



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**April 2024**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Office of the Commissioner  
Corporate Affairs  
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Luaigh an uimhir tharaghta seo a leanas le do thoil:  
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Ms. Helen Hall  
Chief Executive  
The Policing Authority


**RE: Commissioner's Monthly Report to the Policing Authority**

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Dear Helen,

I am pleased to provide the fourth report in 2024, outlining the key aspects of the administration and operation of An Garda Síochána for the month of March 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

  
**THELMA WATTERS**  
**CHIEF SUPERINTENDENT**  
**COMMISSIONER'S OFFICE**

  
2nd April 2024

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

## Message from the Commissioner

During the month of March 2024, 165 Gardaí were attested into the organisation, having successfully completed their training to that point. We continue our efforts to increase overall Garda numbers. In time, we hope to welcome other successful candidates following on from our most recent recruitment campaign, which received more than 6,300 applications, 31% of whom were women and almost 25% noted their ethnicity as being “other than white Irish”.

During the month of March 2024, we continued to work with partners to reduce road deaths as part of the Government’s Road Safety Strategy. This included national road safety campaigns during the St. Patrick’s Day bank holiday weekend and over the Easter period.

During the course of the St. Patrick’s Day bank holiday campaign, 750 mandatory intoxicant testing (MIT) checkpoints were conducted between 7am on Thursday, 14 March 2024 and 7am on Tuesday, 19 March 2024. This resulted in 1,781 speeding detections, 192 detections for driving under the influence of alcohol or drugs, 59 people were detected driving without a seatbelt and 174 were found to be using a mobile phone while driving.

This focus on road safety and road traffic enforcement is an important part of the work we do. As of 12 April 2024, the number of deaths on our roads in 2024 has reached a concerning 63. This has had devastating effects on each and every one of those individual’s families, friends and communities. As I have consistently said, one road fatality is one too many and that is why road safety continues to be a key priority for An Garda Síochána.

Through March 2024, Gardaí across the country delivered key detections in drug enforcement, human trafficking and domestic violence offending. Some of these notable detections are included in the report.

This month, I was delighted to present a number of Garda personnel with their accreditations as Mental Health First Aid Training Facilitators. Through our partnership with Mental Health First Aid Ireland, An Garda Síochána is working to deliver certified training courses to all Garda personnel in mental health first aid over the coming years. This valuable training will serve to support our personnel, by providing them with the skills to recognise when someone may be in crisis and equipping them with the right tools to assist in those situations. These practical skills can be utilised and applied in the course of their work with the public, and in their engagement with colleagues and peers.

Furthermore, I attended the World Policing Summit in Dubai where I got the opportunity to showcase the Garda organisation and the good work that is being done here to an international policing audience.

At this event, the focus of my presentation was on our model of community-focused policing, the importance of building trust and how more than 100 years since our foundation, An Garda Síochána continues to “succeed not by force of arms or numbers”, but on our moral authority as servants of the people.

**J A HARRIS**  
**COMMISSIONER**

## 1. Finance

### Financial Expenditure and Receipts

|  | 2024 Allocation<br>€'000 | Expenditure/Receipts<br>end March €'000 | Remaining<br>€'000 | Remaining % |
|--|--------------------------|---|--------------------|-------------|
| <b>Gross Total</b>                         | 2,355,516                | 549,962                                 | 1,805,554          | 77%         |
| <b>Appropriation in Aid<br/>(receipts)</b> | 104,206                  | 30,969                                  | 73,237             | 70%         |
| <b>Net Total</b>                           | 2,251,310                | 518,993                                 | 1,732,317          |             |

The total gross 2024 allocation for An Garda Síochána is €2.36b and net allocation is €2.25b. At the end of March 2024, the total combined gross expenditure is €549.96m (23% of allocation), which is more than the end of March 2024 profiled spend by €2.93m, with further detail below on specific areas of over/under profile.

### Current Allocation and Expenditure

The gross current allocation for 2024 is €2.19b, which includes pay of €1.47b (including pay for the Garda College). Expenditure on pay in March 2024 was €114.85m and year to date is €364.79m. Expenditure on the salaries, allowances, Employer PRSI elements in March 2024 was €99.73m and year to date is €320.75m, which is €2.7m under budget profile. Expenditure on overtime in March 2024 was €15.12m and year to date is €44.04m, which is €7.74m over budget profile. Overall, pay and overtime is over the profiled budget by €5.05m at the end of March 2024.

In respect of superannuation of €458.05m, expenditure in March 2024 was €36.81m and year to date is €105.2m, which is €2.71m under profile at the end of March 2024. Other non-pay subheads of €259.23m (including for the Garda College). Expenditure on non-pay in March 2024 was €27.68m and year to date is €56.45m. Overall, non-pay expenditure is €1.67m under profile at the end of March 2024, considered in the main due to timing of receipt of goods or services.

### Capital Allocation and Expenditure

The gross capital allocation for 2024 is €165.86m (excluding deferred capital). €15m of deferred capital has been carried in to 2024. Expenditure on capital (including the Garda College) in March 2024 was €9.26m and year to date is €23.53m. The capital subheads have a combined over profile spend of €2.26m to the end of March 2024.

### Appropriations in Aid

Appropriations in Aid were €30.97m at the end of March 2024, €5.12m ahead of the estimated profiled receipts.

## Estate Management March 2024

The following projects are currently onsite and are the subject of active engagement between the OPW and An Garda Síochána;

- **Bailieboro Garda Station:** The anticipated completion date is Q1 2025. Works progressing well on site.
- **Redevelopment of Portlaoise Garda Station:** External enabling works at the main station have been completed. Decant options for the main redevelopment are currently being finalised. Tenders for the main refurbishment of Portlaoise Garda Station were published by the OPW on 21 December 2023. This is a two stage process. The deadline for receipt of submissions for the main works has been extended from 15 February 2024 to 19 March 2024, due to pressures in the construction industry. Reserved specialists' deadline provisionally set by the OPW as 14 March 2024. Update is awaited from the OPW as to the latest position with the tender process.
- **Redevelopment of Slane Official Accommodation:** Works were due to be completed by the end of March 2024, however, due to the unforeseen necessity of additional ground works, the final completion date was extended by two weeks. Confirmation is awaited from the OPW that all works have now been completed.

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

- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** The OPW is currently in the process of assessing and evaluating the tender submissions for PEMS, Drogheda. The quality assessment is now complete and the pricing assessment has begun. Once this is finalised, the OPW will be able to move to the next stage of the process, which is to issue the letter of intent to the successful tenderer. Tallaght and Naas to follow, subsequent to the main works contract starting onsite in Drogheda.
- **Cell Refurbishment Programme:**
  - Cell upgrade at Athy Garda Station completed and the OPW is currently arranging commissioning day and handover to local Garda management.
  - Cell upgrade at Carrickmacross Garda Station was completed and handed over on 15 March 2024.
  - Cell upgrade at Cobh Garda Station was completed and handed over on 27 March 2024.
  - Large-scale refurbishment ongoing at Abbeyleix Garda Station to upgrade cells and custody area, including some minor works to office accommodation.

## 2. Human Resources and People Development

### Key Human Resources and People Development Highlights

#### Roster Duty Management System (RDMS)

- The RDMS project achieved a major milestone on 25 March 2024 by delivering RDMS to 100% of Garda resources nationwide for duty planning and to book on/off for duty.
- Go-live on RDMS was completed in the North Western Regional Office on 19 March 2024 and in the DMR Regional Office on 25 March 2024.
- A85s (record of duty and claim form for overtime, and other allowances) continue to be retired across live divisions, most recently in the DMR North, DMR South, Laois/Offaly/Kildare and Louth/Cavan/Monaghan Divisions, as well as Organised and Serious Crime, the Garda National Protective Services Bureau, and the Garda National Drugs and Organised Crime Bureau, on 18 March 2024.
- RDMS has provided ongoing support in planning for major events, most recently for St. Patrick's Day and continues to support resource planning for the upcoming UEFA Europa League Final 2024.

#### Employee Assistance Service (EAS)

- Currently, the Employee Assistance Service has 15 Employee Assistance Officers covering different areas/remits throughout the country.
- The newest Employee Assistance Officer, covering the Garda College and Tipperary, started in the first quarter of 2024, taking over from the previous member who occupied the role.
- The table below outlines the various activities carried out by the Employee Assistance Service in March 2024:

| Date             | Work Type  | Location                  |
|------------------|--|---------------------------|
| 1 March 2024     | Retired Members AGM Presentation   | Oylegate                  |
| 1 March 2024     | Debrief from Traumatic Incident, Waterford   | Waterford                 |
| 5 March 2024     | Probationers Presentation  | Letterkenny               |
| 6 March 2024     | Group Welfare Interventions (CISM)   | Birr, Co. Offaly          |
| 6 March 2024     | Talk with members of traffic, regular & Scenes of crime on services of employee assistance | Castleisland              |
| 6 March 2024     | Presentation at retired members AGM on services of employee assistance                     | Tralee                    |
| 6 & 7 March 2024 | Mental Health Training Course  | Milford Hospice, Limerick |
| 7 March 2024     | Presentation at mental health training on services of Employee Assistance                  | Kinsale                   |
| 7 March 2024     | Forensic Liaison Office (FLO)  | Templemore                |

|                        |   |                         |
|------------------------|---|-------------------------|
| 7&12 March 2024        | Probationers Presentation   | Waterford/Wexford       |
| 12 March 2024          | Probationer Presentation  | CPD Cork City           |
| 13 March 2024          | Retired Members AGM Presentation                                  | Letterkenny             |
| 14, 15 & 16 March 2024 | Peer Support Training   | Louth, Cavan & Monaghan |
| 15 March 2024          | Waterford / Kilkenny / Carlow women's network 'walk and talk' day | Inistioge, Kilkenny     |
| 20 March 2024          | Executive Officer (EO) Development Programme                      | Kildare                 |
| 22 March 2024          | Debrief following Road Traffic Collision (RTC)                    | Kilkenny                |
| 26 March 2024          | Divisional Welfare committee - presentation on 24/7 service       | Bandon                  |
| 27 March 2024          | Divisional Welfare Meeting, DMR East                              | Dún Laoghaire           |
| 27 March 2024          | Presentation to Security and Intelligence                         | Garda HQ                |
| 29 March 2024          | Sergeants Promotion Course  | Nenagh                  |

### **Garda Appointments/Recruitment**

- 838 trainees have commenced in the Garda College from the 2022 and 2023 Garda Trainee competitions:
  - 92 in November 2022
  - 135 in February 2023
  - 154 in May 2023
  - 174 in July 2023
  - 174 in October 2023
  - 109 in December 2023
- The next intake is scheduled for 8 April 2024.
- 984 candidates, inclusive of the 296 who have cleared all elements so far, remain in An Garda Síochána clearance process.
- Ongoing Garda member competitions: There are currently 28 national, six regional, one overseas and 42 divisional member competitions underway.

### **Equality, Diversity and Inclusion (EDI)**

- Addition of Braille to the official Garda ID/warrant card:  
The distribution of the adhesive braille labels was trialled by the DMR North Division. Once distribution is completed within the DMR, the initiative will expand to the remaining regions. It is envisaged that this initiative will initially concentrate on frontline members. With the pilot launch and cards reissued or issued to probationary members, approximately 2,000 braille labels have been issued to date.



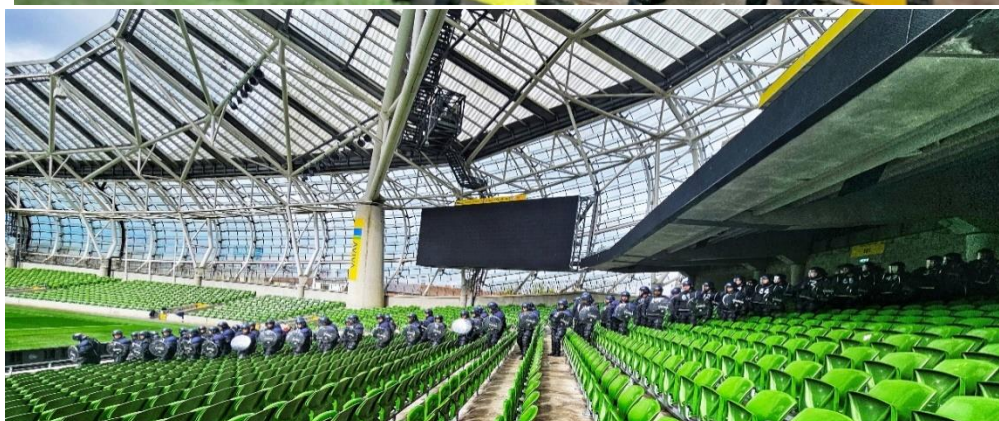
## Garda College

- Attestation of Intake 233 on Friday, 22 March 2024: 165 Gardaí were attested in the Garda College on 22 March 2024.



*Attestation of Intake 233 on Friday, 22 March 2024*

- Public order training with new equipment took place in the Aviva Stadium in advance of the UEFA Europa League Final on 22 May 2024.



*Public Order Training in the Aviva Stadium*



## Irish Language Activity

- On 1 March 2024, Commissioner Harris launched two new online resources for Irish language learning, An Fórsa ag Foghlaim, for all Garda personnel. These new resources, aimed at learners at levels B1 and B2 on the Common European Framework, are in addition to the learning material launched two years ago, aimed at learners at level A2. The resources have been developed by Gaelchultúr, the leading provider of Irish language training courses for Civil Service staff. The launch of these resources coincided with the first day of Seachtain na Gaeilge and provide a valuable platform for An Garda Síochána personnel to improve their language skills. The resources include learning and practice of everyday language, as well as language specific to the role of An Garda Síochána.

## Overseas Office

- An Garda Síochána currently has 12 members on United Nations Mission in Cyprus. Three of these members, who were due to complete their mission in April 2024, have been granted six-month extensions due to the complexities of their missions.
- A new contingent of five members are travelling on 23 April 2024 to commence their 12-month mission. For a period of six months, An Garda Síochána will have 15 members on mission with the United Nations in Cyprus from 23 April 2024 to 23 October 2024.
- There is currently a new competition in progress for a new contingent, who will commence UN duties in Cyprus in October 2024 and April 2025.

## Human Resources and People Development Analytics and Data

As of 31 March 2024, the Garda member strength stood at 14,059 (WTE 14,017) and the Garda Staff strength stood at 3,528 (3,337.7 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strengths

| Rank                   | As at 31 March 2024 | Male          | %         | Female       | %         | WTE           |
|------------------------|---------------------|---------------|-----------|--------------|-----------|---------------|
| Commissioner           | 1                   | 1             | 100       | 0            | 0         | 1             |
| Deputy Commissioner    | 1                   | 0             | 0         | 1            | 100       | 1             |
| Assistant Commissioner | 8                   | 4             | 50        | 4            | 50        | 8             |
| Chief Superintendent   | 48                  | 37            | 77        | 11           | 23        | 48            |
| Superintendent         | 168                 | 141           | 84        | 27           | 16        | 168           |
| Inspector              | 471                 | 373           | 79        | 98           | 21        | 471           |
| Sergeant               | 2,164               | 1,631         | 75        | 533          | 25        | 2,163         |
| Garda                  | 11,198              | 7,866         | 70        | 3,332        | 30        | 11,157        |
| <b>Total</b>           | <b>14,059</b>       | <b>10,053</b> | <b>72</b> | <b>4,006</b> | <b>28</b> | <b>14,017</b> |

| Of which                  | As at 31 <sup>st</sup><br>March 2024 | Male           | %         | Female         | %         |
|---------------------------|--------------------------------------|----------------|-----------|----------------|-----------|
| Career Breaks (incl. ICB) | 39                                   | 24             | 62        | 15             | 38        |
| Work-sharing              | 42                                   | 1.5            | 4         | 40.5           | 96        |
| Secondments               | 52                                   | 37             | 71        | 15             | 29        |
| Maternity Leave           | 24                                   | 0              | 0         | 24             | 100       |
| Unpaid Maternity Leave    | 19                                   | 0              | 0         | 19             | 100       |
| Paternity Leave           | 17                                   | 17             | 100       | 0              | 0         |
| <b>Available Strength</b> | <b>13,866</b>                        | <b>9,973.5</b> | <b>72</b> | <b>3,892.5</b> | <b>28</b> |

## 2.2 Garda Resignations/Retirements



## Compulsory Retirements from An Garda Síochána to 2034

The number of retirement exits below the rank of Commissioner will increase steadily over the next 10 years. This reflects historical recruitment patterns and shows that there will be up to 2,549 exits based on service in the coming years, irrespective of any other factors.

| Rank               | 31-Dec-24  | 31-Dec-25 | 31-Dec-26 | 31-Dec-27 | 31-Dec-28  | 31-Dec-29  | 31-Dec-30  | 31-Dec-31  | 31-Dec-32  | 31-Dec-33  | 31-Dec-34  |
|--------------------|------------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|
| DC                 | 0          | 0         | 0         | 0         | 0          | 0          | 0          | 1          | 0          | 0          | 0          |
| AC                 | 0          | 0         | 2         | 0         | 0          | 2          | 1          | 0          | 3          | 0          | 0          |
| CS                 | 4          | 1         | 3         | 4         | 0          | 3          | 9          | 1          | 4          | 6          | 4          |
| SU                 | 5          | 4         | 8         | 5         | 10         | 12         | 13         | 15         | 17         | 11         | 15         |
| IN                 | 8          | 14        | 10        | 8         | 12         | 19         | 19         | 27         | 36         | 32         | 44         |
| SG                 | 19         | 21        | 24        | 23        | 40         | 51         | 70         | 86         | 97         | 96         | 112        |
| GD                 | 31         | 34        | 39        | 54        | 73         | 118        | 141        | 192        | 252        | 280        | 304        |
| <b>Grand Total</b> | <b>67*</b> | <b>74</b> | <b>86</b> | <b>94</b> | <b>135</b> | <b>205</b> | <b>253</b> | <b>322</b> | <b>409</b> | <b>425</b> | <b>479</b> |

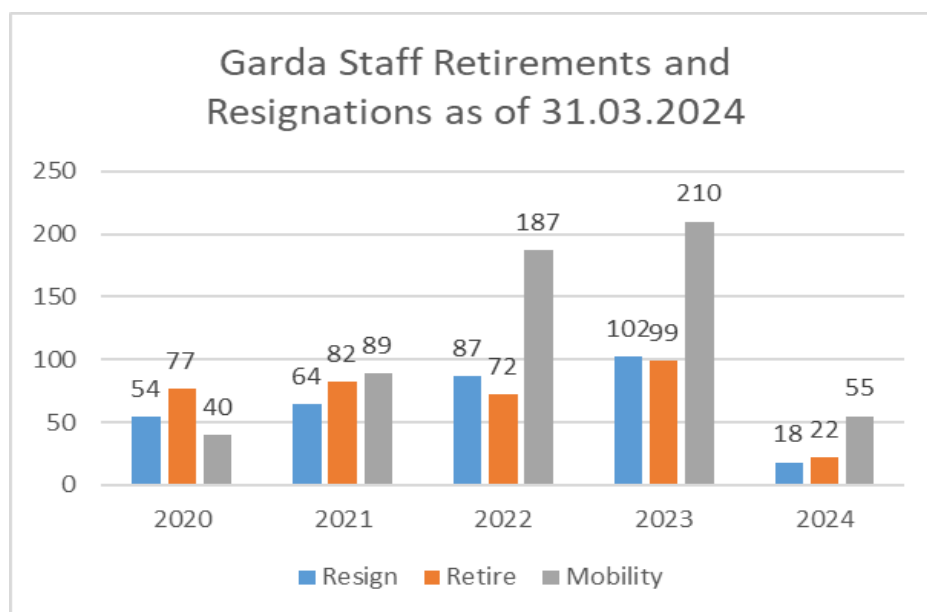
*\*As of 14 March 2024, projected compulsory retirements included in the actual/projected headline figures for the current year; total projected for 2024 is 107.*

## Applications to Extend Service

To date, 120 applications for extension of service (for Garda members due to compulsorily retire in 2023 or 2024) have been made pursuant to provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána, broken down as follows:

- 2023 – 62
- 2024 – 58

## Garda Staff Exits by type



The table above, which captures mobility, refers to Garda Staff who have transferred out on promotion and those who transferred through Civil Service mobility.

## Garda Reserve Strength

| Garda Reserves Strength As at 31 March 2024 | Total* | Male | %  | Female | %  |
|---|--------|------|----|--------|----|
|   | 341    | 262  | 77 | 79     | 23 |

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

| Grade                 | Total        | WTE          | Male       | %         | Female       | %         | Undisclosed | %        |
|-----------------------|--------------|--------------|------------|-----------|--------------|-----------|-------------|----------|
| CCO                   | 1            | 1            | 0          | 0         | 1            | 100       | 0           | 0        |
| Executive Director    | 4            | 4            | 2          | 50        | 2            | 50        | 0           | 0        |
| Chief Medical Officer | 1            | 1            | 1          | 100       | 0            | 0         | 0           | 0        |
| Director              | 3            | 3            | 1          | 33        | 2            | 67        | 0           | 0        |
| PO                    | 29           | 29           | 16         | 55        | 13           | 45        | 0           | 0        |
| AP                    | 88           | 88           | 39         | 45        | 49           | 56        | 0           | 0        |
| HEO                   | 204          | 202.8        | 77         | 38        | 127          | 62        | 0           | 0        |
| AO                    | 17           | 17           | 9          | 53        | 8            | 47        | 0           | 0        |
| EO                    | 841          | 830.6        | 253        | 30        | 588          | 70        | 0           | 0        |
| CO                    | 1,969        | 1,901.6      | 517        | 26        | 1,452        | 74        | 0           | 0        |
| <b>Total</b>          | <b>3,157</b> | <b>3,078</b> | <b>915</b> | <b>29</b> | <b>2,242</b> | <b>71</b> | <b>0</b>    | <b>0</b> |

|  | Total        | WTE*           | Male         | %           | Female       | %           | Undisclosed | %        |
|--|--------------|----------------|--------------|-------------|--------------|-------------|-------------|----------|
| Professional/Technical (including Chief Medical Officer) | 59           | 58.6           | 35           | 59          | 24           | 41          | 0           | 0        |
| Administrative **  | 3,156        | 3,077          | 914          | 29          | 2,242        | 71          | 0           | 0        |
| Industrial/Non Industrial                                | 313          | 202.1          | 98           | 31          | 215          | 69          | 0           | 0        |
| <b>Total</b>   | <b>3,528</b> | <b>3,337.7</b> | <b>1,047</b> | <b>29.7</b> | <b>2,481</b> | <b>70.3</b> | <b>0</b>    | <b>0</b> |
|  |              |                |              |             |              |             |             |          |
| Of which   | Total        | WTE*           | Male         | %           | Female       | %           | Undisclosed | %        |
| Maternity Leave  | 12           | 12             | 0            | 0           | 12           | 100         | 0           | 0        |
| Unpaid Maternity Leave                                   | 9            | 9              | 0            | 0           | 9            | 100         | 0           | 0        |
| Paternity Leave  | 0            | 0              | 0            | 0           | 0            | 0           | 0           | 0        |
| Secondment/Exchange                                      | 0            | 0              | 0            | 0           | 0            | 0           | 0           | 0        |
| <b>Available Total</b>                                   | <b>3,507</b> | <b>3,316.7</b> | <b>1,047</b> | <b>29.9</b> | <b>2,460</b> | <b>70.1</b> | <b>0</b>    | <b>0</b> |

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

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

| Work Sharing *** | Total      | WTE  | Male | % | Female | %  | Undisclosed | % |
|------------------|------------|------|------|---|--------|----|-------------|---|
|                  | <b>288</b> | 78.7 | 7    | 2 | 281    | 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 | % |
|-------------------|-----------|-----|------|----|--------|----|-------------|---|
|                   | <b>40</b> | 20  | 8    | 20 | 32     | 80 | 0           | 0 |

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

#### Parental Leave

| 01.3.2024–31.3.2024 | Garda Members | Garda Staff |
|---------------------|---------------|-------------|
|                     | 90            | 67          |

### Garda Staff assigned and commenced – as at 31 March 2024

| Month  | Jan | Feb | Mar | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Total |
|--|-----|-----|-----|-----|-----|------|------|-----|------|-----|-----|-----|-------|
| Total number of vacancies filled since 01/01/2024* | 83  | *50 | 74  |     |     |      |      |     |      |     |     |     | 207   |

\*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

| Suspensions – 31 March 2024 |                 |        |                                 |           |                                  |
|-----------------------------|-----------------|--------|---------------------------------|-----------|----------------------------------|
| Year                        | New Suspensions | Lifted | Ended (Resignation /Retirement) | Dismissal | Total (Lifted/ Ended/ Dismissal) |
| 2020                        | 41              | 6      | 9                               | 0         | 15                               |
| 2021                        | 44              | 13     | 8                               | 1         | 22                               |
| 2022                        | 44              | 11     | 7                               | 1         | 19                               |
| 2023                        | 27              | 19     | 13                              | 0         | 32                               |
| 2024                        | 2               | 12     | 3                               | 0         | 15                               |

40 members of An Garda Síochána who were suspended from duty retired or resigned between 2020 and the end of March 2024.

### Garda Staff transfers out of An Garda Síochána for 2024 (up to 31/03/2024)

The record includes figures up to 31 March 2024. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer). Please note that CO mobility outbound was paused for a six-month period between from 06/01/2023 to 06/07/2023.

| Type          | 2021 | 2022 | 2023 | 2024* |
|---------------|------|------|------|-------|
| Mobility      | 42   | 115  | 131  | 27    |
| Promotion     | 47   | 66   | 65   | 16    |
| Open Comp.    | 0    | 6    | 14   | 12    |
| Totals        | 89   | 187  | 210  | 55    |
| *Year to date |      |      |      |       |

| Grade  | 2022 | 2023 | 2024* |
|--------|------|------|-------|
| CO     | 115  | 129  | 34    |
| EO     | 59   | 51   | 8     |
| HEO    | 6    | 11   | 6     |
| AO     | 2    | 6    | 2     |
| AP     | 4    | 11   | 4     |
| PO     | 1    | 2    | 1     |
| Totals | 187  | 210  | 55    |



### 3. Information and Communications Technology

ICT will continue to progress the delivery of key projects in line with An Garda Síochána strategic goals, and in line with our data and technology vision on 'Information-Led Policing'. We will also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling Garda personnel to access Garda information systems in a secure manner where needed, particularly in the use of digital collaboration tools for desktop and mobile.

#### ICT Capacity

ICT is continuing the advancement in relation to the recruitment of over 100 approved posts for ICT. An agency has been awarded the contract and meetings are being held between ICT, Human Resources and the selected agency, to develop a process for the direct recruitment competitions. The first campaign run by the recruitment agency went live in February 2024 for Digital and ICT Managers at Assistant Principal grade. The closing date for this competition was 6 March 2024, with over 90 completed applications received. A shortlisting exercise has taken place to be followed by an interview to select the most suitable candidates. In addition, a promotional video has been recorded in conjunction with An Garda Síochána Corporate Communications section, which can now be viewed on the [Garda YouTube](#) account and will be utilised across other social media platforms in the upcoming ICT recruitment campaign.

#### GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System

Following the successful deployment of a new release across the GardaSAFE system in early March 2024, client upgrades also took place. The system remains in a stabilisation period with enhanced support from ICT and the external supplier. Planning for Phase 2 of the GardaSAFE project has commenced, which will introduce enhancements to the system. GardaSAFE will continue to evolve based on operational requirements and extensive engagement with end users is continuing, in conjunction with the business team. As well as media and internal communications, this includes a feedback and solutions workshop held with over 20 Superintendents, Inspectors and Sergeants on 19 March 2024 in Westmanstown.

#### Body Worn Cameras (BWC) and Digital Evidence Management (DEMS)

Body-worn cameras (BWCs) and a Digital Evidence Management System (DEMS) are being introduced in An Garda Síochána, in line with our digital strategy, data and technology vision, and the Commission on the Future of Policing in Ireland report. This will require significant capital investment for the appropriate ICT systems and supporting infrastructure. This initiative is being undertaken in two distinct phases. The first phase will be a proof of concept (POC) in four Garda divisions, with the objective of learning the operational, process, legal and technical implications of BWC and DEMS within a Garda context. This will then inform the next phase, which is the procurement and implementation of the full national rollout. The procurement process for the limited POC phase has been completed.

An Garda Síochána published a request for tender (RFT) on EU Tenders website in February 2024. The RFT invited companies to tender for the provision of BWC and a limited form of DEMS for An Garda Síochána to conduct the POC. Responses were received to the RFT and the evaluation process took place in March 2024. Final offers were made to three successful bidders in mid-March 2024 and engagement with the three successful bidders has commenced.

BWCs will be operational in a POC, starting in mid-2024, with the project for the next phase (national rollout) scheduled to begin in 2025. The Garda stations taking part in the POC are Store Street (DMR North Central), Kevin Street, Pearse Street (DMR South Central), Henry St. (Limerick) and Waterford City. The POC will be limited to these four divisions only. The system will not scale further due to the procurement and contracts being limited to the scope of the four divisions only, and limitations on data processing. In particular, the POC systems are missing image analysis and recognition software capabilities pending the enactment of supporting legislation. A new procurement process will be required for the full national solution.

### **Mobile App Development – Vehicle Insurance**

Data provided by the vehicle insurance industry to retrieve real-time insurance status of vehicles from a mobile app was deployed to all member devices on 27 February 2024. The availability of vehicle insurance details provides a valuable tool for frontline members in improving road safety for everyone. The numbers of vehicles seized for non-compliance with insurance obligations has increased significantly in areas where the app has been deployed. Currently, only data on private insurance policies are included, fleet policy data is scheduled to be added later in 2024, when it has been provided to An Garda Síochána by the insurance companies.

### **Roster and Duty Management System (RDMS) Deployment**

As reported previously, RDMS was being deployed on an incremental basis to Garda divisions and a number of specialist sections in accordance with local readiness to adopt same. RDMS went live in March 2024 in the following areas:

- Office of the Commissioner
- Office of Deputy Commissioner, Strategy, Governance and Performance
- Office of Deputy Commissioner, Policing Operations
- Corporate Services
- Garda Band
- Eastern Region Regional Office
- DMR Regional Office
- North Western Region Regional Office Restricted
- Southern Region Regional Office Restricted

The above list of locations concludes the delivery of RDMS across An Garda Síochána. This marks the completion of one of the pivotal projects set out under A Policing Service for our Future (APSF OF). It has been a major accomplishment delivered by ICT and is a significant step forward in our pursuit of information led policing.

Usage of RDMS has transformed several aspects of policing operations, resulting in a multitude of benefits and increased efficiencies:

- By automating and streamlining duty planning, it better aligns policing demands with available resources and makes it easier to prioritise local policing demands.
- By allowing members to book on or off and manage their annual leave or other planned absences via a digital user interface, it reduces the workload of local Sergeants and administrators.
- By automating a large part of the payroll process, it has eliminated the usage of A85s, and enabled fast and accurate calculation of pay, including overtime and various allowances. This digitisation of a paper-based process is in line with our data and technology vision.
- By being the single source of truth for real-time policing resource information, it has enabled, in conjunction with GardaSAFE, effective deployment of resources and associated reports.
- By enabling the pre-arrangement of rosters and overtime, it allows for precise planning and coordination of special events.

An upgrade of RDMS was not possible for the duration of the rollout, due to the need to maintain a consistent and single system for operational training purposes. The rollout has been ongoing for a period of time and there is a need to move to a newer version of the project, in order to meet new functionality needed by the organisation. As such, an upgrade to the latest version of the software has been initiated by ICT, and is being coordinated with the Business Support Unit and the vendor. Once complete, it is expected to deliver;

- Better performance and responsiveness, and increased stability.
- A number of new features.
- More readily available reports and the ability to easily customise them.
- Automated upgrades via a clear upgrade path.
- An improved support model.

The upgrade will additionally address operational requirements to reinforce the importance of resource planning and deployment, to realise the full capacity and potential of the system, to support financial governance and to automate the overtime authorisation process.

## Investigation Management System (IMS) Deployment

Investigation Management System (IMS) rollout is continuing and the Kildare Division went live on 21 March 2024. With each rollout, additional hardware is also being installed to support key users. Engagement is commencing with the Laois/Offaly Division for a planned rollout by the end of June 2024 and early stage planning is beginning for the proposed start of the rollout to the North Western Region. Ongoing engagement with end-users has identified business process and technical enhancements to IMS. As a result of such engagement, a new mobile IMS App has been developed and is currently being trialled by a cohort of more than 30 users in a live operational setting. Feedback from this pilot will be used to guide future actions and deployments.

## Mobile Device Deployment

To date, almost 15,800 mobile devices have been deployed to frontline policing members. Most recent deployments took place in the DMR East Division, and also to Probationer Gardaí in all of the DMR and the Garda College. Planning is underway for the intended deployment of devices to the next batch of Probationer Gardaí attending the Garda College in Q2 2024. Planning has also begun with a particular vendor regarding the process for device refreshes throughout 2024. A pilot was conducted in Cork City for the new refresh process which ended in March 2024 and the pilot findings are currently being evaluated with a view to rolling this process out nationwide.

## Overall Device Deployment Figures

| At 28/03/2024    | Total Devices |
|------------------|---------------|
| Enrolled in MDM* | 15,763        |

*\*Overall total includes active mobility devices and standard devices.*

## ICT Workstream to enable and support the new Garda Operating Model

The Operating Model was successfully delivered to the Wexford/Wicklow Division on 24 March 2024, supported by ICT changes to core information systems. The Operating Model activation for the DMR West Division is being worked towards and is currently scheduled to take place on 26 May 2024. Planning discussions are continuing for further deployments throughout 2024.

## Schengen Information System (SIS)

The 15<sup>th</sup> of March 2024 marked three years since Ireland joined the Schengen Information System (SIS). Operating in 30 countries, this is the largest information sharing system for security and border management in Europe. The International Systems Support Team (ISST) and the Supplementary Information Request at the National Entries (SIRENE) Bureau are the offices responsible for utilising SIS in An Garda Síochána. SIS has proven to be an extremely effective tool in tackling crime domestically and also in contributing to international criminal investigations. An alert on a person, vehicle or object entered in SIS becomes instantly available to all participating countries. Currently, Ireland has over 100k alerts "Active On SIS". The newest version of SIS (SIS Recast) has enabled new categories of alerts, the sharing of biometric identifiers and the entering of preventative alerts on vulnerable persons. Access to SIS has contributed to numerous policing successes and has been a game changer in international policing.



**International Systems Support Team Members**

*Back Row (L to R) Martin Freeney, Nikhil Padharia, Helen O'Carroll, Vincent Daly, Lisa Collins, Ben Reilly.*

*Front Row (L to R) Catherine Sherlock, Dean McKeague, Gerald McDermott*



**Irish SIRENE Bureau, Garda Headquarters**

*(L to R) D/Gda Ciaran Meade, Jill Rooney EO, D/Gda Sinead Magee and D/Sgt Brendan Reville*

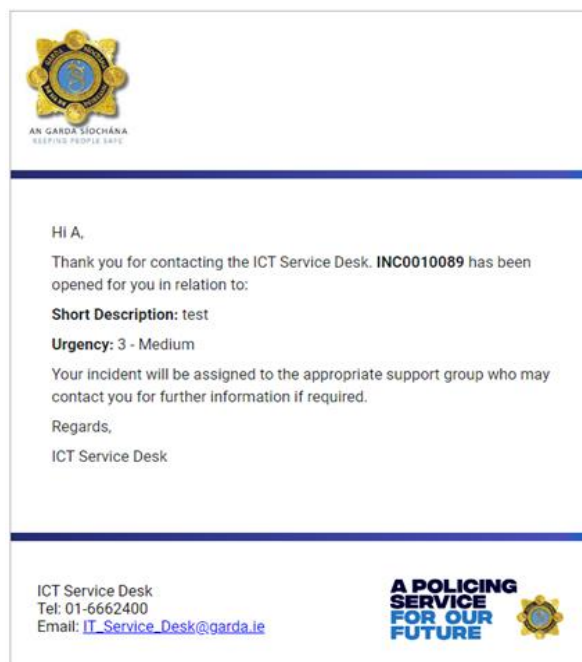
## Automatic Number Plate Recognition (ANPR)

Another area highlighted in March 2024, through An Garda Síochána official Facebook account and other social media channels, was ANPR technology installed in the newest editions to the Garda fleet, the Skoda Kodiak Mobility Interceptor. Roads Policing Units in Delvin in Cork City and Sligo are currently trialling these vehicles around the country.



## New Look to Helpdesk Ticketing System

There is a new look to emails received from the ICT Service Desk after logging a call or email. This change is a result of a system migration in ICT and the modernisation of the current helpdesk ticketing system to ServiceNow, an industry leading system. All other interactions with ICT remain unchanged.





#### 4. Corporate Communications

Throughout the month of March 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe.

The Office of Corporate Communications supported a number of high level communications and campaigns, including promoting national road safety campaigns during the St. Patrick's Day bank holiday weekend and Easter period, where focus was placed on enforcement for drink and drug driving, speed, driving without a seatbelt and the use of mobile phones while driving.

Supporting this campaign, this office conducted media briefings, issued press releases highlighting statistics relating to enforcement and the numbers killed on our roads, and promoted road safety across its social media channels.

In addition to holding a number of media briefings, the Office of Corporate Communications continued to promote the Irish language during Seachtain na Gaeilge. This included the preparation of social media videos in Irish, highlighting road safety advice, as well as a number of posts highlighting Garda community engagement activities through Irish.

The office continued to liaise with investigation teams to reassure communities and highlight the work being carried out, including arrests made in a number of serious incidents. In March 2024, multiple updates were provided, including the arrests of individuals in relation to the arson at Rosscahill, Co. Galway on 16 December 2023, and the seizure of four explosive devices, suspected cannabis and scrambler bikes in Dublin 22.

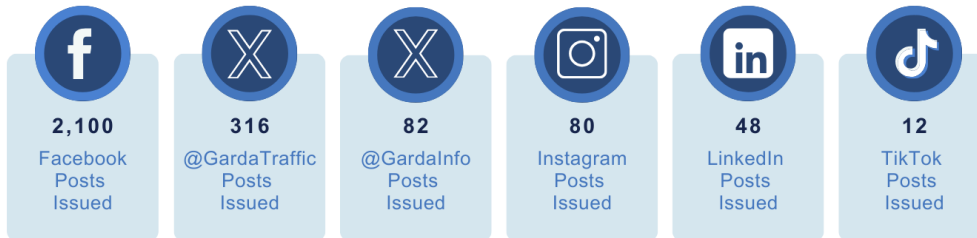
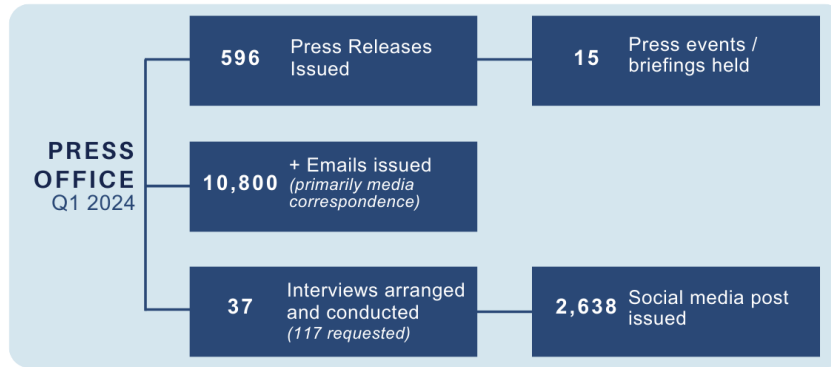
Further to this, the office also issued appeals for information, including a renewed appeal for information on the 31<sup>st</sup> anniversary of the murder and disappearance of Annie McCarrick on 26 March 2024.

The office also provided road traffic advice to motorists in early March 2024, when we experienced snowfall in Dublin.



*Snowfall at An Garda Síochána Headquarters, March 2024*  
**Overview of Office of Corporate Communications Activities Quarter 1**

**Garda Press Office**  
 Q1 2024



**Internal Communications**  
 Q1 2024

**NEWSBEATS ISSUED**

**45**



**SPECIAL EDITIONS**

**2**



**TOP 3 CLICK THROUGH STORIES WERE:**

- Anne Marie McMahon Retirement - Newsbeat Friday 8 March 2024
- Annual leave carry-over reduction planning - Newsbeat Thursday 29 February 2024
- Policing, Security and Community Safety Act – An update on the preparations to recruit Garda staff post commencement

## Public Affairs

Q1 2024

### 8 EXTERNAL

February 26: Address for Road Safety Event Tullamore, Co Offaly

February 27: Commissioner's Address at the Cross Border Conference

March 5: Opening Address to Justice Committee

March 5 – 7: Commissioner's Address to World Policing Summit Dubai

March 21: Commissioner's Address to Public Accounts Committee

March 22: Attestation Ceremony Address

March 22: Passing Out Ceremony Address

March 26: Commissioner's Address to the AGSI annual conference

## Office of Corporate Communications Activities in March 2024

### Media Briefings: St. Patrick's Day Bank Holiday Road Safety Enforcement Operation – 14 March 2024

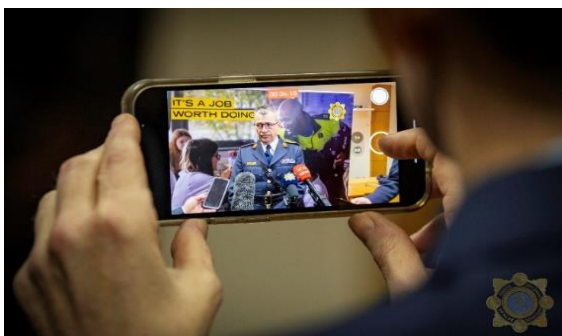


*Media briefing with Roads Policing Chief Superintendent Jane Humphries and the Road Safety Authority (RSA), 14 March 2024*

On 14 March 2024, a media briefing was held with Roads Policing Chief Superintendent Jane Humphries and the Road Safety Authority (RSA), appealing for all road users to take action and use the roads with care over the St. Patrick's Day bank holiday weekend. The focus of the road safety campaign was to remind all road users to never drive under the influence of drugs or alcohol and to encourage people to plan ahead, to ensure they have a safe way home. A press release was issued supporting this message, together with a media briefing and social media posts. The office also promoted An Garda Síochána nationwide Road Safety Enforcement Operation for the 2024 St. Patrick's Day bank holiday weekend, which included a further media briefing in County Donegal and the issuing of regular updates on enforcements in the area of driving under the influence of an intoxicant, not wearing a seatbelt, speeding and using a mobile phone while driving.

### Media Briefing: Passing Out and Attestation of 165 Garda Members Garda College, 22 March 2024

On 22 March 2024, 165 Gardaí were attested as sworn members of An Garda Síochána, bringing the number of sworn Gardaí to 553 since recruitment recommenced in 2022, following Covid-19 restrictions paused recruitment in 2020. The office was involved in promoting the passing out ceremony. This included the issuing of a press release, creation of video content, and the holding of a press briefing with Commissioner Drew Harris and newly attested Gardaí at the Garda College in Templemore. These activities served to highlight the current strength of personnel in An Garda Síochána, that being a Garda is a job worth doing and the ongoing efforts in the area of recruitment.





## Media Briefing: Association of Garda Sergeants and Inspectors Conference, Westport, 25–27 March 2024

Garda Commissioner Drew Harris attended the recent Association of Garda Sergeants and Inspectors annual conference in Westport, where he addressed its members on issues of concern to them. The office worked to facilitate a media briefing from the event, highlighting the importance of hearing the views of the membership and responding to the feedback. During the media briefing, Commissioner Harris responded to comments from media regarding the placing of an Irish flag on the coffin of a convicted Garda killer and described it as *“regrettable that a national flag was being abused and disrespected in this way”*.



## Garda Health and Wellbeing: Graduation of 15 Mental Health First Aid (MHFA) Training Facilitators, 25 March 2024

This office issued a media release, and social media posts, promoting the graduation of a number of Garda personnel as accredited Mental Health First Aid (MHFA) Training Facilitators. This was aimed at promoting the organisation’s plans to deliver Mental Health First Aid Ireland certified training courses to all Garda personnel over the coming years.

## Community Engagement: 28 March 2024 Unveiling of Mural at Balbriggan Garda Station



On 28 March 2024, a mural created by members of An Garda Síochána and young people at Oberstown Children Detention Campus, as part of their Gaisce Award, was unveiled at Balbriggan Garda station. This office supported local Gardaí in promoting this event, which was attended by Minister Joe O’Brien, Minister of State with responsibility for Community Development and Charities. A collaborative press release was issued and photos were taken and shared on social media to highlight this positive initiative. The project, entitled *“Breath of Fresh Éire”*, aimed to foster a sense of understanding and connection between the young people, An Garda Síochána and the wider Balbriggan community.

### Notable interviews with media in March 2024:

This office was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

| Requestor / Media Outlet | Topic   | Interviewee                | Date Published/Broadcast |
|--------------------------|---|----------------------------|--------------------------|
| News at One RTÉ          | Traffic and weather conditions after heavy snowfall | Supt Liam Geraghty         | 01/03/2024               |
| Sunday Independent       | Phone scams   | Det Supt Michael Cryan     | 08/03/2024               |
| Ireland AM Virgin Media  | International Women's Day - Career in AGS           | Sgt Tracy O'Connor         | 08/03/2024               |
| Radio na Gaeltachta      | St. Patrick's Day road safety campaign              | Sgt Eoin O'Malley          | 15/03/2024               |
| Drivetime RTÉ            | St. Patrick's Day road safety campaign              | Chief Supt Jane Humphries  | 15/03/2024               |
| The Echo                 | Operation Limelight - FGM awareness in Cork         | Det Insp Noel Madden       | 23/03/2024               |
| Drivetime RTÉ            | Work of the Criminal Assets Bureau                  | Chief Supt Michael Gubbins | 27/03/2024               |
| The Last Word Today FM   | Work of the Criminal Assets Bureau                  | Chief Supt Michael Gubbins | 4/4/2024 pre record      |
| Midlands 103             | Money Muling  | Sgt Graham Kavanagh        | 28/03/2024               |

### Garda Press Office Activity

The Garda Press Office operates 7am-11pm, seven days a week, responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms.

Further to those already outlined, this month's activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation, including suspected drug and cash seizures, such as the seizure of €3.2m of suspected cannabis by Garda National Drugs and Organised Crime Bureau on 20 March 2024; €464,000 of suspected drugs and €35,600 in counterfeit currency seized in Dublin 22 on the same date, and a seizure of €2.01m worth of cigarettes by Gardaí and Revenue in Gorey, Co. Wexford on 18 March 2024.
- 186 press releases were issued during the month of March 2024, including 35 missing person appeals related to missing person investigations, 24 witness appeals and 22 notifications of court appearances.



**Other media releases include:**

- Ongoing Crime Operation Co Cork: 14 March 2024.
- Comment by D/Insp Adrian Kinsella outside the Criminal Courts of Justice following sentencing of Mark Doyle (ex Garda): 15 March 2024.
- Rifle Seized and One Man Arrested and Charged Following Search Operation in Co. Galway: 16 March 2024.
- Update: 2024 St Patrick's Bank Holiday Road Safety Enforcement Operation: 18 March 2024.
- Updates – Investigation into murder of Kenneth Fetherston on 22 September 2009: 18 and 19 March 2024.
- Fatal Assault, Cobh, County Cork, Friday, 15 March 2024 and update issued following arrest: 18 and 24 March 2024.
- Court Appearance into Criminality and Money Laundering Operation, DMR North: 20 March 2024.
- Firearm Recovered and Arrests in North Dublin: 21 March 2024.
- Update (4): Court Appearance - Arson Incident, Thorncastle Street, Ringsend, Dublin 4, 31 December 2023: 21 March 2024.
- Update – Explosion, Creeslough County Donegal, Friday, 7 October, 2022: 22 and 23 March 2024.
- Operation Limelight - FGM Awareness, Cork Airport: 23 March 2024.
- Four Explosive Devices, Cannabis and Scrambler Bike Seized and One Man Arrested During Searches in Dublin 22: 24 March 2024.
- Production of Crimecall: 25 March 2024.
- Renewed appeals for information on the 31<sup>st</sup> Anniversary of the Murder and Disappearance of Annie McCarrick: 26 March 2024.
- 15 Gardaí graduate as accredited Mental Health First Aid (MHFA) Training Facilitators: 27 March 2024.
- Arrests: Arson Investigation, Rosscahill, Co. Galway 16 December 2023: 28 March 2024.
- Court Appearance: Robbery of a Retail Premises, Cabinteely, Dublin 18: 29 March 2024.
- Training: Family Liaison Training 7 March 2024 Garda College; Social Media Training Carlow County Community Engagement 11 March 2024; Local Radio/Media Seminar Kerry County Community Engagement 15 March 2024; Major Emergency Management (MEM) Media Liaison Officer Training, Southern MEM Region (Cork/Kerry) 21 March 2024.
- Arranging of upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

**Activities promoting the Irish Language**

- Irish language videos were created highlighting road safety as part of our roads policing bank holiday operation.
- A number of social media posts were issued across our accounts in the Irish language.
- A press release was issued in Irish promoting the rollout of new Irish language courses in conjunction with Gaelchultúr, which are now available to Garda personnel.



## Internal Communications

During March 2024, An Garda Síochána internal communications team delivered nine comprehensive Newsbeat updates, including a special edition dedicated to International Women’s Day. Readership remained consistently strong, hovering around 60% throughout the month. In conjunction with International Women’s Day on 8 March 2024, Newsbeat published a special edition highlighting the work of women in the organisation.

Key highlights from regular Newsbeat updates included:

- Introduction of the National Policing Plan for 2024.
- Announcement of the new online Irish language learning courses for An Garda Síochána.
- International Day of Remembrance for fallen police officers was marked.
- Progress on the body-worn camera pilot.
- Celebration of Seachtain na Gaeilge with various events hosted by Gardaí nationwide, and encouragement and ways for personnel to engage with the Irish language.
- Appreciation extended to all personnel involved in the St. Patrick’s Day celebrations across the country.
- A warm welcome extended to Ms. Siobhán Toale, the new Chief Corporate Officer in An Garda Síochána.



Friday 8 March 2024

## It's International Women's Day

This year's International Women's Day carries the theme of **Inspire Inclusion**.

To inspire inclusion means to celebrate diversity and empowerment on International Women's Day 2024 and beyond. We in An Garda Síochána serve to include, whether that is to foster greater understanding and inclusion in our work with communities, in supporting victims and in supporting all our colleagues.

The very nature of our work is justice. Justice includes equity.

On this International Women's Day, we look at how we serve the women and girls of Ireland and the contribution of female colleagues to An Garda Síochána.



21 March 2024

## New Chief Corporate Officer joins An Garda Síochána

A warm welcome to Siobhán Toale who commenced work this week as Chief Corporate Officer with An Garda Síochána.

Siobhán joins An Garda Síochána from EirGrid where she held the role of Chief People and Information Officer for 11 years. Previously, Siobhán held senior roles with eircom (now Eir), Telefónica (O2, now Three Ireland) and Bank of Ireland.

Siobhán holds qualifications in corporate governance, organisational behaviour, and computer science. She is a Chartered Fellow of the Institute of Personnel Development.



Siobhán Toale, An Garda Síochána Chief Corporate Officer

## Garda Portal

The Garda Portal and digital signage received ongoing content updates, and these digital displays, including screensavers and portal banners, were visible on desktops across the organisation. Notable updates provided to personnel during this period are outlined below;







1. Reminder to complete use of force before the end of tour.
2. Information on the new levels of an Irish language resource that personnel can avail of.
3. Screensaver featuring the work of the National Missing Persons Helpline.
4. Ensured all personnel are aware of the new Garda Information Services Centre (GISC) app available on all mobility devices.

## Social Media Activities

The Office of Corporate Communications oversees five official social media channels for An Garda Síochána: Facebook, Instagram, TikTok, LinkedIn and X (formerly Twitter). These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts i.e. CRI alerts, and campaigns.

The Office of Corporate Communications measure the success of these communications by capturing the following;

1. The number of followers/individual users who have subscribed to each account.
2. The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
3. The number of engagements with the content/posts we produce.

| Social Media Channel   | Number of Followers | Engagement Rate |
|--|---------------------|-----------------|
|  Facebook - @AnGardaSíochána  | 396,421             | 1.4%            |
|  Instagram - @GardaInsta      | 192,009             | 3.1%            |
|  X- @GardaInfo                | 287,395             | 3%              |
|  X - @GardaTraffic            | 613,614             | 4%              |
|  LinkedIn – An Garda Síochána | 45,657              | 27.2%           |
|  TikTok – @GardaInfo          | 16,617              | 4%              |

## Top Monthly Post Per Channel



Facebook - @AnGardaSiochána:

### Top Social Media Post:

*Seeking feedback from the public on the pilot of body worn cameras.*



|                    |              |              |
|--------------------|--------------|--------------|
| Post Impressions ⓘ | Post reach ⓘ | Engagement ⓘ |
| 109,339            | 109,339      | 13,199       |

Post Engagement: 13,199/ Reach: 109,339



Instagram - @GardaInsta



**gardainsta** Over the past seven months, Intake 233 have been tested and pushed both during their time in the Garda College and while on placement in stations nationwide.

These 34 weeks of gruelling training has paid off for each one of them today as they attested and formally passed out as members of An Garda Síochána.

This is achievement is underscored by many personal and professional challenges and sacrifices.

Some have spent those weeks far away from their young families at home, others made the difficult step of changing career to take up training and all have spent this time largely away those they love and their close friends - they did so because they believe that being a Garda is a job worth doing.

This is a special day for all and even more so for their loved ones.

We are proud of you, and look forward to working with you from here.

#ItsAJobWorthDoing  
Edited · 2 w

For you ▾

**mylittleuniform** Congratulations to all the graduates and their families on such a special day 🙌🏻❤️  
2 w · 1 like · Reply

**simmyfritz** Congratulations intake 233, stay safe out n about... 🙌🏻❤️  
7 w · 3 likes · Reply

[View Insights](#) [Boost Post](#)

♡ 🔍 🚩

2,831 likes  
22 March

Post Engagement / Reach: 50,294

 **An Garda Síochána**  @GardaTraffic · Mar 28 Promote ...

At a checkpoint in Waterford this driver was detected under the influence of alcohol and without a licence.

He was arrested by Gardaí and detained at the station...

...When released 3 hours later, we saw him get back in his car and intervened as he almost collided with a taxi.



 133  71  452  210K  

 **An Garda Síochána**  @GardaTraffic · Mar 28 ...

For his own safety and that of other road users the driver was rearrested having tested over double the alcohol limit for the second time.

He has since been charged and is due to appear before court at a later date.

[#SaferRoads](#)

Post Engagement / Reach: 211,000 views





LinkedIn – An Garda Síochána LinkedIn



An Garda Síochána

45,657 followers

3w •



75 trainees from the three intakes currently completing their training at the Garda College in Templemore took part in Sunday's St. Patrick's Parade in Dublin.

It was great practice on parade for those in Intake 233 who will attest at the college later this week as our newest members.

Big joy for the whole group to meet little Dylan Ryan from Dublin 7 – a super Garda fan that we hope will someday make it into the real uniform alongside us.

[#ItsAJobWorthDoing](#)



Michael McElgunn and 486 others

9 comments • 5 reposts

Post Engagement /Reach: 41,551

## 5. Implementation of Cultural Change

### Culture Reform Programme

- The Garda Ethics and Culture Bureau (GECB) have been proactive in progressing the next steps in the Culture Reform Programme in An Garda Síochána. Superintendent GECB met with the Representative Associations on Friday, 22 March 2024 to brief them on the implementation plan and to discuss the initiatives it contained. GECB have liaised with previous members of the Culture Audit Steering Group, who have all agreed to be part of the recently convened steering group for the next culture audit. The next culture audit has been approved to take place in 2025 and the steering group are due to meet on Tuesday, 23 April 2024.
- As of 1 April 2024, 98% of An Garda Síochána personnel have now affirmed their commitment to the Garda Code of Ethics.

### Enhancing Professional Conduct

- The title of Edition 5 of 'Learning the Lessons' will be 'Professional Boundaries and Abuse of Power for Sexual Gain'. The Lessons Learned Working Group met twice in February 2024 in order to discuss the structure for Edition 5 this year. Cases for this edition were discussed and certain examples were confirmed as being suitable for inclusion. The working group met on 5 March 2024 in order to finalise the document. Superintendent GECB met with Assistant Commissioner, Governance and Accountability to discuss content for this edition and following minor amendments, it will be published on Newsbeat.

## 6. Data Quality and Operational Value of Data

### Data Update

### GISC Update

- Training was provided to a new class of eight Garda Information Services Centre (GISC) incident creation representatives.
- Refresher training on PEMS and youth referrals on PULSE was completed by 155 GISC staff.

### Data Quality and Operational Value of Data

- The March 2024 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 31 Mar 2024 \(garda.ie\)](#)

### Garda National Vetting Bureau Update

#### Vetting

- For March 2024, Garda standard vetting average turnaround times continue at their long-term figure of seven working days once an application is received.
- 160,813 Garda vetting applications received to the end of March 2024.
- 7.8% year on year increase on vetting applications received to the end of March 2024.

#### Compliance

- 1,584 role relevancy checks were carried out by our Compliance Team in March 2024, leading to four vetting applications being rejected as they did not meet the criteria of relevant work or activities, as set out in Schedule 1 of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.
- The Garda National Vetting Bureau carried out two compliance inspections in relevant organisations in the month of March 2024.

### European Criminal Records Information System (ECRIS)

- In March 2024, the European Criminal Records Information System (ECRIS) section of the Garda National Vetting Bureau processed 84 requests from operational Garda members, for criminal record information in respect of nationals of EU member states who are being investigated or prosecuted by An Garda Síochána. This criminal record information is significant in the successful investigation and prosecution of individuals here, and also allows courts to make more informed sentencing decisions.

## Crime Trends






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. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. 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.

**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. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-COVID levels.

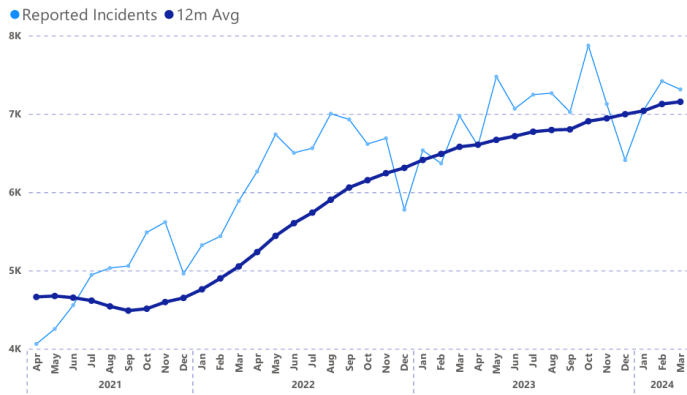
The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and the 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (e.g. 12-month average for April 2022 = average per month for the period May 2021 - April 2022).

The equivalent 12-month period a year ago %(+/-) vs Prev 12m

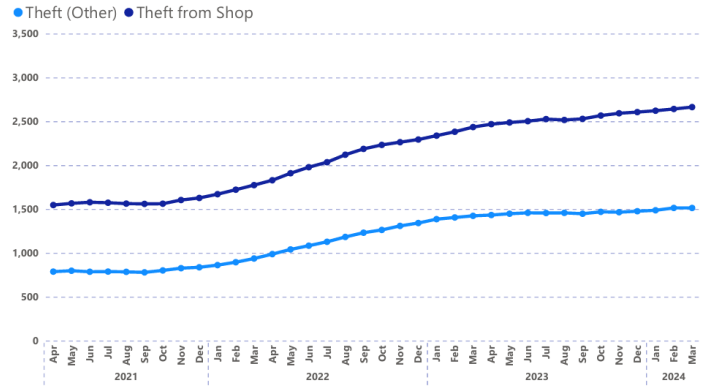
The equivalent period from 2018/2019  
(representing a pre-COVID period) %(+/-) vs Pre Cov

|                                  |   |
|----------------------------------|---|
| Increase of +20% or more         |  |
| Increase of +5% to +20%          |  |
| Increase or decrease of up to 5% |  |
| Decrease of -5% to -20%          |  |
| Decrease of -20% or more         |  |

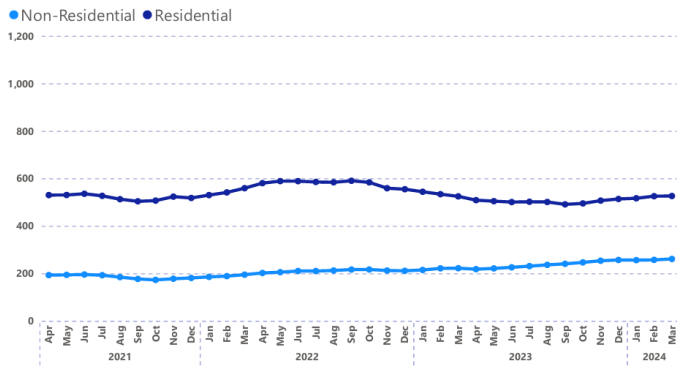
### Total Property Crime



### High Volume Theft Offences (12 Month Avg)



### Burglary (12 Month Avg)

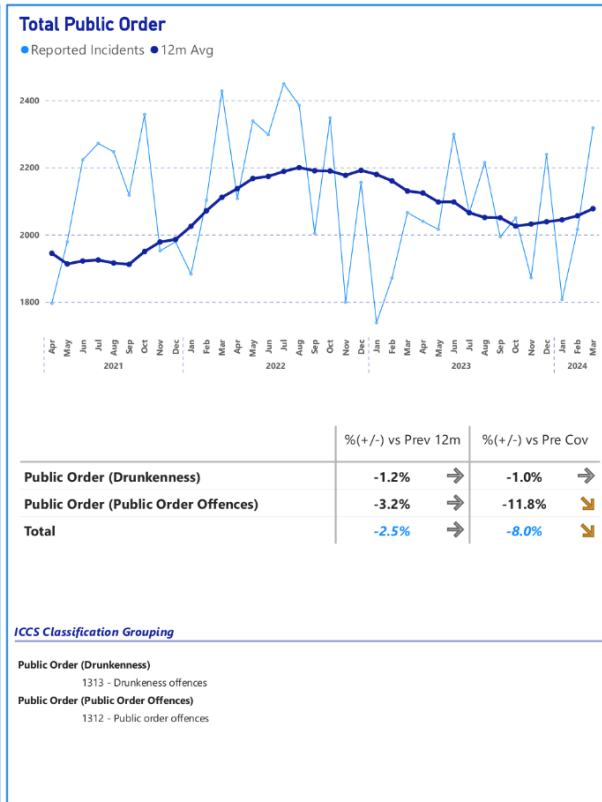
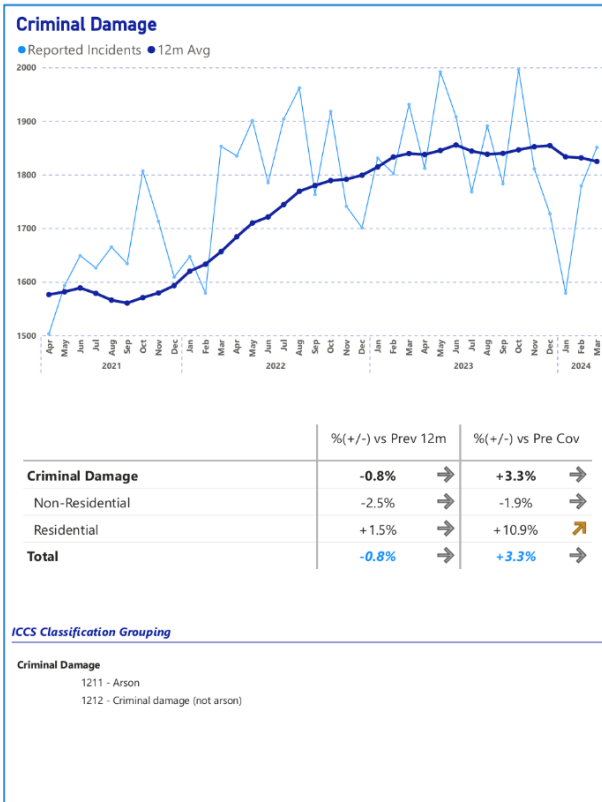
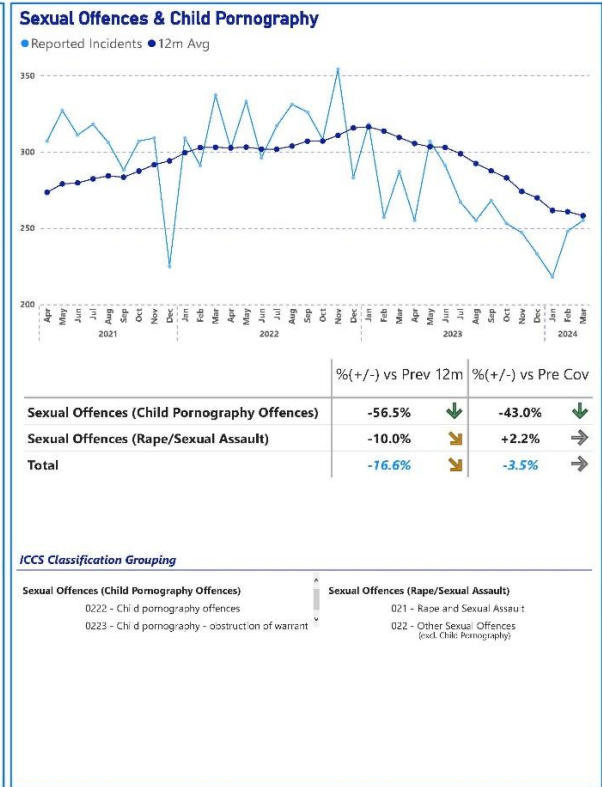
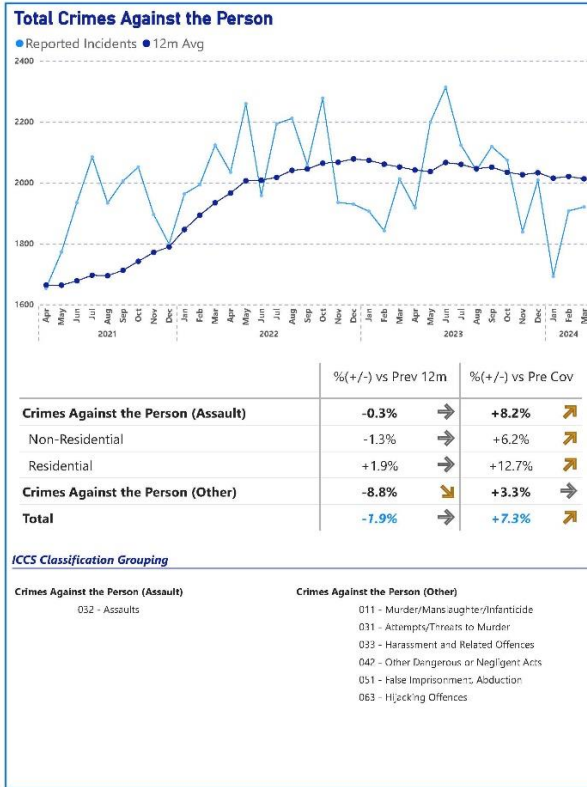


|   | %(+/-) vs Prev 12M | %(+/-) vs Pre Cov |
|---|--------------------|-------------------|
| <b>Property Crime (Burglary)</b>                  | <b>+5.4%</b> ↗     | <b>-41.3%</b> ↓   |
| Non-Residential                                   | +17.6% ↗           | -29.6% ↓          |
| Residential                                       | +0.3% →            | -45.7% ↓          |
| <b>Property Crime (Other)</b>                     | <b>+16.9%</b> ↗    | <b>+12.9%</b> ↗   |
| <b>Property Crime (Theft Offences)</b>            | <b>+7.9%</b> ↗     | <b>+8.6%</b> ↗    |
| <b>Property Crime (UT/Interference - Vehicle)</b> | <b>+18.8%</b> ↗    | <b>+73.9%</b> ↑   |
| <b>Total</b>                                      | <b>+8.7%</b> ↗     | <b>+2.7%</b> →    |

### ICCS Classification Grouping

|  |  |
|--|--|
| <b>Property Crime (Burglary)</b>       | <b>Property Crime (Other)</b>                      |
| 071 - Burglary                         | 061 - Robbery                                      |
| <b>Property Crime (Theft Offences)</b> | 062 - Extortion Offences                           |
| 082 - Theft (not vehicle)              | <b>Property Crime (UT/Interference - Vehicle)</b>  |
|  | 081 - Theft/Taking of Vehicle and Related Offences |

Mar 2024



# Fatalities by county: 01/01-31/10

VISION ZERO  
NO ROAD DEATHS  
NO INJURED PEOPLE

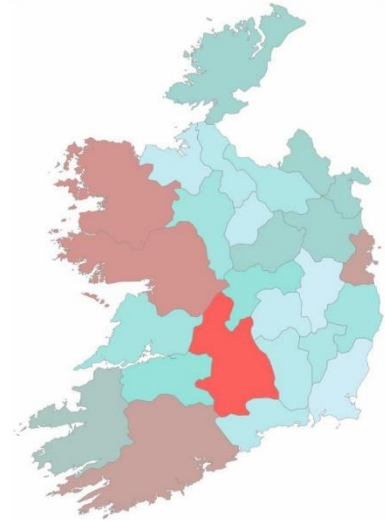
Reference periods: 1 Jan – 31 Oct

- Tipperary (16), Galway (12), Mayo (12), Cork (11), Dublin (11), comprise 39% of total fatalities.
- The last time fatalities reached the levels seen in 2023 was in 2013, when there were also 157 fatalities during this time period.

NB: figures for 2020-23 are provisional, and subject to change

| County    | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 |
|-----------|------|------|------|------|------|------|
| Carlow    | 1    | 2    | 3    | 0    | 0    | 4    |
| Cavan     | 2    | 1    | 2    | 5    | 4    | 4    |
| Clare     | 6    | 4    | 3    | 1    | 5    | 5    |
| Cork      | 11   | 11   | 19   | 8    | 9    | 11   |
| Donegal   | 9    | 6    | 9    | 5    | 6    | 7    |
| Dublin    | 11   | 13   | 19   | 16   | 10   | 11   |
| Galway    | 6    | 6    | 3    | 11   | 3    | 12   |
| Kerry     | 3    | 6    | 9    | 6    | 7    | 8    |
| Kildare   | 4    | 3    | 3    | 6    | 4    | 1    |
| Kilkenny  | 2    | 6    | 4    | 1    | 6    | 3    |
| Laois     | 2    | 1    | 0    | 1    | 3    | 2    |
| Leitrim   | 1    | 1    | 0    | 0    | 1    | 3    |
| Limerick  | 6    | 6    | 4    | 6    | 10   | 6    |
| Longford  | 2    | 0    | 0    | 2    | 2    | 2    |
| Louth     | 5    | 3    | 8    | 7    | 7    | 7    |
| Mayo      | 7    | 3    | 5    | 4    | 5    | 12   |
| Meath     | 4    | 5    | 7    | 10   | 6    | 7    |
| Monaghan  | 1    | 2    | 3    | 5    | 5    | 7    |
| Offaly    | 2    | 5    | 4    | 0    | 3    | 6    |
| Roscommon | 1    | 3    | 3    | 2    | 4    | 5    |
| Sligo     | 1    | 0    | 2    | 1    | 6    | 2    |
| Tipperary | 9    | 11   | 6    | 7    | 4    | 16   |
| Waterford | 2    | 3    | 1    | 1    | 2    | 3    |
| Westmeath | 5    | 3    | 3    | 2    | 2    | 7    |
| Wexford   | 2    | 7    | 6    | 6    | 8    | 1    |
| Wicklow   | 3    | 3    | 1    | 1    | 1    | 5    |
| Total     | 108  | 114  | 127  | 114  | 123  | 157  |

Heat map: 2023 # fatalities



Figures provided by the Road Safety Transformation Partnership.



## 7. Policing Successes

Throughout the month of March 2024, there have been numerous significant detections and some outstanding police work performed by members of An Garda Síochána in the course of their operational policing duties. A synopsis of some of those incidents that occurred during the month of March 2024 are set out hereunder.

On 2 March 2024, as part of an ongoing intelligence-led operation targeting a transnational organised crime group involved in drug importation and onward distribution, personnel attached to the Garda National Drugs and Organised Crime Bureau effected a stop and search of an MPV. In a purpose-made concealment, approximately 13kg of suspected cannabis herb, with an estimated street value of €260,000, was discovered. A suspect was arrested at the scene and later charged with offences contrary to Section 3 and Section 15 of the Misuse of Drugs Act.

Also on 2 March 2024, as part of an ongoing investigation into an organised crime group involved in human trafficking for the purposes of labour exploitation, members attached to the Human Trafficking Investigation and Coordination Unit, liaising with the Divisional Protective Services Units, conducted five coordinated searches in two counties. Three suspects were arrested and detained under Section 50 of the Criminal Justice Act, 1997. Two of the suspects appeared before the courts in March 2024 and were remanded in custody.

On 5 March 2024, a conference was hosted by the Garda National Bureau of Criminal Investigation with visiting delegates from the Federal Bureau of Criminal Investigation (FBI). Representatives from the FBI International Operations, FBI Mutual Assistance Unit, the Department of Justice Office of International Affairs in Washington and the FBI Legal Attachés based in London attended. The conference focused on further enhancing the already strong working relationship between An Garda Síochána and the FBI. Simultaneously, the Garda Extradition Unit attached to the Garda National Bureau of Criminal Investigation met with members of the United States Marshall Service, where open cases of interest as well as opportunities for training were discussed. The visit afforded both parties a prime opportunity to advance matters relating to the extradition of fugitives.

On 12 March 2024, Gardaí responded to a domestic silent call. A short time later, suspicious activity was separately reported and a suspect vehicle was identified, wherein a person appeared in distress. An investigation commenced into the false imprisonment of the injured party. A national media appeal was just one of several tasks undertaken and as a result, both the vehicle and suspect were successfully located in another part of the country. The suspect was seen disposing of weapons as Gardaí approached. The injured party was brought to safety and the suspect was arrested. The injured party reported that while being held against their will, they suffered several violent attacks and threats on their life. Following court appearance on numerous charges related to this incident, the suspect was remanded in custody, pending future sittings.

A meat-processing factory was one of 13 premises inspected on 13 March 2024, in a coordinated multi-agency operation carried out by the Garda National Immigration Bureau, the Workplace Relations Commission, the Department of Social Protection, and ably assisted by local Garda Immigration and uniformed members. Authorities engaged with approximately 150 staff members with employment permits. As a result of the multi-agency operation, there was one arrest contrary to the Immigration Act, 2004 and Employee Permit Act, 2006, and twenty-three (23) Section 14(1) Immigration Act, 2004 notices subsequently issued.

Gardaí organised a day of action on 14 March 2024 centred around the unlawful use of e-bikes, scramblers and e-scooters, which can be potentially harmful and disruptive in local communities. During the course of this initiative, two electric scooters, ten electric bikes, two stolen high-powered motorbikes, five scramblers/motorbikes and one quad bike were recovered. Cash to the value of €8,800, believed to be the proceeds of crime, along with €36,000 worth of suspected cannabis herb and suspected alprazolam tablets worth €4,800 were seized. One suspect was later charged in relation to the drug offence.

On 16 March 2024, the Air Support Unit supported Garda units responding to a significant incident where two suspects in balaclavas, armed with crowbars and hammers, were heading towards a shopping centre. The use of equipment by Air Support personnel identified that both suspects were concealed in undergrowth and local units were directed to their location. One suspect was successfully arrested.

On 18 March 2024, as part of an ongoing cold case review into the circumstances of the murder of Kenneth Fetherston on 22 September 2009, one arrest was made by members attached to the Serious Crime Review Team, Garda National Bureau of Criminal Investigation. The suspect was detained under the provisions of Section 4 of the Criminal Justice Act, 1984 and was subsequently released from custody. A file is being prepared for the Office of the Director of Public Prosecutions.

On 19 March 2024, Gardaí involved in Operation Mullet and the Money Mule Campaign met with the Minister for Education, Norma Foley, TD. The origins of Operation Mullet were discussed, revealing how investigations led to identifying 50 money mules operating in one Garda division. Also mentioned was the possible nationwide launch and rollout of the Money Mule Campaign. Both the investigation, and subsequent information and crime prevention campaign has gained extensive media coverage nationally since its inception.

On 20 March 2024, as part of an ongoing intelligence-led operation, Gardaí seized suspected drugs with an estimated value of €464,090, along with counterfeit notes worth €35,600, while conducting a coordinated search of a residential premises. A suspect was arrested, charged with a number of drug-related offences and remanded in custody.

On 29 March 2024, as part of an ongoing intelligence-led operation, Gardaí conducted a coordinated search of a residential premises, during which a semi-automatic machine pistol and nine x 9mm rounds of ammunition were recovered. One suspect was arrested and detained under Section 30 of the Offences Against the State Act 1939/98.

## 8. Community Engagement and Organisational Initiatives

### National Roads Policing Plan surrounding the St. Patrick's Day Bank Holiday Weekend

From 14 to 19 March 2024, An Garda Síochána implemented a national roads policing plan surrounding the St. Patrick's Day bank holiday weekend. Members conducted high visibility patrols, focussing on potentially lifesaving offences, for example speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of this operation, there were 750 mandatory intoxicant testing checkpoints conducted, inclusive of 4,072 breath tests and 88 oral fluid tests. Some 192 persons detected were arrested on suspicion of driving under the influence of alcohol or drugs, with a further 174 detections for using a mobile phone, 59 detections for seatbelt offences and 1,781 speeding offences were detected.



### The Bi-annual Strategic Retail Forum

On 14 March 2024, the Garda National Crime Prevention Unit hosted the bi-annual Strategic Retail Forum, which falls under Strategic Objective 1 of the Crime Prevention and Reduction Strategy 2021–2024. A number of presentations took place, with discussions on topics such as crime statistics, retail theft and crime prevention. This forum affords An Garda Síochána the opportunity to hear from members of the retail sector and, in turn, encourages retailers to discuss these issues with Gardaí in an open environment.

### **Garda National Diversity Unit**

At Garda Headquarters on 21 March 2024, the Garda National Diversity Unit hosted members of the Guardia Civil who specialise in hate crime. Information and experiences were exchanged on reporting, awareness, investigation and prosecution of hate crimes. Community engagement initiatives and the challenges of underreported hate crimes were also discussed.



*Sergeant Dermot Delaney (Garda National Diversity Unit) with members of the Guardia Civil.*

### **Iftar Dinner in the Mansion House**

On 26 March 2024, the Garda National Diversity Unit attended the Iftar Dinner in the Mansion House, hosted by Éire Dialogue. This multi-cultural event was an opportunity to share in the spirit of the holy month of Ramadan with members of all denominations, through collaboration and unity within communities. Guests of various faiths and backgrounds addressed the group throughout the evening.



*Garda Sudita Zalli of the National Diversity Unit, GNCEB, presented a speech to the Islamic community on behalf of GNCEB.*

### **Meeting of the European Crime Prevention Network (EUCPN)**

On 26 and 27 March 2024, the Director of the Diversion Programme attended a meeting of the European Crime Prevention Network (EUCPN). EUCPN aims to connect across local, national and European levels, and promote methods of crime prevention among the EU member states. The meeting focussed on criminal offences committed by minors under the age of 18, as well as youths involved in organised crime. The annual report of the monitoring committee overseeing the Garda Youth Diversion Project details numbers and types of offences committed by children in Ireland. However, data for young people involved in organised crime has yet to be collated. Looking forward, with further meetings planned, EUCPN intends to focus more on children involved in organised crime.

## 9. Operating Model

### Business Services and Performance Assurance Functional Areas

Following successful deployment of the Operating Model into the Wexford/Wicklow Division on 24 March 2024, 13 divisions have fully commenced the four functional area structures (Business Services, Performance Assurance, Crime and Community Engagement). The Operating Model Central Implementation Team continues to monitor, liaise, support and engage with the 13 divisions concerned following implementation, in an effort to provide the organisational support to the respective divisional management teams in managing the transitional and post-implementation phases.

- Progress continues with Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA) implementation across the remaining eight divisions, with preparation continuing to transition DMR West to the Operating Model structure on 26 May 2024.
- 21 divisions have commenced implementation of the BSFA. They are receiving continual support from the Operating Model Team and enabling functions.
- The implementation of the PAFA standardised processes in the 13 fully commenced Operating Model divisions is ongoing. In addition, Superintendents have been assigned to Performance Assurance in the DMR West, DMR East, DMR North, Laois/Offaly and Kildare/Carlow Divisions. They have commenced utilising the Performance Assurance standardised processes and are at various stages of implementation within these divisions.

### The Regional Office

- Regional office phased implementation commenced on 12 June 2023 in the Southern Region with wave 1, which relates to Performance Assurance. This involves the alignment of the regional office standardised processes with the functional areas in their divisions. Commencement of waves 2 (Finance and Logistics), 3 (HRM) and 4 (General Admin) is on hold due to the divisional office process re-alignment (seven processes), which took place in the Southern Region. This concluded in December 2023. Feedback and analysis are under review prior to the rollout of waves 2, 3 and 4.

### Crime and Community Engagement Functional Areas

The following 13 divisions are operating in the four Functional Area structure.

- |                               |                          |
|-------------------------------|--------------------------|
| i. Cork City                  | viii. DMR South Central  |
| ii. Kerry                     | ix. Clare/Tipperary      |
| iii. Galway                   | x. Meath/Westmeath       |
| iv. Limerick                  | xi. Louth/Cavan/Monaghan |
| v. Mayo/Roscommon/Longford    | xii. DMR North Central   |
| vi. Waterford/Kilkenny/Carlow | xiii. Wexford/Wicklow    |
| vii. DMR South                |                          |

These 13 divisions have commenced their Community Engagement and Crime Functional Areas as follows:

- Garda personnel formally aligned to one of the four Functional Areas in the division.
- Each Garda station aligned to a Community Engagement Functional Area within the division.
- PULSE 7.8 deployed to embed and align PULSE with the Operating Model Functional Area structures.

### **Current Status**

Planning and implementation preparation is underway for the continued rollout of the remaining divisions in 2024, allowing for the alignment of other transformation projects including Roster Duty Management System (RDMS), CAD 2 and the Investigation Management System (IMS). Each division that has not already introduced PULSE 7.8 has been provided with a tailored divisional implementation plan. The implementation plan has been developed to provide an incremental approach and step-by-step guide to implementing the Operating Model in the remaining eight divisions. The plan is designed to assist each Divisional Officer to manage and track key deliverables required to transition to new Operating Model structures. They are required to provide an up to date divisional implementation plan for presentation to the Deputy Commissioner at the Policing and Security Committee meetings. Process development work for Community Engagement and Crime standardised processes is still underway with significant progress made to date.

### **Current Emerging Issues**

- There are five divisions where accommodation works are required. This is having a significant impact on the implementation of the Operating Model in a number of these divisions, despite the willingness of local management to progress same.



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An Garda Síochána

## An Garda Síochána Mental Health First Aid Programme



### Programme Update: An Garda Síochána Mental Health First Aid Training Facilitator Accreditation Ceremony

- The first An Garda Síochána Mental Health First Aid (MHFA) Training Facilitator accreditation ceremony was held on Monday, 25 March 2024 in the Officers Club, Garda Headquarters. The accreditation ceremony formally honoured the first cohort of 15 exceptional Garda personnel who successfully completed the Mental Health First Aid Instructor Course, under An Garda Síochána MHFA Programme.
- By completing the course, An Garda Síochána MHFA Training Facilitators have demonstrated their commitment to promoting mental health awareness, and health and wellbeing support in An Garda Síochána.
- Speaking at the graduation, Commissioner Harris said:  
*“Today, our first group of instructors graduate, paving the way for many others across the organisation to be trained and informed in the area of Mental Health First Aid. As this is our first graduation, it is an important milestone in our partnership with Mental Health First Aid Ireland and St. John of God’s Hospital. This partnership began last July when we launched this programme. As Gardaí, mental health is something we are likely to experience in terms of our day to day duties in keeping the people of Ireland safe. But it is also important to remember that anyone, even Gardaí, can experience a mental health difficulty at any stage in their lives. Having access to Mental Health First Aid in the workplace is a huge asset to you, to our colleagues. And furthermore it augments the service we can provide to members of the public. Through this partnership, it is hoped that within two years we may see up to 20% of our Gardaí, across all ranks nationwide, completing Mental Health First Aid Ireland certified training courses. And, it is our intention that all Garda personnel will complete this training in time.”*

- Since January 2024, the 15 accredited Garda MHFA Training Facilitators have delivered the standard two-day MHFA programme across the organisation to 328 Garda personnel.
- The pilot programme has now been completed and the expression of interest to become a Garda MHFA Training Facilitator will be opened to the whole organisation.



*Commissioner Harris with those involved in the initiative and the 15 newly accredited Mental Health First Aid (MHFA) Training Facilitators*

**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. |     |     |       |     |      |      |        |      |     |     |     |                   |   |
|------------------------|--|-----|-----|-------|-----|------|------|--------|------|-----|-----|-----|-------------------|---|
|                        | 2024   |     |     |       |     |      |      |        |      |     |     |     | Total to end 2024 |   |
|                        | Jan  | Feb | Mar | April | May | June | July | August | Sept | Oct | Nov | Dec |                   |   |
| Assistant Commissioner | 0  | 0   | 0   | 0     | 0   | 0    | 0    | 0      | 0    | 0   | 0   | 0   | 0                 | 0 |
| Chief Superintendent   | 0  | 0   | 2   | 0     | 1   | 1    | 0    | 0      | 0    | 1   | 2   | 1   | 8                 |   |
| Superintendent         | 1  | 0*  | 1   | 1     | 3   | 2    | 2    | 1      | 1    | 0   | 0   | 1   | 14                |   |
| <b>Total</b>           | 1  | 0   | 3   | 1     | 4   | 3    | 2    | 1      | 1    | 1   | 2   | 2   | 22                |   |

- \* (1) Superintendent compulsory retirement previously included in February 2024 has been granted extension to 2026.
- (2) 1 x new voluntary retirement in May 2024.
- (3) 2 x new voluntary retirements in June 2024.
- (4) 1 x new voluntary retirement in June 2024.

**Appendix B – Numbers and vacancies in specified ranks**

| <i>Data as at the end of March 2024</i> |            |   |                                 |              |        |              |             |           |           |                          |                                       |                       |   |
|---|------------|---|---------------------------------|--------------|--------|--------------|-------------|-----------|-----------|--------------------------|---------------------------------------|-----------------------|---|
| Rank                                    | ECF        | Position at end of last month February 2024 | Appointed in Month – March 2024 | Career Break |        | Resignations | Retirements |           | Demotions | Con sequential vacancies | Net Change Increase (+), Decrease (-) | Total at end of Month | Total Number of Vacancies at end of Month |
|   |            |   |                                 | Commenced    | Return |              | Compulsory  | Voluntary |           |                          |                                       |                       |   |
| <b>Assistant Commissioner</b>           | 8          | 8   | 0                               | 0            | 0      | 0            | 0           | 0         | 0         | 0                        | 0                                     | 8                     | 0   |
| <b>Chief Superintendent</b>             | <b>47*</b> | 49  | 0                               | 0            | 0      | 0            | 1           | 1         | 0         | 0                        | -2                                    | 47                    | 0   |
| <b>Superintendent</b>                   | 168        | 168   | 0                               | 0            | 0      | 0            | 0           | 1         | 0         | 0                        | -1                                    | 167                   | 0   |
| <b>Total</b>                            | <b>223</b> | <b>225</b>                                  | 0                               | 0            | 0      | 0            | 1           | 2         | 0         | 0                        | -3                                    | 222                   | 0   |

*\* Two (2) supernumerary Chief Superintendent positions, as approved by DOJ, therefore ECF = 49. The first concluded on 1/3/2024 due to a Chief Superintendent compulsory retirement. Second will revert back in due course; C/Supt ECF = 48 until that time.*

**Appendix C – Breakdown of Garda Leave – Garda Members**

| Data as at the end of March 2024 |                     |            |              |                 |                  |                 |                |          |          |
|----------------------------------|---------------------|------------|--------------|-----------------|------------------|-----------------|----------------|----------|----------|
| As at 31.03.24                   | Gender              | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Paternity Leave | Parental Leave | SWY      | Carers   |
| Garda                            | Male                | 2          | 24           | 0               | 0                | 15              | 21             | 0        | 1        |
|                                  | Female              | 78         | 14           | 23              | 17               | 0               | 61             | 4        | 4        |
| Sergeant                         | Male                | 1          | 0            | 0               | 0                | 2               | 3              | 0        | 0        |
|                                  | Female              | 3          | 1            | 1               | 2                | 0               | 5              | 0        | 0        |
| Inspector                        | Male                | 0          | 0            | 0               | 0                | 0               | 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        |
|                                  | <b>Total Male</b>   | <b>3</b>   | <b>24</b>    | <b>0</b>        | <b>0</b>         | <b>17</b>       | <b>24</b>      | <b>0</b> | <b>1</b> |
|                                  | <b>Total Female</b> | <b>81</b>  | <b>15</b>    | <b>24</b>       | <b>19</b>        | <b>0</b>        | <b>66</b>      | <b>4</b> | <b>4</b> |
|                                  | <b>Total</b>        | <b>84</b>  | <b>39</b>    | <b>24</b>       | <b>19</b>        | <b>17</b>       | <b>90</b>      | <b>4</b> | <b>5</b> |

| <b>Appendix D – Breakdown of Garda Leave – Garda Staff</b> |                     |                   |                     |                        |                         |                       |                        |            |               |
|--|---------------------|-------------------|---------------------|------------------------|-------------------------|-----------------------|------------------------|------------|---------------|
| <b>As at 31.03.24</b>                                      | <b>Gender</b>       | <b>Work Share</b> | <b>Career Break</b> | <b>Maternity Leave</b> | <b>Unpaid Maternity</b> | <b>Parental Leave</b> | <b>Paternity Leave</b> | <b>SWY</b> | <b>Carers</b> |
| CO   | Male                | 5                 | 6                   | 0                      | 0                       | 4                     | 0                      | 1          | 0             |
|  | Female              | 230               | 19                  | 7                      | 5                       | 44                    | 0                      | 9          | 6             |
| EO   | Male                | 1                 | 1                   | 0                      | 0                       | 3                     | 0                      | 0          | 1             |
|  | Female              | 41                | 11                  | 3                      | 1                       | 13                    | 0                      | 1          | 4             |
| 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              | 3                 | 1                   | 1                      | 1                       | 2                     | 0                      | 0          | 1             |
| AP   | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 0                 | 1                   | 0                      | 2                       | 0                     | 0                      | 0          | 0             |
| PO   | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 0                 | 0                   | 0                      | 0                       | 1                     | 0                      | 0          | 0             |
| Teacher  | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 2                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
| Cleaner  | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 4                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 1             |
| Accountant   | 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                | 1                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
| Photographer   | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
| Catering Assistant   | Male                | 0                 | 0                   | 0                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | Female              | 0                 | 0                   | 1                      | 0                       | 0                     | 0                      | 0          | 0             |
|  | <b>Total Male</b>   | <b>7</b>          | <b>8</b>            | <b>0</b>               | <b>0</b>                | <b>7</b>              | <b>0</b>               | <b>1</b>   | <b>1</b>      |
|  | <b>Total Female</b> | <b>281</b>        | <b>32</b>           | <b>12</b>              | <b>9</b>                | <b>60</b>             | <b>0</b>               | <b>10</b>  | <b>12</b>     |
|  | <b>Total</b>        | <b>288</b>        | <b>40</b>           | <b>12</b>              | <b>9</b>                | <b>67</b>             | <b>0</b>               | <b>11</b>  | <b>13</b>     |

## 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 & above |     | Total |     |
|------------|-------|-------|----------|-----|-------------------|-----|-------|-----|
|            | OI*   | IOD** | OI       | IOD | OI                | IOD | OI    | IOD |
| Mar 2024   | 1,797 | 217   | 165      | 10  | 16                | 3   | 1,978 | 230 |
| Feb 2024   | 1,802 | 217   | 158      | 9   | 11                | 3   | 1,971 | 229 |
| Jan 2024   | 2,117 | 216   | 193      | 10  | 17                | 3   | 2,327 | 229 |
| Dec 2023   | 1,916 | 208   | 183      | 10  | 18                | 3   | 2,117 | 221 |
| Nov 2023   | 1,741 | 209   | 143      | 11  | 17                | 3   | 1,901 | 223 |
| Oct 2023   | 1,835 | 186   | 138      | 12  | 13                | 3   | 1,986 | 201 |
| Sept 2023  | 1,737 | 194   | 147      | 12  | 7                 | 3   | 1,891 | 209 |
| Aug 2023   | 1,684 | 198   | 139      | 13  | 9                 | 4   | 1,832 | 215 |
| July 2023  | 1,566 | 202   | 123      | 13  | 14                | 4   | 1,703 | 219 |
| June 2023  | 1,616 | 192   | 128      | 11  | 16                | 2   | 1,760 | 205 |
| May 2023   | 1,748 | 185   | 141      | 13  | 14                | 2   | 1,903 | 200 |
| April 2023 | 1,515 | 194   | 103      | 11  | 13                | 3   | 1,631 | 208 |
| Mar 2023   | 1,755 | 196   | 146      | 10  | 13                | 2   | 1,914 | 208 |

### Garda Members – Instances of Absence

|             | Garda |     | Sergeant |     | Inspector & above |     | Total |     |
|-------------|-------|-----|----------|-----|-------------------|-----|-------|-----|
|             | OI    | IOD | OI       | IOD | OI                | IOD | OI    | IOD |
| Mar 2024    | 1,960 | 218 | 174      | 10  | 16                | 3   | 2,150 | 231 |
| Feb 2024    | 1,952 | 218 | 167      | 9   | 11                | 3   | 2,130 | 230 |
| Jan 2024    | 2,117 | 216 | 193      | 10  | 17                | 3   | 2,327 | 229 |
| Dec 2023    | 1,918 | 208 | 183      | 10  | 18                | 3   | 2,119 | 221 |
| Nov 2023    | 1,903 | 210 | 152      | 11  | 17                | 3   | 2,072 | 224 |
| Oct 2023    | 1,990 | 189 | 144      | 12  | 13                | 3   | 2,147 | 204 |
| Sept 2023   | 1,894 | 194 | 152      | 12  | 7                 | 3   | 2,053 | 209 |
| August 2023 | 1,829 | 200 | 148      | 13  | 9                 | 4   | 1,986 | 217 |



|                   |       |     |     |    |    |   |              |            |
|-------------------|-------|-----|-----|----|----|---|--------------|------------|
| <b>July 2023</b>  | 1,703 | 203 | 129 | 14 | 15 | 4 | <b>1,847</b> | <b>221</b> |
| <b>June 2023</b>  | 1,726 | 196 | 138 | 11 | 18 | 2 | <b>1,882</b> | <b>209</b> |
| <b>May 2023</b>   | 1,890 | 187 | 147 | 13 | 15 | 2 | <b>2,052</b> | <b>202</b> |
| <b>April 2023</b> | 1,618 | 196 | 107 | 11 | 13 | 3 | <b>1,738</b> | <b>210</b> |
| <b>Mar 2023</b>   | 1,902 | 198 | 152 | 10 | 14 | 2 | <b>2,068</b> | <b>210</b> |

#### Garda Members – Number of Days Absent

|                   | Garda    |         | Sergeant |     | Inspector & above |     | Total           |                |
|-------------------|----------|---------|----------|-----|-------------------|-----|-----------------|----------------|
|                   | OI       | IOD     | OI       | IOD | OI                | IOD | OI              | IOD            |
| <b>Mar 2024</b>   | 14,134   | 6,229.5 | 1,622.5  | 280 | 133               | 93  | <b>15,889.5</b> | <b>6,602.5</b> |
| <b>Feb 2024</b>   | 13,439.5 | 5,952.5 | 1,362    | 254 | 158               | 87  | <b>14,959.5</b> | <b>6,293.5</b> |
| <b>Jan 2024</b>   | 15,470   | 6,279   | 1,512    | 277 | 181               | 93  | <b>17,163</b>   | <b>6,649</b>   |
| <b>Dec 2023</b>   | 15,917.5 | 6,214   | 1,652    | 310 | 181               | 93  | <b>17,750.5</b> | <b>6,617</b>   |
| <b>Nov 2023</b>   | 14,065   | 5,889.5 | 1,362.5  | 319 | 209               | 90  | <b>15,636.5</b> | <b>6,298.5</b> |
| <b>Oct 2023</b>   | 16,376   | 5,496.5 | 1,444.5  | 338 | 166               | 93  | <b>17,986.5</b> | <b>5,927.5</b> |
| <b>Sept 2023</b>  | 15,491   | 5,533.5 | 1,407.5  | 360 | 128               | 90  | <b>17,026.5</b> | <b>5,983.5</b> |
| <b>Aug 2023</b>   | 15,046   | 5,956   | 1,413.5  | 373 | 167               | 106 | <b>16,626.5</b> | <b>6,435</b>   |
| <b>July 2023</b>  | 14,015   | 5,938.5 | 1,579.50 | 369 | 163               | 124 | <b>15,757.5</b> | <b>6,431.5</b> |
| <b>June 2023</b>  | 13,091   | 5,440   | 1,397.5  | 326 | 250               | 60  | <b>14,738.5</b> | <b>5,826</b>   |
| <b>May 2023</b>   | 14,824.5 | 5,369   | 1,324.5  | 350 | 237               | 62  | <b>16,386</b>   | <b>5,781</b>   |
| <b>April 2023</b> | 13,688.5 | 5,464   | 1,223    | 294 | 204               | 71  | <b>15,115.5</b> | <b>5,829</b>   |
| <b>Mar 2023</b>   | 14,652.5 | 5,553   | 1,378    | 310 | 175               | 62  | <b>16,205.5</b> | <b>5,925</b>   |

#### Garda Members – Ordinary Illness

| Month           | No. of Days Absent | Variance  | % Variance |
|-----------------|--------------------|-----------|------------|
| <b>Mar 2024</b> | 15,889.5           | 930.00    | 6.22%      |
| <b>Feb 2024</b> | 14,959.50          | -2,203.50 | -12.84%    |
| <b>Jan 2024</b> | 17,163.00          | -587.50   | -3.31%     |
| <b>Dec 2023</b> | 17,750.50          | 2,114.00  | 13.52%     |

|                   |           |           |         |
|-------------------|-----------|-----------|---------|
| <b>Nov 2023</b>   | 15,636.50 | -2,350.00 | -13.07% |
| <b>Oct 2023</b>   | 17,986.50 | 960.00    | 5.64%   |
| <b>Sept 2023</b>  | 17,026.50 | 400.00    | 2.41%   |
| <b>Aug 2023</b>   | 16,626.50 | 869.00    | 5.51%   |
| <b>July 2023</b>  | 15,757.50 | 1019.00   | 6.91%   |
| <b>June 2023</b>  | 14,738.50 | -1647.50  | -10.05% |
| <b>May 2023</b>   | 16,386.00 | 1270.50   | 8.41%   |
| <b>April 2023</b> | 15,115.50 | -1090.00  | -6.73%  |
| <b>Mar 2023</b>   | 16,205.50 | 1700.00   | 11.72%  |

#### Garda Members – Injury on Duty

| <b>Month</b>     | <b>No. of Days Absent</b> | <b>Variance</b> | <b>% Variance</b> |
|------------------|---------------------------|-----------------|-------------------|
| <b>Mar 2024</b>  | 6,602.50                  | 309.00          | 4.91%             |
| <b>Feb 2024</b>  | 6,293.50                  | -355.50         | -5.35%            |
| <b>Jan 2024</b>  | 6,649.00                  | 32.00           | 0.48%             |
| <b>Dec 2023</b>  | 6,617.00                  | 318.50          | 5.06%             |
| <b>Nov 2023</b>  | 6,298.50                  | 371.00          | 6.26%             |
| <b>Oct 2023</b>  | 5,927.50                  | -56.00          | -0.94%            |
| <b>Sept 2023</b> | 5,983.50                  | -451.50         | -7.02%            |
| <b>Aug 2023</b>  | 6,435.00                  | 3.50            | 0.05%             |
| <b>July 2023</b> | 6,431.50                  | 605.50          | 10.39%            |
| <b>June 2023</b> | 5,826.00                  | 45.00           | 0.78%             |
| <b>May 2023</b>  | 5,781.00                  | -48.00          | -0.82%            |
| <b>Apr 2023</b>  | 5,829.00                  | -96.00          | -1.62%            |
| <b>Mar 2023</b>  | 5,925.00                  | 837.50          | 16.46%            |

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

| <b>Month</b>    | <b>No. of Days Absent</b> | <b>LTR</b> |
|-----------------|---------------------------|------------|
| <b>Mar 2024</b> | 15,889.50                 | 4.24%      |
| <b>Feb 2024</b> | 14,959.50                 | 4.03%      |
| <b>Jan 2024</b> | 17,163.00                 | 4.62%      |
| <b>Dec 2023</b> | 17,750.50                 | 4.76%      |
| <b>Nov 2023</b> | 15,636.50                 | 4.23%      |

|                  |           |       |
|------------------|-----------|-------|
| <b>Oct 2023</b>  | 17,986.50 | 4.84% |
| <b>Sept 2023</b> | 17,026.50 | 4.61% |
| <b>Aug 2023</b>  | 16,626.50 | 4.48% |
| <b>July 2023</b> | 15,757.50 | 4.24% |
| <b>June 2023</b> | 14,738.50 | 3.97% |
| <b>May 2023</b>  | 16,386.00 | 4.48% |
| <b>Apr 2023</b>  | 15,115.50 | 4.05% |
| <b>Mar 2023</b>  | 16,205.50 | 4.33% |

**Garda Staff – Numbers who availed of sick leave**

| <b>Date</b>      | <b>No.</b> |
|------------------|------------|
| <b>Mar 2024</b>  | 423        |
| <b>Feb 2024</b>  | 452        |
| <b>Jan 2024</b>  | 500        |
| <b>Dec 2023</b>  | 412        |
| <b>Nov 2023</b>  | 447        |
| <b>Oct 2023</b>  | 398        |
| <b>Sept 2023</b> | 400        |
| <b>Aug 2023</b>  | 364        |
| <b>July 2023</b> | 368        |
| <b>June 2023</b> | 379        |
| <b>May 2023</b>  | 405        |
| <b>Apr 2023</b>  | 291        |
| <b>Mar 2023</b>  | 435        |

**Garda Staff – Instances of Absence**

| <b>Date</b>      | <b>Administrative Grades</b> | <b>Technical and Professional</b> | <b>Total</b> |
|------------------|------------------------------|-----------------------------------|--------------|
| <b>Mar 2024</b>  | 442                          | 4                                 | <b>446</b>   |
| <b>Feb 2024</b>  | 481                          | 6                                 | 487          |
| <b>Jan 2024</b>  | 494                          | 6                                 | 500          |
| <b>Dec 2023</b>  | 407                          | 5                                 | 412          |
| <b>Nov 2023</b>  | 481                          | 3                                 | 484          |
| <b>Oct 2023</b>  | 425                          | 5                                 | 430          |
| <b>Sept 2023</b> | 424                          | 5                                 | 429          |

|                  |     |   |     |
|------------------|-----|---|-----|
| <b>Aug 2023</b>  | 379 | 5 | 384 |
| <b>July 2023</b> | 382 | 4 | 386 |
| <b>June 2023</b> | 401 | 8 | 409 |
| <b>May 2023</b>  | 433 | 7 | 440 |
| <b>Apr 2023</b>  | 298 | 3 | 301 |
| <b>Mar 2023</b>  | 483 | 3 | 486 |

**Garda Staff – Number of days absent**

| <b>Date</b>      | <b>Administrative Grades</b> | <b>Technical and Professional</b> | <b>No. of Days Absent</b> | <b>Monthly Variance</b> | <b>% Variance</b> |
|------------------|------------------------------|-----------------------------------|---------------------------|-------------------------|-------------------|
| <b>Mar 2024</b>  | 4,227.00                     | 35                                | 4,262.00                  | 419.50                  | 10.92%            |
| <b>Feb 2024</b>  | 3,753.50                     | 89                                | 3,842.50                  | -318.50                 | -7.65%            |
| <b>Jan 2024</b>  | 4,073.00                     | 88                                | 4,161.00                  | 141.00                  | 3.51%             |
| <b>Dec 2023</b>  | 3,955.50                     | 64.50                             | 4,020.00                  | -142.50                 | -3.42%            |
| <b>Nov 2023</b>  | 4,101.50                     | 61                                | 4,162.50                  | -10.50                  | -0.25%            |
| <b>Oct 2023</b>  | 4,099.00                     | 74                                | 4,173.00                  | 99.50                   | 2.44%             |
| <b>Sept 2023</b> | 3,989.50                     | 84                                | 4,073.50                  | 42.50                   | 1.05%             |
| <b>Aug 2023</b>  | 3,949.00                     | 82                                | 4,031.00                  | -204.00                 | -4.82%            |
| <b>July 2023</b> | 4,167.00                     | 68                                | 4,235.00                  | 176.50                  | 4.35%             |
| <b>June 2023</b> | 4,003.00                     | 55.50                             | 4,058.50                  | -1.00                   | -0.02%            |
| <b>May 2023</b>  | 4,010.50                     | 49                                | 4,059.50                  | 445.00                  | 12.31%            |
| <b>Apr 2023</b>  | 3,544.50                     | 70                                | 3,614.50                  | -649.00                 | -15.22%           |
| <b>Mar 2023</b>  | 4,196.50                     | 67                                | 4,263.50                  | 611.00                  | 16.73%            |

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

| <b>Date</b>      | <b>Days Absent</b> | <b>LTR</b> |
|------------------|--------------------|------------|
| <b>Mar 2024</b>  | 4,262.00           | 5.09%      |
| <b>Feb 2024</b>  | 3,842.50           | 4.64%      |
| <b>Jan 2024</b>  | 4,161.00           | 5.05%      |
| <b>Dec 2023</b>  | 4,020.00           | 4.94%      |
| <b>Nov 2023</b>  | 4,162.50           | 5.22%      |
| <b>Oct 2023</b>  | 4,173.00           | 5.35%      |
| <b>Sept 2023</b> | 4,073.50           | 5.21%      |
| <b>Aug 2023</b>  | 4,031.00           | 5.14%      |

|                  |          |       |
|------------------|----------|-------|
| <b>July 2023</b> | 4,235.00 | 5.42% |
| <b>June 2023</b> | 4,058.50 | 5.22% |
| <b>May 2023</b>  | 4,059.50 | 5.23% |
| <b>Apr 2023</b>  | 3,614.50 | 4.65% |
| <b>Mar 2023</b>  | 4,263.50 | 5.48% |

**Number of Garda Members absent due to Mental Health**

| <b>Date</b>       | <b>Number of Garda Members absent due to Mental Health</b> | <b>Number of days absent due to Mental Health</b> |
|-------------------|--|---|
| <b>Mar 2024</b>   | 11   | 245   |
| <b>Feb 2024</b>   | 9  | 212   |
| <b>Jan 2024</b>   | 7  | 210   |
| <b>Dec 2023</b>   | 8  | 217   |
| <b>Nov 2023</b>   | 9  | 215   |
| <b>Oct 2023</b>   | 11   | 225   |
| <b>Sept 2023</b>  | 11   | 309   |
| <b>Aug 2023</b>   | 13   | 349   |
| <b>July 2023</b>  | 15   | 389   |
| <b>June 2023</b>  | 14   | 408   |
| <b>May 2023</b>   | 15   | 413   |
| <b>April 2023</b> | 17   | 357   |
| <b>March 2023</b> | 16   | 415   |

*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.*

## Sick Leave as at 31 March 2024

### Personnel on sick leave on 31 March 2024

- Total number of Garda members on sick leave: 783 (210 injury on duty) (5.57%)
- Total number of Garda Staff on sick leave: 128 (2 occupational injury/illness) (3.98%)
- Overall personnel on sick leave: 911 (5.27%)

### Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 458 (205 injury on duty) (3.26%)
- Total number of Garda Staff on long term sick leave: 82 (2 occupational injury/illness) (2.55%)
- Overall personnel on long term sick leave: 540 (3.13%)
- The percentages show the number of personnel on sick leave as a percentage of the total strengths.

### Accrued figure of those who are on adjusted duties/have reasonable accommodations

- Per the most recent return to the end of Q4 2023, the total number of members on light duties/reasonable accommodations is 648.

### Overview of Sick Absence for March 2024

