel moved into Walter Scott House.
- **Clyde House, Dublin 15:** Fit-out is in progress. However, as reported last month, OPW has confirmed to An Garda Síochána that this project will not be completed on time. Contingency arrangements have been agreed to accommodate the two bureaux involved at 6 Ely Place Upper and former Intreo Offices on Navan Road.
- **NTCC:** Command and Control moved into the 3rd floor of the NTCC building at Heuston Station on Monday, 14 November 2022. NTCC is fully operational.

Other projects at earlier stages of development, which continue to be progressed in conjunction with OPW, include the following:

- **PPP Bundle:** As reported previously, progress in the Department of Justice PPP bundle continues for construction of two new Garda stations at Macroom and Clonmel, and the new Family Law Complex in Hammond Lane, Dublin 7. Approval in principle, subject to some stipulations, was provided by the Department of Justice in June 2022. A project board has been initiated and engagement continues between all stakeholders in order to progress the Justice PPP bundle.

Developments in November 2022

- **Redevelopment of Portlaoise Garda Station:** OPW has developed a package of enabling works which is currently out to tender, with tenders expected to be returned for assessment in the next two weeks. These enabling works are to be completed in advance of the main redevelopment of the station, which is to begin in 2023.

2. Human Resources and People Development

Key Human Resources & People Development Highlights

Equality, Diversity & Inclusion

- The Equality, Diversity and Inclusion Office has undertaken research to facilitate Garda members in identifying themselves to partially sighted or blind persons during the course of their duties. Benchmarking was undertaken with the Police Service of Northern Ireland and the London Metropolitan Police. Advice was also sought from the National Council for the Blind in Ireland and Childvision, with various methods being explored with the official ID/warrant card holder manufacturer. During this research it was highlighted that partially sighted or blind persons are particularly vulnerable to interaction with those who might fraudulently claim to be members of An Garda Síochána. As a consequence of the research and consultation, a method to add braille to the warrant card has been secured. It is anticipated that distribution will commence and be completed in the first quarter of 2023.

RDMS

- RDMS has been successfully deployed in the DMR West Division during November 2022.
- The RDMS Mobility App has been issued to members attached to Kerry, DMR West and DMR East Divisions in November 2022.
- There are now circa 8,000 employees live on the RDMS system.

Health and Safety

- A Fire Warden Training Programme has commenced and is currently being rolled out on a national basis. Five courses have been completed (three in Sligo/Leitrim and one each in Cork North and Cork West Divisions).
- Two Regional Safety Advisors have been appointed; (1) Southern Region / (1) Eastern Region on 9 November 2022.

Overseas Office

- A presentation for UN medals was held on 8 November 2022. A total of nine of the 12 members of the 29th Irish Contingent received their medals, the other three members received medals prior to this. The Irish Ambassador to Cyprus, Mr. Conor Long, attended in an honorary position. An Garda Síochána has served with the United Nations Force in Cyprus (UNFICYP) since 1993. 15 different countries make up the 69 police officers (12 from An Garda Síochána) who combined, make up UNPOL. The duty of these members is to uphold the UN mandate – to stop a recurrence of fighting, to maintain the status quo and to support a return to normal life. On a day to day basis, this means preserving the buffer zone across 180kms east to west of the Island.
- On 12 November 2022, Assistant Commissioner Eileen Foster travelled to Cyprus where she honoured members by presenting them with their centenary medals and certificates of appreciation. The Irish contingent in Cyprus are spread all across the island from the extreme east to west and to have all the members together was a great achievement. The day was planned in the most westerly station at Kato Pyrgos. For this, members travelled 2.5 – 3 hours to join in the celebrations. Assistant Commissioner Foster took the long journey and four border crossing points

for which the contingent were very grateful. The 12 members of the contingent were present, some of them with their families.

- On 18 November 2022, members of An Garda Síochána who have returned from international service with the United Nations UNFICYP Mission in Cyprus were honoured for their important contribution to international peacekeeping. A special ceremony took place at the Officers Club, Garda Headquarters, where Commissioner Harris presented overseas medals to members of the 28th Irish Garda contingent. This was to acknowledge their efforts and contribution to the commitment of An Garda Síochána to international peacekeeping duties in areas of conflict.





Resourcing

- A Garda Trainee recruitment is in progress. At present, there are 393 candidates in the An Garda Síochána processes of physical competency test, medical and/or vetting, following a successful interview. 21 of those candidates came through the Irish stream of the competition. 92 trainees commenced in intake 222 on 28 November 2022.
- The Sergeants competition is currently underway and there are 474 candidates through from the first four batches. Appointments are currently underway.
- The Inspectors competition is currently underway. There are 54 candidates through from the first batch and 50 candidates are through from the second batch. Appointments from this batch are currently underway. The next batch for interview is currently under review.
- There are currently 29 national, 60 divisional, three regional and four overseas member competitions underway.
- There are currently 25 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the Executive Officer (EO) batch 1 panel. EO batch 2 interviews commenced in mid-November 2022 and are due to conclude in early December 2022.
- Interviews for the AP competition are ongoing and are due to conclude in December 2022.
- The HR candidate management system is in the final stages of testing.

Human Resources & People Development Analytics/Data

As at 30 November 2022, the Garda strength stood at 14,176 (14,135 WTE) and Garda Staff strength at 3,344 (3,137.6 WTE). A full breakdown by rank, grade and gender is outlined at Appendix A.

2.1 Garda Member Strengths

Rank	At 30 November 2022	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	46	38	83	8	17	46
Superintendent	168	141	84	27	16	168
Inspector	466	377	81	89	19	466
Sergeant	2,074	1,571	76	503	24	2,073
Garda	11,411	8,047	71	3,364	29	11,371
Total	14,176	10,179	72	3,997	28	14,135

Of which	At 30 November 2022	Male	%	Female	%
Career Breaks (incl. ICB)	57	35	61	22	39
Work-sharing *	42	1.5	4	40.5	96
Secondments (Overseas etc.)	55	35	64	20	36
Maternity Leave	51	0	0	51	100
Unpaid Maternity Leave	45	0	0	45	100
Paternity Leave	19	19	100	0	0
Available Strength	13,907	10,088.5	73	3,818.5	27

*Equates to 84 full-time members

Garda Reserves Strength

Garda Reserves Strength at 30 November 2022	<i>Total*</i>	Male	%	Female	%
	378	286	76	92	24

2.2 Garda Staff Strengths (Administrative and Civil Service and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	1	1	1	100	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
CMO	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	27	27	15	55	12	45	0	0
AP	68	67.5	29	43	39	57	0	0
HEO	206	204.6	86	42	120	58	0	0
AO	25	25	12	48	13	52	0	0
EO	713	704.6	189	27	524	73	0	0
CO	1,896	1,822.4	466	24.5	1,429	75.4	1	0.1
Total	2,944	2,860.1	802	27.2	2,141	72.7	1	0.1

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including CMO)	58	57.2	34	59	24	41	0	0
Administrative **	2,943	2,859.1	801	27.21	2,141	72.74	1	0.05
Industrial/Non Industrial	343	221.3	111	32	232	68	0	0
Total	3,344	3,137.6	946	28.28	2,397	71.83	1	0.04

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	25	25	0	0	25	100	0	0
Unpaid Maternity Leave	14	14	0	0	14	100	0	0
Paternity Leave	3	3	3	100	0	0	0	0
Secondment/Exchange	1	1	1	100	0	0	0	0
Available Total	3,301	3,094.6	942	28.54	2,358	71.43	1	0.03

* *Whole time equivalent – Garda Staff work on a number of different work-sharing patterns.*

** *Civil Service grades and other administrative posts.*

* *Rounding applied to WTE.*

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	288	84.7	6	2	282	98	0	0

*** *Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.*

* *Rounding applied to WTE.*

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	49	49	8	16	41	84	0	0

**** Staff on career breaks are not included in total numbers above.

Parental Leave

01.11.2022 – 30.11.2022	Garda Members	Garda Staff
	128	100

Garda Staff assigned and commenced – as at 30 November 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2022	59	40	36	43	44	53	46	42	55	32	60	

*Adjustments to figure previously reported above may occur when promotions are notified at a later date. These include: backfills, new, reassignments and fractional reassignments.

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
120	110	92%	10	8%

*The total figure includes Garda members and Garda Staff, including Probationers.

Garda Staff transfers out of An Garda Síochána for 2022 (up to 30 November 2022)

Type	2022 up to 30 November 2022	2021 Full Year	2020 Full Year
Mobility	108	42	7
Transfer out on promotion	59	47	13
Total	167	89	20

3. Information and Communications Technology

ICT Support

An Garda Síochána ICT continues to provide support to personnel across the organisation, both in the workplace and working remotely, to enable An Garda Síochána personnel to access Garda information systems in a secure manner.

An Garda Síochána ICT is also supporting the decant of Harcourt Square and assisting sections relocating to a new facility at Walter Scott House, Military Road, which was officially opened on 25 November 2022. This includes the setup of additional premises for Garda personnel who are relocating from Harcourt Square.

Schengen Information System (SIS Recast)

The RAG status has been downgraded to amber as a result of the plan being re-baselined by eu-LISA. As reported previously, the date for Entry into Operation (EiO) has been postponed. A SIS Management Board meeting took place in November 2022 and a new date of 7 March 2023 is planned for SIS Recast EiO. Testing by member states is to continue to mid-January 2023 and an EiO rehearsal will be conducted when all member states declare technical readiness. Ireland has previously declared technical readiness.

Computer Aided Dispatch 2 (CAD 2)

The RAG status is red due to ongoing technical issues with the solution in the areas of telephony, radio integration and most recently, voice recording sub-systems that are impacting the timeline, delaying the project. Testing has taken longer than planned and all contingency in the project plan has been absorbed by the ongoing delays. A Train-the-Trainer course took place in November 2022 for four days, led by the vendor, mainly comprising regional control room super-users who will then become CAD2 training instructors. The production of training materials is being progressed with the vendor along with classroom material. Planning is taking place around dates and locations for staff training ahead of each regional control room go-live. Call transfer pilots are continuing across each of the four regions with feedback being used to improve and refine the process. Adequate resourcing in the control rooms remains the biggest risk to the success of the call transfer initiative, as well as the successful launch of the new system. Huge focus and effort is ongoing in an attempt to overcome these significant challenges which remain in order to meet the planned February go-live in the first regional control room.

Roster Duty Management System Deployment (RDMS Deployment)

The rollout of RDMS to DMR West went ahead successfully as scheduled on 7 November 2022. The rollout to Clare/Tipperary Division and Wexford/Wicklow Division is temporarily postponed, and will go ahead in January 2023. The table below details the future rollout schedule.

Clare/Tipperary	07/11/2022 (postponed – revised date January 2023)
Wexford/Wicklow	28/11/2022 (postponed – revised date January 2023)
DMR North	Q1 2023
OSC	Q2 2023

Work is still progressing on RDMS integration with CAD and mapping data between both systems.

Investigation Management System Deployment (IMS Deployment)

As reported last month, IMS is now live in Waterford, Wexford, Kilkenny/Carlow, Tipperary, Clare, Wicklow, Meath/Westmeath and planning is continuing regarding future deployments for 2023. IMS/PEMS statistics up to the end of October 2022 are as follows:

- Total investigations: 162,283
- (IMS) Total jobs: 1,406,433
- (PEMS2) Objects created: 1,612,098

Mobile Device Deployment

The RAG status remains green. Deployments are continuing for the Eastern Region and DMR Divisions, with in excess of 300 devices being issued to frontline members. The campaign to replace end of life (EOL) s10 devices is continuing, with a replacement rate running at circa 74%. The campaign to recover and redeploy devices which have been inactive for more than 60 days is also continuing. As reported previously, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

At 1/12/2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	5,901	4,374	67	10,342

**Enrolled in mobile device management (MDM) – an active deployed device.*

Mobile App development

The Person Search App has progressed to the next testing phase. At the recent Commissioner's Conference, the Chief Information Officer (CIO) sought Chief Superintendents to volunteer their divisions for this second larger test phase. Seven divisions volunteered; DMR East, DMR South Central, Cork North/Cork West, Limerick, Wexford/Wicklow, Meath/Westmeath and Sligo Divisions. As a result, over 2,000 members now are in receipt of the app, testing it in the live environment. This larger test group will continue to provide feedback to the developer and user experience (UX) teams prior to the app being deployed to the wider organisation. The app will provide frontline members with the ability to look up PULSE person details directly from their mobile device and will provide huge benefits for frontline policing and the organisation when fully deployed nationwide. It is anticipated that the app will be deployed to all Garda mobility devices in Q1 2023 upon successful completion of this testing phase.

An Garda Síochána Property App

The new An Garda Síochána Property App supports the efforts of An Garda Síochána to encourage people to mark their property and make a record of it. Members of the public can use the app to take photographs and record receipts, store registration codes and property markings, and this can greatly

assist in the event of a theft. A new video series developed by Garda ICT, for An Garda Síochána personnel to view on the internal Garda Learning Management System (LMS), showcases some An Garda Síochána information-led technologies that are helping personnel to do their job, and keep people and their property safe. The second series is hosted by the CIO, and the third video in the series looks at the workings and benefits of the new Garda Property App.

Operating Model - ICT Workstream to enable and support the Operating Model

Enablement of the Operating Model for DMR South Central Division was deployed successfully on 4 December 2022.

PULSE Development

The RAG status remains green. PULSE R7.8.1 was successfully deployed on 27 November 2022. The release included changes to support the new 'Drugwipe 6S' saliva detection drug testing device which will replace the Dragger drug testing device from 1 December 2022. Development work on PULSE release 7.8.2. is continuing.

ICT Centenary Presentation

In October 2022, the CIO hosted a centenary event over two days in the ICT Centre, Conyngham Road, to present ICT personnel with their centenary medal/coin and certificate.



4. Corporate Communications

Walter Scott House Official Opening

The new facility for An Garda Síochána, Walter Scott House on Military Road, was officially opened by the Minister for Justice, Helen McEntee, TD and the Commissioner. Media were invited to the event and were provided with a tour of the building.



Media Briefing on Two Days of Action against Human Trafficking for Sexual Exploitation

As part of An Garda Síochána work on 16 Days of Activism, Detective Chief Superintendent Colm Noonan and Superintendent Derek Maguire of the Garda National Protective Services Bureau (GNPSB) and Human Trafficking Investigation and Co-ordination Unit (HTICU) held a media briefing on the units' targeted action against human trafficking for sexual exploitation.



The National Garda Youth Awards

On 12 November 2022, 23 awards were handed out to celebrate the contributions of young people, both individually and as part of groups, for the National Garda Youth Awards 2022. Media were invited to attend the event which took place at the Midlands Park Hotel in Portlaoise, while photography and event support was also provided by the Office of Corporate Communications.



National Bravery Awards

Five members of An Garda Síochána received National Bravery Awards at a ceremony held in Farmleigh House this month.



Press Office

The Garda Press Office operates from 7am-11pm, seven days a week responding to queries, coordinating external communications and media relations, and updating our social media platforms. This month's activity included:

- The issuing of press releases related to organised crime and the seizure of drugs, cigarettes and cash. This included the seizure of suspected ketamine valued at €249,000 in Dublin 7, suspected cocaine valued at €1.1m in Co. Louth, suspected cannabis valued at €2.4m in North Dublin, drugs valued at €1.1m in South Dublin and suspected cocaine and cash totalling €217,000 in Limerick.
- Approximately 50 missing person appeals and 35 updates were issued to the public throughout the month.
- 30 witness appeals were issued.
- Social media communications highlighting traffic plans in place around a number of high profile protests, centenary events and major sporting events in Dublin, Cork and Donegal.
- Publication and press release on the 2021 An Garda Síochána Public Attitudes Survey.

'Keeping people safe' – Key activities/advice in November 2022

- BeWinterReady campaign launched at the beginning of the month, with regular updates throughout November. The campaign provides crucial information for the public to ensure personal, home and business preparedness for the winter months.



- Public awareness on frauds and safety tips ahead of Cyber Monday 2022.



- A continued focus on communicating road safety messaging throughout the month of November following the increase in road deaths countrywide in 2022. Campaign infographics are regularly posted to social media channels as a stark reminder of the number of road fatalities to date.



**Statistics up to late November 2022*

Internal Communications

The Internal Communications team continued to issue Newsbeat twice a week during the month of November 2022. Readership has stayed consistently high at approximately 60% of personnel per edition. Key updates delivered to personnel this month included:

- Congratulations offered to the five Gardaí honoured for outstanding acts of bravery at the National Bravery Awards.
- Guidance documentation on preparing for District Court hearings.
- An update on the Policing, Security and Community Safety Bill.
- A welcome to our 92 new Trainees who commenced training in the Garda College.
- Information on our statutory obligations concerning the use of the Irish language.
- The success of our Older Persons Register at this year's National Age Friendly Awards. An Garda Síochána also received the Judges' Special Commendation at the event for dedicated work during the COVID-19 emergency to keep all of us, especially older people, safe.
- In conjunction with National Adult Safeguarding Day, awareness was raised regarding adult abuse.
- Invitation to register interest in our Policing and Human Rights Law in Ireland course.
- Reminder on the process for all complaints of alleged clerical abuse.
- Interview with Detective Superintendent Pat Ryan from GNCCB, who was elected as the Chairperson of the European Union Cybercrime Task Force (EUCTF).

Other topics included

- As November is Movember, health and wellbeing took special notice of men's health issues this month, including the importance of early detection of prostate cancer and testicular cancer.
- Annual masses to remember deceased members of An Garda Síochána country wide.
- New videos showcasing the benefits of using information-led technologies to help keep people safe.
- Our series of explainers on our human rights principles continued.
- Health and safety information on the correct storage of e-scooters and e-bikes.

Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Information on Fáinne available to staff.
- The principles of our human rights based approach to policing.
- Reminder on how to stop the spread of COVID 19.
- Details of the new drug testing devices DrugWipe 6S.



5. Implementation of Cultural Change

Culture Reform Programme

- An in-depth analysis of data from the Culture Audit of An Garda Síochána continued throughout November 2022 by the Garda Ethics and Culture Bureau (GECB). Regional and sectional data has been disseminated to each Assistant Commissioner and Executive Director, while datasets around tenure, gender, shift and non-shift are being analysed. Superintendent GECB has been invited to present to senior management in the areas of the Chief Information Officer and Assistant Commissioner, Organised and Serious Crime on 30 November 2022 on their specific results.
- A business case for the rollout of proposed supportive leadership workshops was forwarded for approval on 24 October 2022. It is proposed that this training will be provided to Inspectors, Sergeants, Higher Executive Officers and Executive Officers.
- The Garda Ethics and Culture Bureau is in the process of organising nationwide focus groups to gather qualitative data in relation to the findings of the Culture Audit. This qualitative data will be used in conjunction with the quantitative data already collected in the survey, to assist in deciding the 'next steps' required by the organisation to address both its positive and negative findings. It is planned that two focus groups will take place before the end of Q4 2022. Further focus groups will take place during Q1 2023.
- On 8 November 2022, Superintendent GECB presented with Professor Graham, Durham University at the Commissioner's Conference in the Garda College on the findings of the Culture Audit 2022.

Enhancing Professional Conduct

- The fourth meeting of the Lessons Learned Working Group took place on 9 November 2022. This working group comprises the Garda Ethics and Culture Bureau, the Garda Anti-Corruption Unit, Internal Affairs and the Garda Professional Standards Unit. The theme for the first publication is misuse of data. The next meeting is scheduled for 22 November 2022.

6. Risk Management

The Corporate Risk Register of An Garda Síochána currently captures eight principal risks. These are managed effectively by assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU). The last meeting of RPGB took place on 4 October 2022.

During the month of November 2022, the Garda Risk Management Unit;

- Held one-to-one meetings with all corporate risk owners and support staff to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Attended a meeting at Fitzgibbon Street Garda Station to discuss and advise on the risk management methodology in the area of event management.
- Delivered a presentation at the Commissioner's Conference with a view to encouraging and improving risk management at local level.
- Continued to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. Under this initiative, GRMU conducted risk management refresher training and risk register development workshops with performance assurance personnel from the Limerick Division.
- Continued to engage with STO in relation to risk assessing the Draft National Policing Plan 2023.
- Continued to examine 'bail management' from a risk perspective within An Garda Síochána.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for October and November 2022.

As outlined in all reports, it is the advice of the Chief Information Officer that this report is self-contained and prepared from a very small data set covering two months. It should therefore not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

Category	Oct-22	Nov-22	Increase/ Decrease	% Change
Total use of force (UOF) for month	1070	903	-167	-16%
Civilians injured	30	30	0	0%
Garda members injured	24	16	-8	-33%
Pepper spray deployed	68	72	4	6%
Batons	20	16	-4	-20%
Handcuffs	928	764	-164	-18%
Anti-spit guard	1	0	-1	-100%
Unarmed restraint	171	158	-13	-8%
Taser	2	4	2	100%
Non-lethal firearm	0	0	0	0%
Firearm	0	0	0	0%
Gender subject to force - male	860	701	-159	-18%
Gender subject to force - female	101	99	-2	-2%
Drugs involved	285	235	-50	-18%
Alcohol involved	616	501	-115	-19%
Division with highest level UOF - DMR South Central	9%	11%	2	2%
Percentage of UOF deployments occurring Friday, Saturday & Sunday	53%	48%	-5	-5%



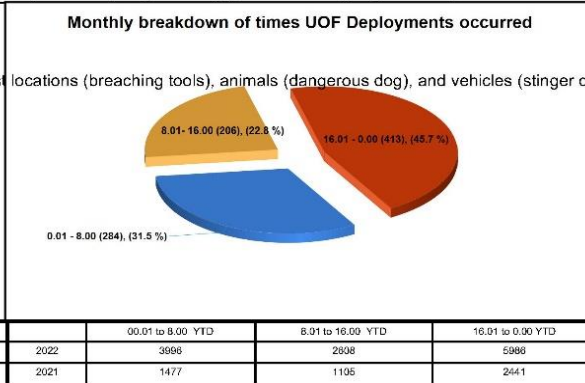
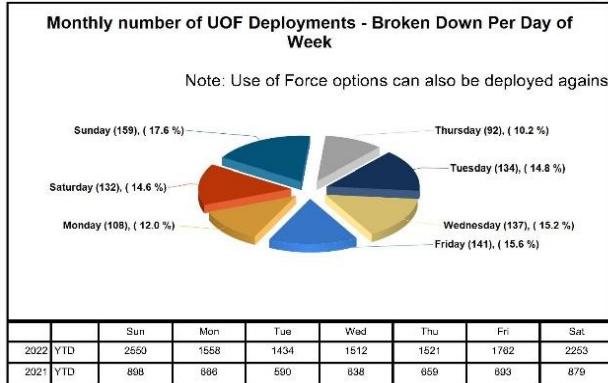
Reported Use of Force

November 2022

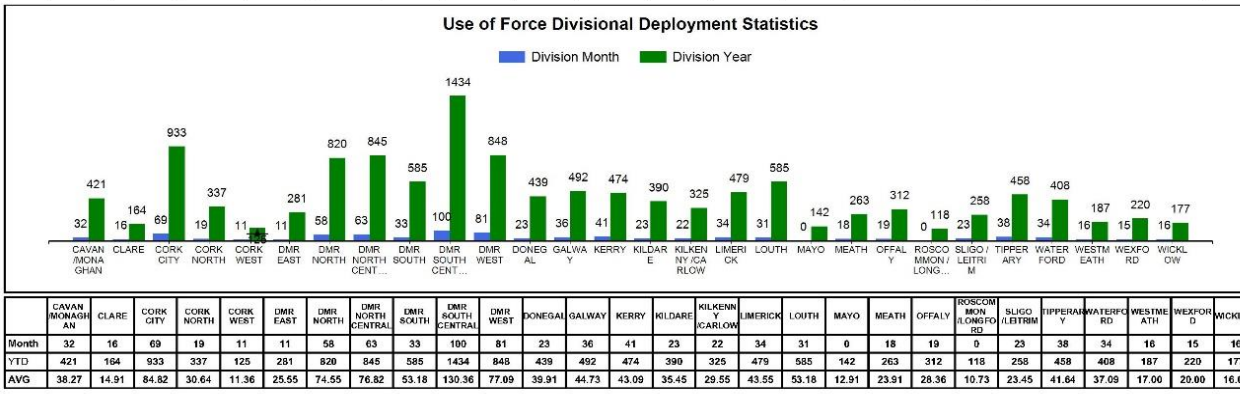
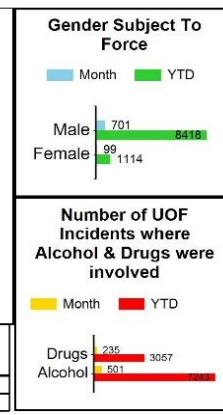
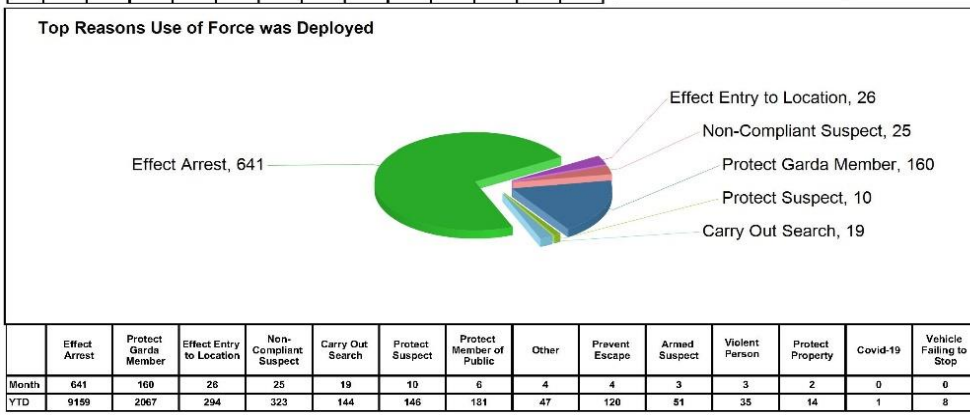
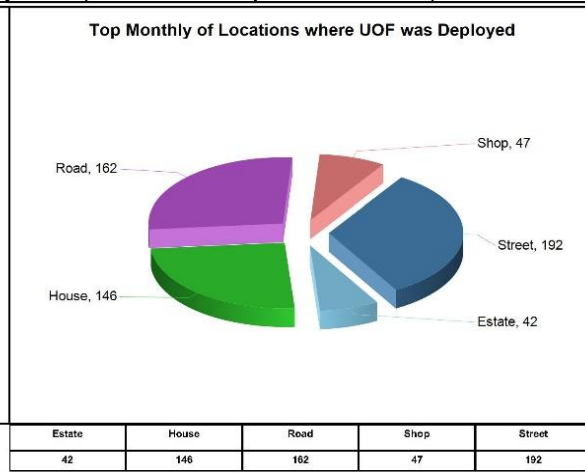
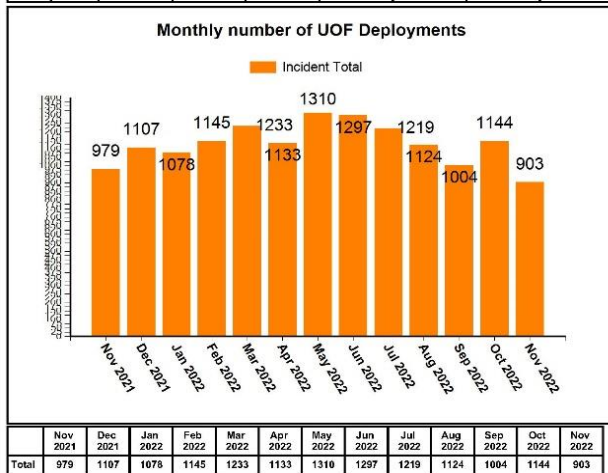
THIS DOCUMENT IS SELF-CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF December 6, 2022 at 10:09:52. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	836	YTD	11,775
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	903	YTD	12590
Number of Incidents on PULSE	Month	101,459	YTD	1,280,977
% of Incidents involving Use of Force	Month	0.8240%	YTD	0.9192%

Note: Use of Force options can also be deployed against locations (breaching tools), animals (dangerous dog), and vehicles (stinger device).



Civilians injured during UOF Incident	Month	YTD
	30	296
Garda Members injured during UOF Incident	Month	YTD
	16	279
Pepper Spray*	Month	YTD
	72	864
Baton (Used)	Month	YTD
	16	237
Handcuffs (Used)	Month	YTD
	764	10914
Anti Spit Guard (Used)	Month	YTD
	0	22
Unarmed Restraint Used	Month	YTD
	158	2514
Taser (Used)	Month	YTD
	4	23
Non Lethal Firearm	Month	YTD
	0	3
Firearm (Used)**	Month	YTD
	0	0



NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force incidents can be created outside of the monthly parameters. *Use of Force incidents can include multiple persons subject to force. **This report is generated from information contained on the Garda Síochána PULSE system as per report issue date. ***UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

8. Data Quality and Crime Trends

Information Led Policing: Data in support of Policy Development and Performance Monitoring

The 2021 Garda Public Attitudes Survey was published on 29 November 2022. Garda standard vetting times have remained stable since before 2020, with turnaround times of six to seven working days once an application is received. The turnaround time for standard vetting of hosts for Ukrainian families and aviation vetting continues to be one working day.

Aggregate data from the Galway pilot of non-detection crime outcomes is being collated and will be made available early in 2023. The pilot has so far identified over 1,000 outcomes across 31 non-detection outcome types (similar to the experience in other jurisdictions), as well as those with full detections. National rollout will proceed late in 2023 following PULSE changes to streamline the process.

Data Quality and Operational Value of Data

The November 2022 data quality metrics are available at the link below:

[ags-crime-incident-data-quality-metrics-30-november-2022.pdf \(garda.ie\)](#)

Data Quality Assurance

As reported last month, the review of the PULSE Data Quality Framework by KPMG is continuing. A report is expected by the end of 2022.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime, which has taken longer to return to pre-pandemic levels and burglary in particular has remained low compared to pre-pandemic levels.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020 and the 'level 5' restrictions (late December 2020 – May 2021) had a large impact on many types of crime. These periods of heightened restriction (and corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

Note: *GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.*

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 36% was observed in the 12 months to November 2022 compared with the 12 months previous. At times during the COVID-19 pandemic a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic as another main contributor, burglary, has remained at low levels during much of this time. Considering theft, there has been a 41% increase in theft from shop and a 61% increase in theft of other property in the 12 months to November 2022 compared with the previous 12 months. Reported theft from shop since April 2022 has been higher than at any point during the past 15 years and is 15% higher compared to the same period in 2019.

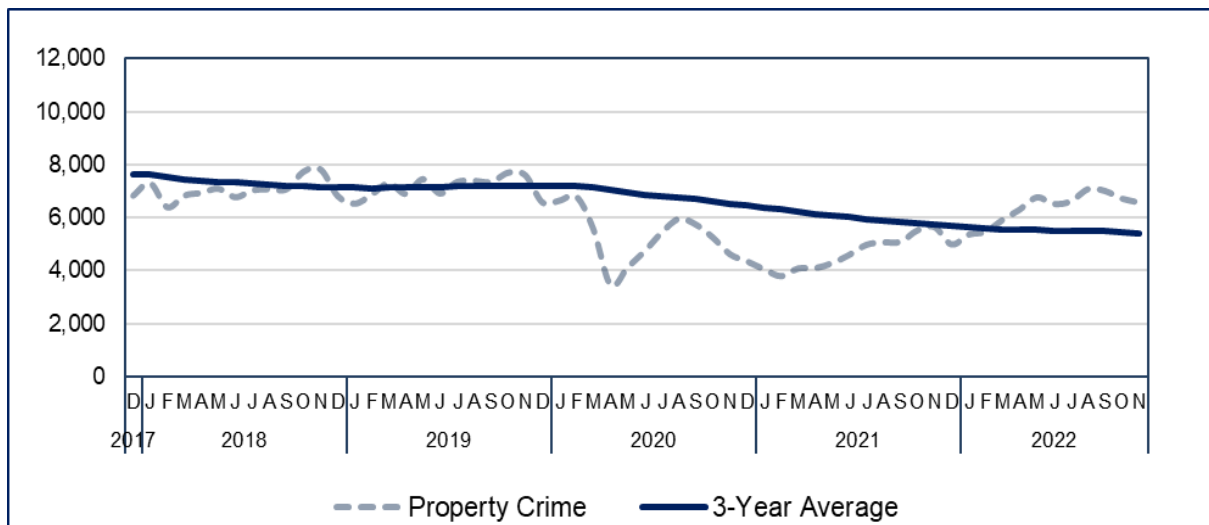


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 6% and burglary occurring elsewhere was up 19% in the 12 months to November 2022, compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June/July 2020, when the lockdown conditions were relaxed, and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021 – April 2022) and has decreased in recent months, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels. It is expected that reported burglary, particularly residential burglary, will increase over the coming months in accordance with seasonal patterns.

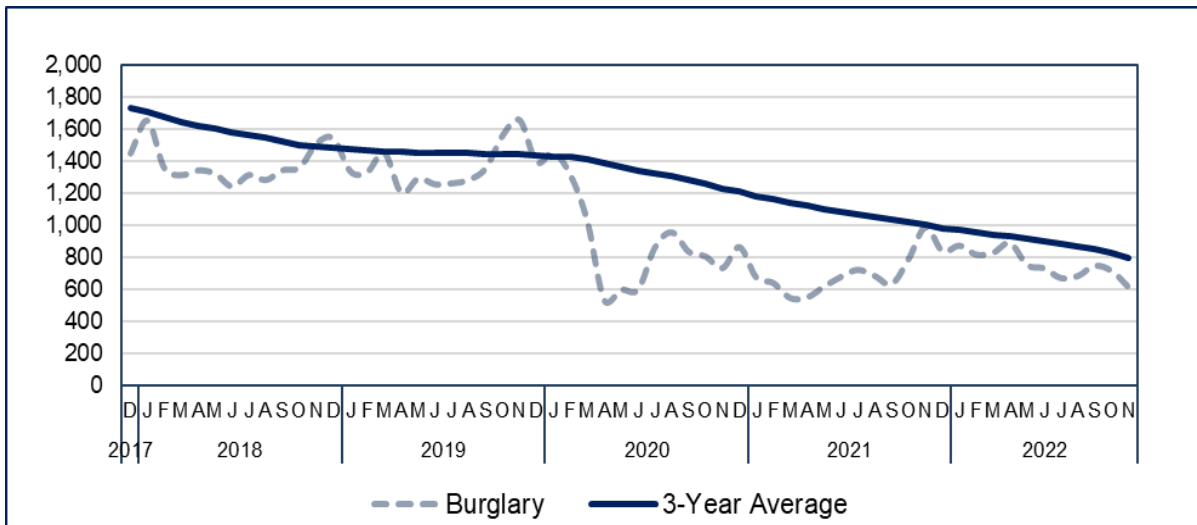


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 15% higher in the 12 months to November 2022 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In 2022, however, reported crimes against the person have been 8% higher than the same period in 2019, indicating a possible resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assault typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 31% in the 12 months to November 2022 compared with the 12 months previous, while assault in residences has increased by 4% during this time. There has been a 5% increase in reported assault incidents in the year to date 2022 (January – November) compared to the same period in 2019.

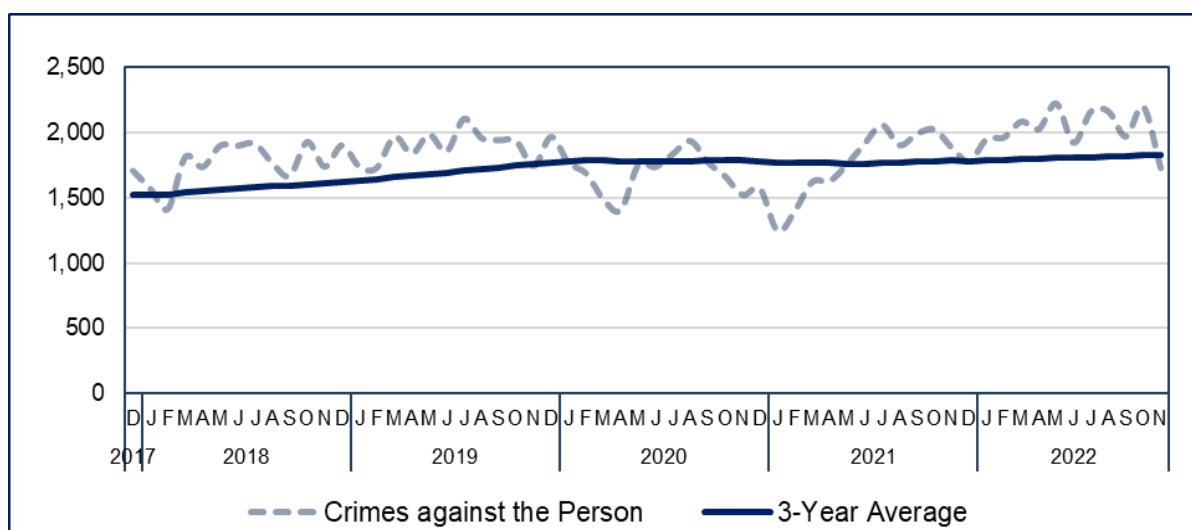


Chart 4: Sexual Offences - 5 Year Trend (to October 2022)

As outlined in previous reports, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to October 2022, there has been a 9% decrease in reported sexual offences compared to the 12 months prior. The general increase in sexual offences prior to 2020 may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

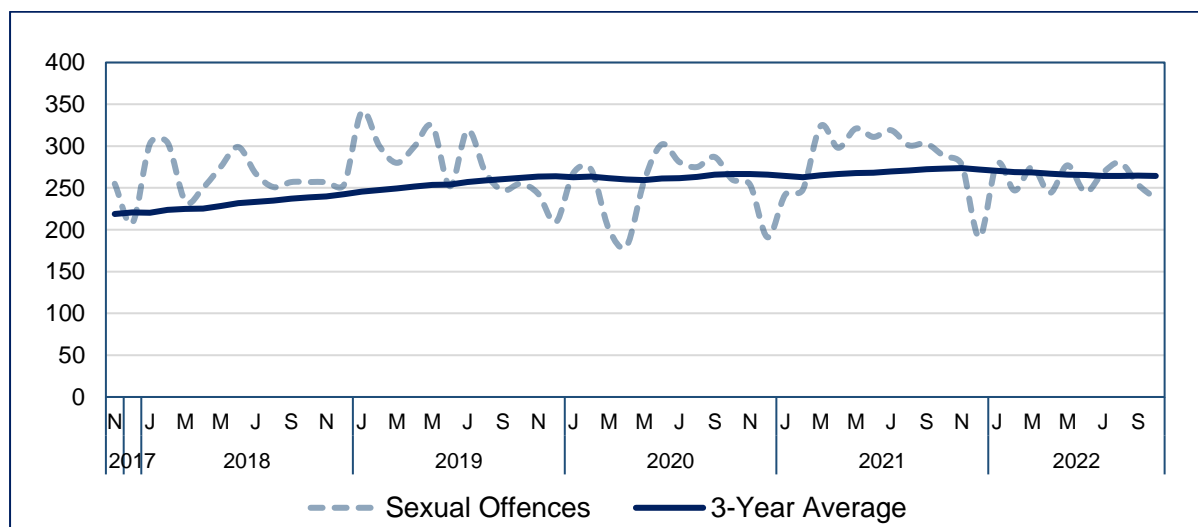


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 – 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis there were signs of resumption of this downward trend. There was an increase of 12% in the 12 months to November 2022 compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month in 2022 has been similar to pre-pandemic levels (2018-2019).

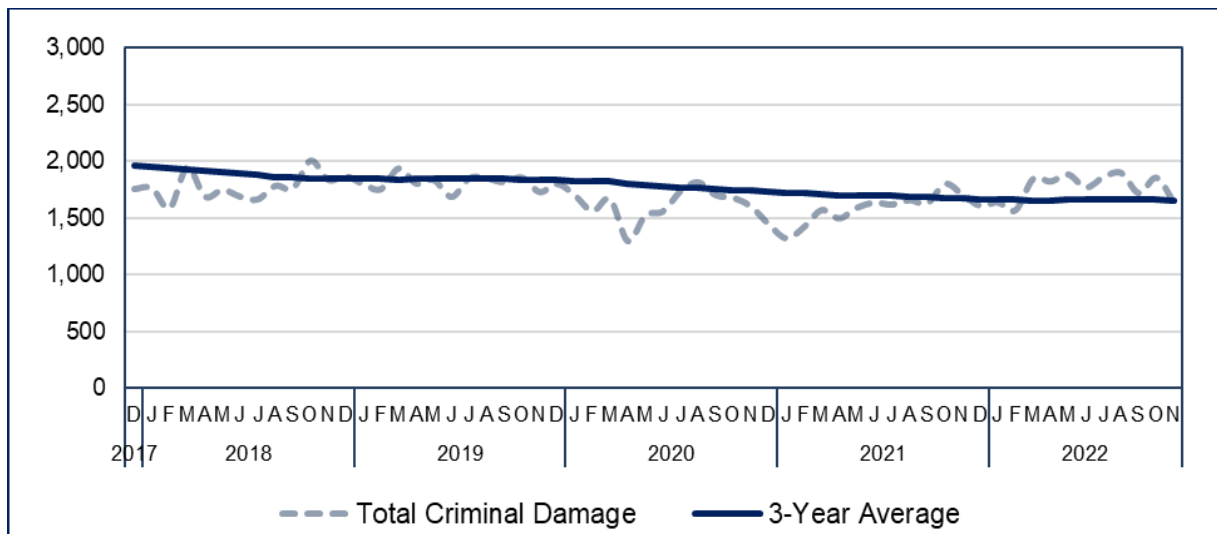
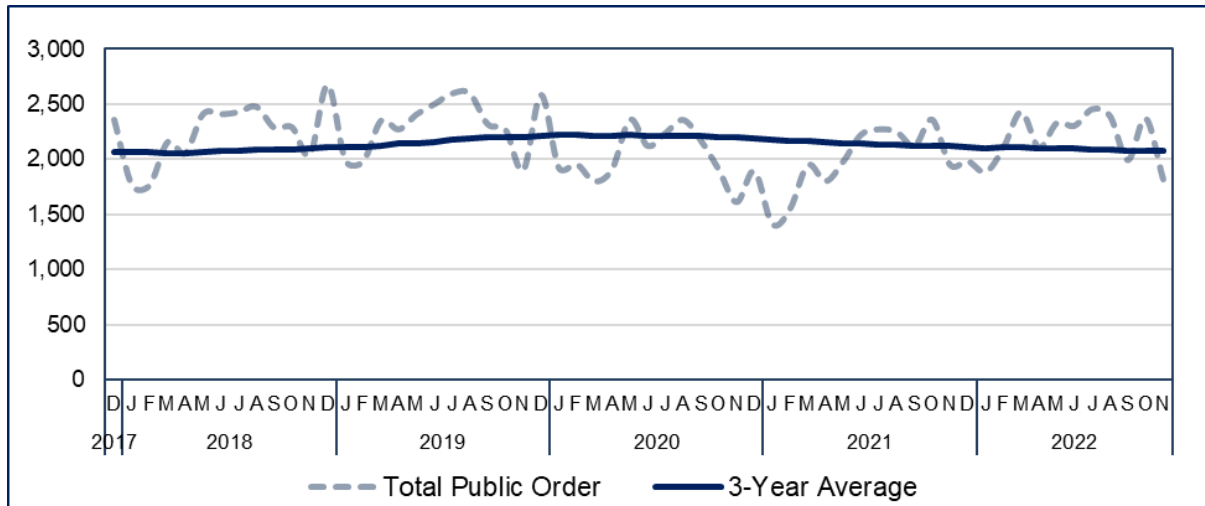


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020 which caused this trend to plateau. There was an increase of 9% in the 12 months to November 2022 compared with the 12 months previous. Public order offences during this period were up 6%, while drunkenness offences over the same period increased by 18%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



9. Policing Successes

Throughout the month of November 2022, there were many incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of those incidents which occurred throughout the month of November 2022 are set out hereunder:

On 1 November 2022, following a comprehensive investigation under Operation Neowise, which investigated the false parentage of foreign national children born in Ireland, six individuals were sentenced following a guilty plea. The investigation had established that significant sums of money had been paid to a British citizen for falsely registering as the biological father of six foreign national children born in Ireland between July 2012 and November 2016. The six accused were dealt with in unison and sentenced to two years' imprisonment, which was suspended subject to a good behaviour bond.

On 4 November 2022, as a result of an investigation conducted by the Garda National Bureau of Criminal Investigation, an individual was convicted for an offence of corruption, contrary to Section 5(2) of the Criminal Justice (Corruption Offences) Act, 2018. This individual was also convicted in relation to a second offence of obtaining and disclosing confidential information from PULSE to another person without prior authorisation, contrary to Section 145 of the Data Protection Act, 2018. The court imposed a prison sentence of 2 and a half years on the accused.

On 10 November 2022, Gardaí received a report from a financial institution stating that an older person was suspiciously withdrawing several thousands of Euros from their account. Gardaí conducted further enquires and discovered that on 3 November 2022, three suspects called to an older person's home posing as builders. They informed the older person that their roof needed repair and extorted a large sum of money from them without completing any work. Gardaí conducted a co-ordinated operation, resulting in the arrest of three individuals on suspicion of demanding a debt with menace. The three suspects were detained and subsequently charged with offences under Section 6 of the Theft and Fraud Offences Act. On 11 November 2022, all three suspects were brought before the court, where they were granted bail. A file is being completed for the DPP.

On 8 and 9 November 2022, as part of Operation Elaborate, the Garda National Economic Crime Bureau (GNECB), assisted by the Garda National Cyber Crime Bureau (GNCCB), conducted a two-day operation to target the users of a website called iSpoof.cc. The server and website were designed to allow fraudsters to make telephone calls and/or send text messages from 'spoofed' numbers that appear to be from trusted and genuine telephone numbers. As a result of enquires carried out by GNECB and GNCCB, a number of Irish targets were identified. Over the two-day period, 17 search warrants were executed, resulting in the seizure of 132 phones, tablets, computers and other devices. In addition, a total of 64 bank accounts were identified and in excess of €100,000 in crypto currency held in exchanges in the UK were also identified. Six arrests were also made and 14 bench warrants were executed in respect of two individuals.

On 13 November 2022, the Armed Support Unit (ASU) attended an incident where a person was standing on the outside of the barrier of a motorway, threatening suicide. A hostage barricade incident was declared and traffic diversions were immediately put in place. Gardaí, assisted by an off duty paramedic, engaged with the person and following extensive negotiations, the person agreed to come in off the bridge. An ASU member utilised their firearms strap to tie around the person's wrist to

ensure they didn't slip. The manoeuvre was successful. The person was returned to safety and taken to hospital for further treatment.

On Thursday 17 November 2022, approximately €2.36 million of suspected cannabis was seized and one person arrested following a joint operation conducted by the Garda National Drugs and Organised Crime Bureau (GNDOCB) and Revenue's Customs Service.

On 18 November 2022, as part of an ongoing investigation into the rise of catalytic converter thefts and associated crime, Garda personnel conducted a co-ordinated operation in respect of Operation Thor, comprising strategic and targeted patrols, and high visibility checkpoints. As a result of the extensive investigation, two suspects were arrested and charged with five counts of Section 15 (possession of certain articles) and one count of Section 12 (burglary) of the Criminal Justice (Theft and Fraud Offences) Act, 2001. Both were remanded on bail to appear before the court at a later date.

On 23 November 2022, Gardaí received reports of a person attempting to enter a river. Upon arrival of Gardaí, the person jumped into the river. A Garda member entered the water and attended to the person, using a buoy to assist in the recovery. With the assistance of all Gardaí present, the person was taken from the water to safety, where Gardaí conducted first aid until the arrival of an ambulance. The person was then conveyed to hospital for further treatment.

On 28 November 2022, as part of an intelligence led operation targeting the drug distribution of a trans-national organised criminal grouping, personnel attached to GNDOCB conducted a search of a business premises and its environs. During the course of the search, 79Kg of suspected cocaine, with an estimated street value of €5,530,000, was recovered within a vehicle parked at the location. Investigations into this matter are ongoing.

Criminal Assets Bureau

During November 2022, the Criminal Assets Bureau (CAB) conducted search operations as part of investigations into the assets of people involved in criminal activity, including drug trafficking and the money laundering of criminal funds through cryptocurrency. The most significant searches took place on 8 and 28 November 2022, and resulted in the seizure of documentation, records, hard drives and a number of devices. CAB also secured orders, pursuant to Section 2 and 3 of the Proceeds of Crime Act 1996, as amended, in respect of three properties, a vehicle, five gold bars, €15,000 in funds and €23,000 in cash.

10. Community Engagement and Organisational Initiatives

Transition Year Students at Drogheda Garda Station

From 7 to 11 November 2022, personnel attached to the Continuous Professional Development Section, welcomed an intake of transition year students at Drogheda Garda Station. The group received various presentations on topics including crime investigation and public order policing, and were given talks on the roles of the Drugs Unit, Traffic Unit, Scenes of Crime Unit, Divisional Search Team, Chief Information Officer and Community Policing Team. The participants travelled to Westmanstown Conference Centre for the National Support Services open day where they met the Mounted Unit, Dog Unit, Sub-Aqua Unit, Public Order Unit and Air Support Unit.



Little Blue Heroes Foundation

On 10 November 2022, the Garda National Community Policing Unit supported the Little Blue Heroes Foundation to help Dublin Town with its winter initiatives by turning on the Christmas lights on Dublin's Grafton Street. Dublin Town is a collective of stakeholders, Dublin City Centre business owners and local creative talent, who promote the city centre as a destination for shopping/socialising and improve the district through several social initiatives.



Safe Driving Initiative

On 11 November 2022, Juvenile Liaison Officers in the Southern Region hosted a Safe Driving Initiative. This was an information evening consisting of a presentation by the local Roads Policing Unit. The event was attended by nine young drivers who have been cautioned or who required a caution under the Garda Youth Diversion Programme for a road traffic offence. Family members were also in attendance while some drivers who had turned 18 brought a friend. Gardaí spoke on the many different road traffic issues such as speeding, seat belts, drink and drug driving, and insurance, and encouraged questions from the participants and their family members. All attendees received a copy of a victim impact statement for a court case which involved the death of a young boy by a drunk driver. The evening was well received by all participants in attendance and similar are planned for 2023.

World Day of Remembrance for Road Traffic Victims

On 15 November 2022, Assistant Commissioner Roads Policing and Community Engagement, along with members of the Garda National Roads Policing Bureau and the Dublin Metropolitan Region Roads Policing Division attended the launch of the World Day of Remembrance for Road Traffic Victims. Ceremonies were held across the country on 20 November 2022 to remember road traffic victims and were attended by local representatives from An Garda Síochána.

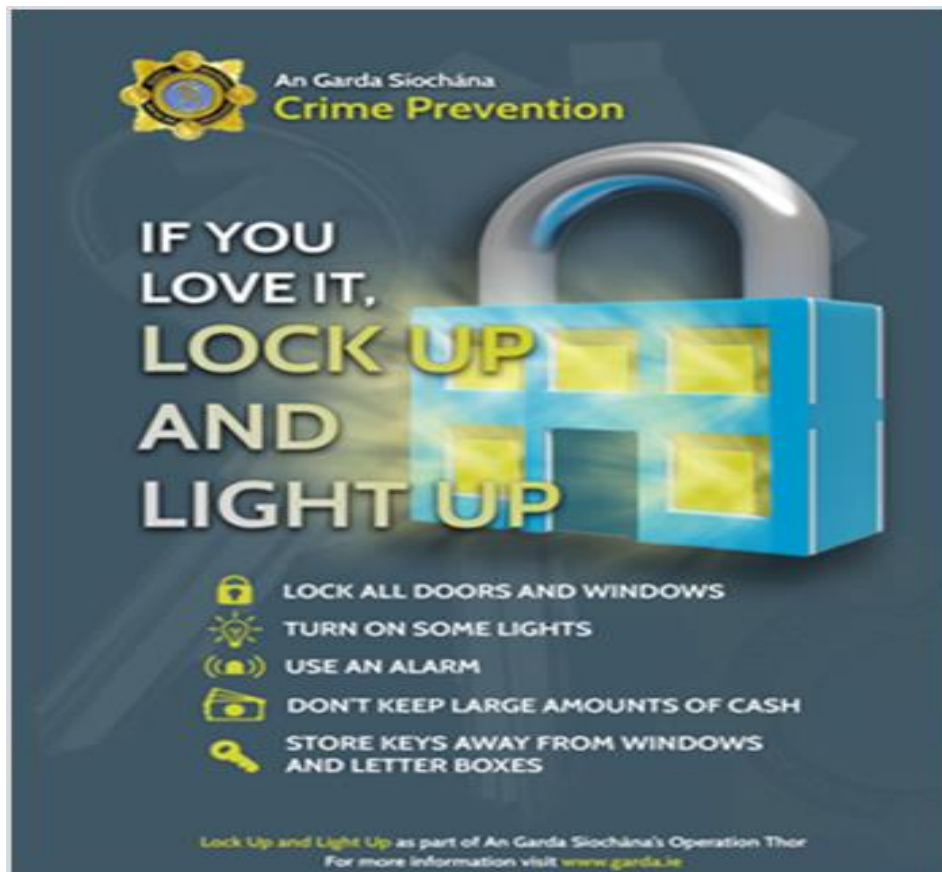


Age Friendly Ireland Recognition and Achievement Award

On 27 November 2022, An Garda Síochána won an Age Friendly Ireland Recognition and Achievement Award, in the safety and security category, for being of benefit to older people and helping to make the local community more age friendly. The Older Persons Register is a digital mapping application and was developed for the Ballina/Belmullet community engagement area as a way of collating details of its older and vulnerable residents so they can be better supported. It can easily be accessed remotely by Gardaí via a mobile app while out on patrol and it is envisaged that it will eventually be rolled out in every district across the country.

Lock Up and Light Up

Throughout November 2022, as part of Operation Thor, the Garda National Community Policing Unit, the Garda National Crime Prevention Unit and the Garda Press Office advised homeowners and residents about two issues to keep them and their property safe. Firstly, to lock up and light up during these long winter evenings and secondly, to be extra vigilant about 'bogus tradesmen' and people impersonating Gardaí. These individuals often request to check the homeowner's cash, owing to an increase in counterfeit cash circulating in the area, or the security of the house, because of an increase in burglaries in the area.



Garda National Diversity and Integration Unit

Throughout the month of November 2022, the Garda National Diversity and Integration Unit presented at and attended a number of events including the following:

- 1 to 4 November 2022: Holocaust Study in Auschwitz-Birkenau.
- 5 November 2022: 25th Little People of Ireland Annual Convention.
- 6 November 2022: BeLonG To, an LGBTQI+ Youth Group.
- 16 November 2022: Office for Democratic Institutions and Human Rights (ODIHR) 14th Annual Meeting for National Points of Contact for Hate Crime.

11. Operating Model

Crime and Community Engagement Functional Areas

On 4 December 2022, the DMR South Central Division will fully stand up their Community Engagement and Crime Functional Areas. This means:

- Garda personnel will be formally aligned to one of the four Functional Areas in the division.
- Each Garda station will be aligned to a Community Engagement Functional Area within the division.
- PULSE 7.8 will be deployed to embed and align PULSE with Operating Model Functional Area structures.
- The DMR South Central Division had already established their Crime and Community Engagement Functional Areas under the Divisional Policing Model pilot. The alignment of former districts to Community Engagement Functional Areas is outlined in table 1.

Table 1: District to Community Engagement Functional Area alignment

Division	Former District	Community Engagement Functional Area
DMR South Central	Donnybrook	Donnybrook Community Engagement
	Kevin Street	Kevin Street Community Engagement
	Pearse Street	Pearse Street Community Engagement

As reported last month, the Cork City, Kerry, Galway, Limerick and Mayo/Roscommon/Longford Divisions are also operating in the Functional Area structure.

Business Services and Performance Assurance Functional Areas

A total of 17 divisions have commenced the implementation of the Business Services Functional Area. The Waterford/Kilkenny/Carlow Division commenced implementation of the final element of the Business Services (General Administration) on 21 November 2022. As reported last month, five divisions have commenced the implementation of the Performance Assurance Functional Area standardised processes (Kerry, Cork City, Galway, Limerick and Mayo/Roscommon/Longford), with the DMR South Central Division conducting planning activities to support implementation.

Regional Office Implementation

Quality assurance of the regional office processes commenced on 18 November 2022. These processes, once implemented, will ensure the Operating Model alignment of divisions and regions. Implementation timelines are under review at present.

Operating Model Planning 2023

Planning for the continued rollout of the Operating Model during 2023 is currently underway, in consultation with the relevant stakeholders. The plan will include the continued roll out in the remaining divisions along with the implementation of the regional office standardised processes in the four regions during 2023.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2022												<i>Total to end 2022</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	1	0	1	1	0	1	0	2	0	0	6
Chief Superintendent	0	0	1	0	0	0	1	0	2	1	1	1	7
Superintendent	3	2	2	1	0	3	1	1	0	0	0	1	14
Total	3	2	4	1	1	4	2	2	2	3	1	2	27

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of November 2022</i>													
Rank	ECF	Position at end of last month October 2022	Appointed in Month – November 2022	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	46	1	0	0	0	1	0	0	0	0	46	1
Superintendent	168	168	1	0	0	0	0	0	0	1	0	168	0
Total	223	222	2	0	0	0	1	0	0	1	0	222	1

*1 x Superintendent consequential vacancy due to promotion of a D/Superintendent to Chief Superintendent on 7/11/2022, filled by way of promotion.

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of November 2022</i>									
As at 30.11.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	33	0	0	17	22	1	2
	Female	80	22	46	41	0	96	2	8
Sergeant	Male	1	2	0	0	1	3	0	0
	Female	1	0	5	4	0	7	0	1
Inspector	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	35	0	0	19	25	1	2
	Total Female	81	22	51	45	0	103	2	9
	Total	84	57	51	45	19	128	3	11

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 30.11.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	5	7	0	0	2	3	1	0
	Female	230	22	14	11	58	0	0	2
EO	Male	1	0	0	0	2	0	0	0
	Female	38	15	7	3	30	0	0	5
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	0	0	0	0
	Female	5	2	3	0	5	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	1	1	1	0	0	0	0	0
PO	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	6	8	0	0	7	3	1	0
	Total Female	282	41	25	14	93	0	0	7
	Total	288	49	25	14	100	3	1	7

Appendix E – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members – unavailable for duty due to sick leave *OI = Ordinary illness **IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209
Jan 2022	1,113	188	100	15	9	1	1,222	204
Dec 2021	1,377	189	130	17	12	1	1,519	207
Nov 2021	1,559	181	135	15	6	1	1,700	197

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184
Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194

Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209
Jan 2022	1,178	191	106	15	9	1	1,293	207
Dec 2021	1,462	190	137	17	12	1	1,611	208
Nov 2021	1,662	182	146	16	6	1	1,814	199

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12,339.5	5,996.5
Dec 2021	13,453.5	5,546.5	1,498	504	213	31	15,164.5	6,081.5
Nov 2021	13,390	5,059	1,319	451	131	30	14,840	5,540

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%

May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%
Jan 2022	12,339.50	-2,825.00	-18.63%
Dec 2021	15,164.50	324.50	2.19%
Nov 2021	14,840.00	-179.00	-1.19%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%
Jan 2022	5,996.50	-85.00	-1.40%
Dec 2021	6,081.50	541.50	9.77%
Nov 2021	5,540.00	185.00	3.45%

Garda Members – Lost Time Rate (LTR) – Ordinary Illness

Month	No. of Days Absent	LTR
Nov 2022	17,112.00	4.53%
Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%
Jan 2022	12,339.50	3.23%
Dec 2021	15,164.50	3.99%
Nov 2021	14,840.00	3.91%

Garda Staff – Numbers who availed of sick leave

Date	No.
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340
Jan 2022	319
Dec 2021	346
Nov 2021	415

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Nov 2022	509	5	514
Oct 2022	454	5	459
Sept 2022	432	4	436
Aug 2022	340	4	344
July 2022	368	6	374
June 2022	389	6	395
May 2022	397	6	403
Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373
Jan 2022	330	3	333
Dec 2021	364	6	370
Nov 2021	433	11	444

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%

July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363.00	57	3,420.00	-309.00	8.29%
Apr 2022	3,669.00	60	3,729.00	66.50	1.81%
Mar 2022	3,580.00	82.50	3,662.50	326.50	9.78%
Feb 2022	3,336.00	0	3,336.00	162.00	5.10%
Jan 2022	3,114.00	60	3,174.00	-350.50	-9.94%
Dec 2021	3,440.50	84	3,524.50	-652.00	-15.61%
Nov 2021	4,008.50	168	4,176.50	72.50	1.77%

Garda Staff – Lost Time Rate (LTR) – Ordinary Illness

Date	Days Absent	LTR
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%
Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%
Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%
Jan 2022	3,174	4.03%
Dec 2021	3,524.50	4.48%
Nov 2021	4,176.50	5.29%

Number of Garda Members absent due to mental health

Date	Number of Garda Members absent due to mental health	Number of days absent due to mental health
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493
June 2022	21	559

May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488
Jan 2022	18	451.5
Dec 2021	25	720
Nov 2021	18	452

Sick leave statistics as recorded on SAMS. These are compiled using the mental health illness subcategory, based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.

Commentary Sick Absence – November 2022

Sick absence days for both Garda members and Garda Staff reflect a decrease in the last month. However, instances of sick absence leave and the number of Garda members and Garda Staff availing of sick absence leave increased compared to the previous month. Comparing November 2022 to November 2021, year on year, ordinary illness days have significantly increased for Garda members by 15.31%. However, they have decreased for Garda Staff by 7.47%.

Injury on duty sick absence shows a slight increase this month. However, comparing November 2022 to November 2021, year on year, injury on duty has decreased by 1.28%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows an increase in the last month over the number of sick absence days at 2.87%. Instances of sick absence reflect an increase of 5.43%. Likewise, the number of Garda members availing of sick absence leave, month on month, displays an increase of 4.92%.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 7.52% for Garda members and a decrease of 3.71% for Garda Staff. The instances of sick absence, month on month, show an increase both for Garda members at 8.13% and for Garda Staff at 11.98%. With regard to the number of members availing of sick absence leave, they reflect a similar trajectory of a 7.15% increase for Garda members and a 9.33% increase for Garda Staff.

Since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 19, which reflects a 13.64% decrease from October 2022. The number of sick day absences for Garda members in November 2022 was 468 days, which shows a decrease from October 2022 that can be seen at 19.24%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven days from 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.

After the seven-day period of special paid leave, the absence will be recorded as an ordinary absence. Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July.