



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**December 2020**

# An Garda Síochána

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Gnóthaí Corparáideacha  
An Garda Síochána  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Helen

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

I am pleased to provide the 12<sup>th</sup> and final monthly report submitted during 2020, outlining the key aspects of the administration and operation of An Garda Síochána for the month of November 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to keep you advised of progress in this area through our various reports.

I wish you and your colleagues a very happy and safe Christmas and a peaceful New Year.

Yours sincerely

**JOHN DOLLARD  
CHIEF SUPERINTENDENT  
OFFICE OF THE COMMISSIONER**

**December 2020**

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## Message from the Commissioner

Since the COVID-19 pandemic first emerged in March 2020, An Garda Síochána has maintained a high visibility operation to reassure the public, to ensure health guidelines and regulations are being followed, and to provide support to communities across the country. The strong level of compliance with the Government's National Framework for Living with COVID-19, speaks considerably to the ability of Gardaí to engage positively with the Irish public. Since the introduction of Level 3 restrictions on 1 December 2020, people are now able to go about more activities. Despite some concern, the public's compliance with the health advice and regulations has remained consistently high.

Under Level 3, our focus is on carrying out checkpoints in relation to inter-county travel, high visibility patrolling in key urban and retail locations, particularly in relation to the night time economy, and checks on licensed premises under Operation Navigation. The active investigation of domestic abuse, as well as the mechanisms put in place to support victims under Operation Faoiseamh, have proven to be crucially important work by Gardaí and will continue. As has been the case with policing operations all year, members of An Garda Síochána have used the 4Es approach, to engage, explain and encourage, and only as a last resort, enforcement.

To the credit of our dedicated specialist units in collaboration with local units nationwide, preventing and detecting crime also carried on uninterrupted last month. Once again there were considerable seizures of drugs, cash and firearms in recent weeks. The magnitude of the impact that this pandemic has had on some people cannot be overstated. For the remainder of the year and as we look ahead to 2021, An Garda Síochána will focus particularly on community engagement.

The events of this year have left us all with a deeper understanding of the importance of reaching out to and supporting those who are experiencing loneliness or isolation. Garda personnel have shown great warmth and professionalism in protecting and helping people, particularly the most vulnerable. Despite the fact that this festive period will be more unusual this year, a central part of our efforts to protect people each December is our Christmas and New Year Road Safety Campaign, run in conjunction with our road safety partners.

I would like to take this opportunity to remind people of the devastation caused to others through reckless driving.

*Please don't drink or take drugs and drive.*

*Please put on your seat belt.*

*Please slow down.*

*Please don't use your mobile phone while driving.*

*You do not want to be the person responsible for a family having an empty seat at the dinner table this Christmas.*

The last year has been an extraordinary period in our lifetimes and An Garda Síochána has risen to the challenge. Looking forward with hope to 2021, I would like to reiterate our firm commitment to do all that we can to support society's efforts to overcome the spread of the virus.

**J A HARRIS**  
**Commissioner**

## 1. Update on the National Policing Plan for COVID-19

On 1 December 2020, in support of the Government's decision to move to modified Level 3 restrictions under the National Framework for Living with COVID-19, An Garda Síochána has introduced adapted measures to ensure compliance with public health guidelines and regulations. The high visibility operation, introduced on 19 November 2020, will continue during the festive period, with increased patrols in key city, urban and retail locations, with a particular focus on the night-time economy.

Garda personnel will maintain a significant presence on roads, with checkpoints in place on main arterial routes, established as part of Operation Fanacht. We recognise that while Christmas is a time of joy for many people, for some it can be lonely and difficult. Garda personnel will also continue to focus on community engagement and there will be particular emphasis during the coming weeks on reaching out to the elderly, vulnerable and those who feel isolated. The focus of An Garda Síochána remains to keep people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

### **Operation Treoraím**

Under Operation Treoraím, An Garda Síochána has been conducting checks of retail premises across the country to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so. Since the commencement of Operation Treoraím on 30 November 2020, there have been 72 potential breaches by retail premises and in each case, files will be submitted to the Law Officers.

### **Operation Faoiseamh**

Operation Faoiseamh (Phase III), continued throughout November 2020, with the Garda National Protective Services Bureau and the Divisional Protective Service Units providing an enhanced level of support, protection and reassurance to victims of domestic abuse, during the COVID-19 pandemic. As of 26 November 2020, 19,862 contacts or attempts at contact to victims of domestic abuse have been recorded since the commencement of Operation Faoiseamh on 1 April 2020.

### **Operation Navigation**

Operation Navigation commenced on 3 July, 2020, to ensure that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. Following the move to (modified) Level 3 restrictions, An Garda Síochána is increasing visits to licensed premises, to ensure adherence to The Health Act 1947 (Section 31A-Temporary Restrictions) (COVID-19) (No.3) Regulations 2020. Where potential breaches of the Public Health Regulations are identified, and a person does not come into compliance with the regulations, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed.

An Garda Síochána continues to utilise a graduated policing response, including the 4Es approach to engage, educate and encourage, and, only as a last resort, enforcement.

It should be noted that all data provided is provisional, operational and liable to change.

## 2. Finance

The overall financial position at the end of November 2020, shows a total net expenditure of €1,611.5m, which is €5.7m less than the profiled spend of €1,617.2m. The underspend is due to a combination of a capital underspend of €17.2m and additional appropriations of €19.2m offset by other net current overspends of €30.7m.

Of the year to date Capital underspend, €13.1m relates to ICT, however, this is due to timing issues as the subhead is fully committed and the budget will be expended in the coming weeks. The remaining Capital underspend which primarily relates to Building Capital will be used to offset a projected year end overspend on vehicle purchases. Following Department of Public Expenditure and Reform approval, the remainder will be used in conjunction with a requested carryover in unspent Capital from 2020 to 2021 under the Capital carryover provisions.

A Supplementary Estimate of €44.325m was approved by the Justice Select Committee on 17 November 2020 and was passed by the Dáil on 18 November 2020. There are two main components to the supplementary estimate; to offset in part the impact of COVID-19 expenditure, €33.325m has been provided and the supplementary estimate will also incorporate the Government Stimulus Package of €11m allocated to An Garda Síochána. The total additional €44.325m is incorporated into the Annual Budget Provision in the November accounts.

The expenditure on the salaries element in November 2020 was €86.7m. A year to date spend of €1,025.4m results in a year to date overspend of €20.15m. This is primarily due to increased allowance payments and to the reallocation of staff from the College to operational duty. The expenditure on overtime for the year to date (including the Garda College) is €88.2m, which is €0.5m or 0.5% over the profiled budget. The combined overspend on the Salaries and Overtime subhead is almost €21m. As there is an offsetting saving of €7.2m for the Garda College payroll costs, the net payroll overrun is €13.8m.

### **Estate Management - November 2020**

#### **PPP Bundle**

With regard to PPP project to build Garda Stations at Macroom and Clonmel, the OPW has advised An Garda Síochána that the planning application for Clonmel was lodged in early November 2020. The application for Macroom is to be lodged in the first week of December 2020.

#### **Development of the new purpose built Garda facility at Military Road**

The project commenced in mid-February 2020, with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements. Following the lifting of government public health restrictions on the construction sector, the site reopened and construction work recommenced on 18 May 2020. The current phase of excavation/ground works will be ongoing for a number of months. Military Road will not accommodate all Garda Bureaus based at Harcourt Square and An Garda Síochána has requested the OPW to develop proposals regarding how the 'shortfall' in accommodation will be met.

#### **Developments in November 2020**

Works are onsite and ongoing on the following projects:

- **Fitzgibbon Street Garda Station:** Substantial completion and handover of the station is expected in late Q1/early Q2, 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of the station is expected to be complete in early Q1, 2021 with Phase 3 (linking Phases 1 and 2) complete in Q2, 2021.

- **Donegal Town Garda Station:** This is nearing conclusion. A slight delay in recent weeks means completion is envisaged in January 2021.
- **Longford Garda Station:** Onsite. Projected completion is anticipated in Q3, 2021.
- **Sligo Garda Station:** Work is ongoing to enhance custody facilities with expected completion in Q1, 2021.
- **Cavan Armed Support Unit:** Work commenced on site in June 2020. Projected completion is late Q4, 2020.
- **Garda Water Unit Athlone:** Substantially complete and handover to An Garda Síochána is imminent.

A range of other projects are in earlier stages of development and continue to be progressed in conjunction with the OPW.

### **Stimulus Package**

The Minister announced that, as part of the July Jobs Stimulus investment package, circa €24m was allocated to a number of agencies under the Department of Justice. Of this funding, in the order of €11m is allocated to An Garda Síochána for the development of critical areas such as:

- Supporting the establishment of new areas under the new Operating Model.
- Custody management facilities in stations, (prisoner processing areas and custody CCTV).
- Immigration facilities at Sea Ports and Airport.
- Public Office facilities for meeting members of the community, including universal access.
- Garda Stations to support the establishment of Protective Service Units in a number of Divisions.
- Provision of Special Victim Interview Suites.
- Other improvements to enhance operational capacity and effectiveness.

Work is ongoing with the OPW, as agents for An Garda Síochána, to ensure that locations requiring assistance in relation to the above issues are provided with suitable accommodation solutions.

### 3. Human Resources and People Development (HRPD)

- The Garda strength at 30 November 2020 stood at 14,519 (14,468.5 WTE) and the Garda staff strength at 3,365 (3,122.4 WTE). A breakdown by rank, grade and gender is outlined below.
- As outlined in previous reports, work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.

#### Garda Strengths

Rank	At 30 Nov 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	46	37	80%	9	20%	46
Superintendent	167	147	88%	20	12%	167
Inspector	389	318	82%	71	18%	389
Sergeant	2,035	1,571	77%	464	23%	2,032.5
Garda	11,871	8,455	71%	3,416	29%	11,823
<b>Total</b>	<b>14,519</b>	<b>10,535</b>	<b>73%</b>	<b>3,984</b>	<b>27%</b>	<b>14,468.5</b>

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	60	26	43%	34	57%
Work-sharing	50.5	1.5	3%	49	97%
Secondments (Overseas etc.)	14	11	79%	3	21%
Maternity Leave	80	N/A	0%	80	100%
Unpaid Maternity Leave	49	N/A	0%	49	100%
Paternity Leave	26	26	100%	N/A	N/A
<b>Available Strength</b>	<b>14,239.5</b>	<b>10,470.5</b>	<b>74%</b>	<b>3,769</b>	<b>26%</b>

#### Garda Reserve Strengths

Garda Reserves Strength as at 30 November 2020	Total	Male	%	Female	%
	409	309	76%	100	24%

#### Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	59	58.4	36	61%	23	39%
Administrative **	2,927	2,828.3	781	27%	2,146	73%
Industrial / Non Industrial	379	235.7	117	31%	262	69%
<b>Total</b>	<b>3,365</b>	<b>3,122.4</b>	<b>934</b>	<b>28%</b>	<b>2,431</b>	<b>72%</b>

Of which	Total	Male	%	Female	%
Maternity Leave	30	N/A	0%	30	100%
Unpaid Maternity Leave	8	N/A	0%	8	100%
Paternity Leave	0	0	100%	N/A	0%
<b>Available Total</b>	<b>3,327</b>	<b>934</b>	<b>28%</b>	<b>2,393</b>	<b>72%</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	Male	%	Female	%
	326	8	2%	318	98%

\*\*\* Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Career Breaks****	Total	Male	%	Female	%
	28	6	21%	22	79%

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

#### Garda members reassigned to operational duties as at 30 November 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	2	22	107	131
<b>Total</b>	0.5	10.5	25	108	589	733

#### Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	3	75%	1	25%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	1	100%	0	0%
PO	21	21	9	43%	12	57%
AP	68	68	30	44%	38	56%
HEO/AO	138	137	57	41%	81	59%
EO	751	741	202	27%	549	73%
CO	1,943	1,855.3	478	25%	1,465	75%
<b>Total</b>	<b>2,928</b>	<b>2,829.3</b>	<b>782</b>	<b>27%</b>	<b>2,146</b>	<b>73%</b>

#### Parental Leave

01.11.2020 – 30.11.2020	Garda Members	Garda Staff
	106	87

#### Suspensions: Persons suspended from An Garda Síochána as at 9 December 2020

Total*	Male	%	Female	%
68	61	90%	7	10%

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

## 4. Information and Communications Technology (ICT)

With COVID-19 Level 5 restrictions in place over the last six weeks, ICT experienced a huge increase in demand for remote working solutions from personnel across the organisation. Solutions were delivered and support provided to personnel throughout the organisation as quickly as possible. This will continue to ensure access to Garda information systems remotely in a secure manner.

A change freeze, across ICT, is due to occur from 15 December 2020 to 12 Jan 2021.<sup>1</sup>

**Schengen (SIS II):** The deployment date indicated by the EU Commission is 15 March 2021 and the formal 'Council Implementing Decision' is subject to approval at the Council of Ministers. Deployment planning is in progress targeting this date. SIS Communications and Training plans are under review and an analysis of design of the next iteration of SIS (Recast) is in progress in parallel.

**CAD 2:** The procurement phase is now complete. The contract award was completed ahead of schedule on 20 November 2020 and the project implementation is commencing.

**RDMS Deployment:** This is live in DMR South-Central Division and a regional rollout team is in place for Cork City. Implementation in Cork City is on course, with planner's go-live date of 14 December 2020 and member's go-live in mid-January 2021. Planner training has commenced and initial data gathering for Limerick rollout is under way.

**IMS / PEMS Deployment:** The rollout of IMS has been paused due to COVID-19. New dates are awaited for Clare and Wicklow and training is currently suspended.

**Mobile Device Deployment:** The second deployment of 300 frontline devices to community policing is in the planning stage. Initial lists have been provided and admin/configuration for users is ongoing. This rollout will use the low-touch model as COVID-19 restrictions continue to affect ability to engage face-to-face with the frontline users. Additional devices are due to be supplied by the end of 2020.

**Operating Model:** Deployment of Operating Model Release 1 (prioritised applications) completed in mid-October. Further Operating Model releases are being planned/designed which will require ICT alignment and ICT releases. As a result of indicative ICT budget cuts for 2021, the ability to adapt systems as required may be impacted.

**ICT Capacity:** One new PO has been appointed from 5 October 2020 and sanction on other open posts across different grades is awaited. Sanctioned vacancies at EO, HEO & AP level will be filled by utilising open competitions advertised by the Public Appointments Service (PAS) and will be coordinated by the Office of the Government Chief Information Officer (OGCIO), with support from An Garda Síochána personnel. The Strategic Workforce Plan for ICT is being developed and is due for completion in December 2020. There is ongoing engagement with Estate Management regarding new ICT accommodation in Phoenix House and the requirement for residual accommodation in Garda Headquarters.

**Cloud Strategy:** A final discussion/feedback session was held with the ICT management team. The Cloud Strategy is with the Chief Information Officer (CIO) for final review and sign-off. As stated previously, ICT awaits confirmation of the 2021 Budget but any reduction in Budget for 2021 will pose potential challenges to service provision and project delivery, especially in the cases highlighted above.

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<sup>1</sup> For the duration of the change freeze no changes will be introduced into the pre-live or live environments.

## 5. Corporate Communications

### Engagements:

During the month of November 2020, the Office of Corporate Communications published significant content highlighting varied policing activities through a range of measures including press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts. As the country continued to operate under Level 5 of the Framework for Living with COVID-19, the Office of Corporate Communications continued to engage with external and internal audiences to provide key messaging on a range of activities to keep people safe by supporting public health measures to reduce the spread of COVID-19.

Other high level communications during the month of November 2020 have focused on issues such as:

- **Drug Seizures:** Numerous press releases issued on drug seizures with a combined value of almost €9m for the month of November 2020. This included a significant seizure by members of An Garda Síochána of suspected Ecstasy and MDMA, with an estimated value of €5m.
- **Internal Communications:** Weekly Newsbeat publications with an increased readership of over 14,000, focused on critical organisational messaging.

### Media Briefings and Interviews:

- A BBC Panorama documentary interviewed Assistant Commissioner John O'Driscoll, Organised & Serious Crime, on the Kinahan Organised Crime Gang.
- Nicola Tallant, as part of a Virgin Media documentary, conducted an interview with Detective Chief Superintendent Michael Gubbins of the Criminal Assets Bureau in relation to John Gilligan.
- Chief Superintendent Finbarr Murphy provided a briefing to media outside the Criminal Courts of Justice following the first conviction relating to coercive control in Ireland.
- A media Briefing was provided by Detective Chief Superintendent Walter O'Sullivan, Garda National Bureau of Criminal Investigation, on Operation Banister (Operation Aphrodite) in relation to the seizure of Counterfeit Goods.

### Launches & Initiatives:

- An Initiative '*An Garda Síochána Outlines Measures to Support Health and Wellbeing of Garda Personnel*' was publicised to internal and external audiences.
- As part of Operation Tombola, the seizure of over €35,000 of fireworks by Gardaí up to 2 November 2020 was publicised.
- There was a Garda National Economic Crime Bureau (GNECB) appeal to the public to be vigilant against scams as Christmas approaches.
- There were numerous campaigns highlighting anti-fraud measures, various international days of action and organisational events such as the annual Anniversary Mass for Deceased Members of An Garda Síochána.

### Press Office

- Numerous press release updates were provided on key data under Level 5 restrictions in support of public health measures to reduce the spread of COVID-19.
- Approximately 190 press releases were issued by the Press Office and hundreds of press queries were handled during the month of November 2020 on a range of criminal justice issues.

## Corporate Communications

The Corporate Communications team continues to support An Garda Síochána in its graduated policing response, encouraging public compliance with public health measures and highlighting Government advice to the public to reduce the spread of COVID-19. Engaging with our 1.5m social media followers, as well as retaining our close connection with our community, the team continues to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such as #HoldFirm #StaySafe #HereToHelp. This has included:

- Regular updates shared on our social and digital media channels, including the various public health measures following the Government's decision to move the country to Level 5 of the Government's Plan for Living with COVID-19.
- There were 11 information videos shared on Level 5 measures in different languages across social media throughout November 2020.
- Raising awareness of the introduction of a high visibility, nationwide policing plan, focused on crime prevention and support for vulnerable people.
- Promoting the 4Es approach of engage, explain and encourage, and only where provided for and as a last resort, enforcement.
- Promoting the COVID Tracker app and subsequent updates to it.
- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies.
- Support of the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.

Throughout November 2020, our social media audience was kept informed of the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, such as:

- Providing updates and information on 'Operation Fanacht' checkpoints.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4Es approach across social media platforms.
- Sharing of the 'Be Winter Ready' information campaign. Key messages were delivered in English and Irish.
- Sharing of, the Europol #BuySafePaySafe/#SellSafe awareness campaign to promote safe online shopping.
- Sharing the video on the first conviction relating to coercive control: #Operation Faoiseamh (This had a reach of 273K/Video Views 95K).
- Sharing the details of events taking place for World Day of Remembrance for Road Traffic Victims.
- The '6 Tips to Beat Dog Thieves' infographic shared to raise awareness.
- The 'BeinCtrl' awareness campaign in partnership with Webwise Ireland.
- The annual Anniversary Mass for Deceased Members of An Garda Síochána was live streamed on Facebook and a video was shared.
- Updates on the new vehicles added to the Garda fleet.
- The GNECB appeal to the public to be vigilant and aware of scams relating to personal/payment data.
- The airing of Crimecall on 23 November 2020. (344,000/21,000 viewers on RTE/RTE+1 and 29% share).
- The Garda National Cyber Crime Bureau (GNCCB) Black Friday and Cyber Monday awareness campaign on safety tips for shopping online 2020.
- Providing information on road closures due to traffic collisions, oil spills and fallen trees to ensure traffic disruption is kept to a minimum.
- United Nations International Day for the Elimination of Violence against Women was posted on social media with reference to Operation Faoiseamh and the DPSUs nationwide.



## Internal Communications

### Award win

An Garda Síochána won Silver in the Internal Communications & Engagement Awards 2020 run by Communicate Magazine, in the category “Best Internal Communications during COVID-19”. The judges praised An Garda Síochána for the strategic approach taken to crisis communications and the delivery of creative communications to reach all personnel with important safety messages during the pandemic.

### International conference presentation

Joanna Parsons, Head of Internal Communications, presented at an international conference entitled “Internal Communications and the Challenges of COVID-19”. She presented a case study of An Garda Síochána as an example of best practice, utilising limited channels and resources to deliver impactful communications to help employees through a pandemic. A recording of the conference is available to watch here (Joanna Parsons begins at 35 minutes).

[The video can be viewed here](#)

### Key communications in November 2020

Newsbeat was issued each Tuesday and a COVID-19 email update issued each Thursday. Readership of Newsbeat was recorded at more than 14,000 personnel for the first time. The Portal and screensavers continued to be updated with COVID-19 related content.

### Key updates delivered to personnel included:

- Update on the roll-out of the Operating Model.
- COVID-19 safety messages including health & wellbeing advice.
- Leadership communications from CMO Dr. Oghughvu.
- Health & wellbeing survey results.

### Garda Portal upgrade

The Garda Portal (intranet) is a key internal communications channel. The Office of Internal Communications has begun working with ICT on how to upgrade to a new Portal. This will involve extensive consultation with the workforce. A high-level strategy will be delivered in Q4 2020 with work to commence in 2021.

## 6. Progress update on embedding the Code of Ethics

### **Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána**

The Garda Ethics and Culture Bureau has engaged with 66 Divisions and Sections in relation to the statistical data and returns are being collated, analysed and reconciled with the validated database. While all divisions have provided initial responses, the bureau continue to engage with the final four Divisions/Sections in relation to their returns. The current figures indicate that 91% of the organisation have attended a Code of Ethics workshop and signed the Code of Ethics declaration. This is a significant increase from previously supplied figures in March 2020 (84% attendance and 77% signing).

### **Garda Decision Making Model**

In addition to the provision by the Garda Ethics and Culture Bureau of ethics content to the Garda College for the Garda Decision Making Model eLearning training, Assistant Commissioner Governance & Accountability has recorded the introductory piece on 19 November 2020.

## 7. Implementation of Cultural Change

### **Culture Reform Programme**

The Garda Ethics and Culture Bureau continued gathering statistical data around culture change including data on suspensions, dismissal and complaints. Further avenues of data collection and metrics are being identified.

The Garda Ethics and Culture Bureau is progressing the recommendations of A/Deputy Commissioner Strategy, Governance and Performance following the review of the 12 Staff Cultural Initiatives submitted in July 2020. The initiatives will be further developed and implemented throughout 2021.

The Request for Tender documentation, in relation to the mini-tender competition (value under €25,000) for the second cultural audit, is under review prior to being forwarded to the list of selected suppliers for tender.

## 8. Risk Management

An Garda Síochána consistently manages 11 principal risks through assigned Corporate Risk Owners, overseen by the Risk & Policy Governance Board, and supported by the Garda Risk Management Unit (GRMU).

During November 2020, Superintendent GRMU continued meetings via video conferencing with Corporate Risk support staff assisting them in reviewing their risks, an initiative introduced to improve the administration of risk.

A detailed Implementation Plan to address recommendations arising from the Mazars review (2019) and an Internal Audit (2018) to enhance Risk Management in An Garda Síochána is being finalised.

As outlined in previous reports, compliance rates for Q3, 2020 are currently being collated. Compliance rates from Q1 and Q2, 2020, remained consistently high, averaging 93%. Overall compliance for Q2 2020 was 87%.

## 9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for October and November 2020.

**It is the advice of the Chief Information Officer that this report is self-contained and the current data should not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.**

### Comparison of data for October and November 2020

- Use of Force has remained consistent with October 2020 and remained low when compared with previous months. There were 77 recorded uses of force for November 2020 when compared with 78 recorded incidents for October 2020.
- The use of Batons and Incapacitant Spray has remained very steady, with 19 uses of a baton in November 2020, compared with 20 uses in October 2020. The use of incapacitant spray has also remained very steady with 55 uses in November 2020, compared with 54 uses in October 2020.
- There has been a 50% reduction in the use of Taser from four uses in October 2020 to two uses in November 2020.
- There was one use of a firearm in November 2020 (40mm Launcher), and there were no uses in October 2020.
- The types of incidents in which there was a use of force has also remained quite consistent. Public Order Incidents which account for the majority of use of force incidents dropped to 46% in November 2020, compared with 51% in October 2020. Mental Health Act related incidents rose to 7%, compared with 3% in October 2020.
- Regarding days of the week in which force was used, Thursday has seen a decrease of 10% from October 2020; Friday has risen by 9% when compared with October 2020. Uses of force on a Sunday have increased by 6% when compared with October 2020.
- The DMR South Central Division and the DMR South were the Divisions that recorded the highest levels of force use, both at 11%. November 2020 was also the first time that another Division reached the same level of force use as the DMR South Central.
- As highlighted above, this data is self-contained and prepared from a very small data set covering only two months and should not be compared with other data sources.

A new automated system has been introduced on the last PULSE update of October 2020, and it is anticipated that the data collected from the commencement of this new process will be used to report trends in the future.

## 10. Crime Trends

### National Overview

Long term Property Crime, Burglary and Criminal Damage plateaued in 2019 following a sustained downward trend from 2015 – 2018. This reduction has resumed in 2020, largely due to the COVID-19 pandemic. Crimes against the Person and Sexual Offences, for which continuous upward trends have been observed in recent years, have stabilised in 2020. Public Order incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place including closure of schools and (subsequently) ceased operation of all non-essential services and prohibition of all non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since mid-March 2020. Although some restrictions were lifted in June/July 2020, many remain in place and continue to have an effect on the rate of crime. Furthermore, the introduction of the Plan for Living with Covid<sup>2</sup> and subsequent movement to Level 5 of this plan in late October 2020, brought about the reintroduction of 'lockdown level' restrictions that were seen in April 2020. These Level 5 restrictions were lifted on 1 December 2020, however, Level 3 restrictions remain in place as well as restrictions on inter-county travel. Comparisons of April-November 2020 with April-November 2019 are provided below.

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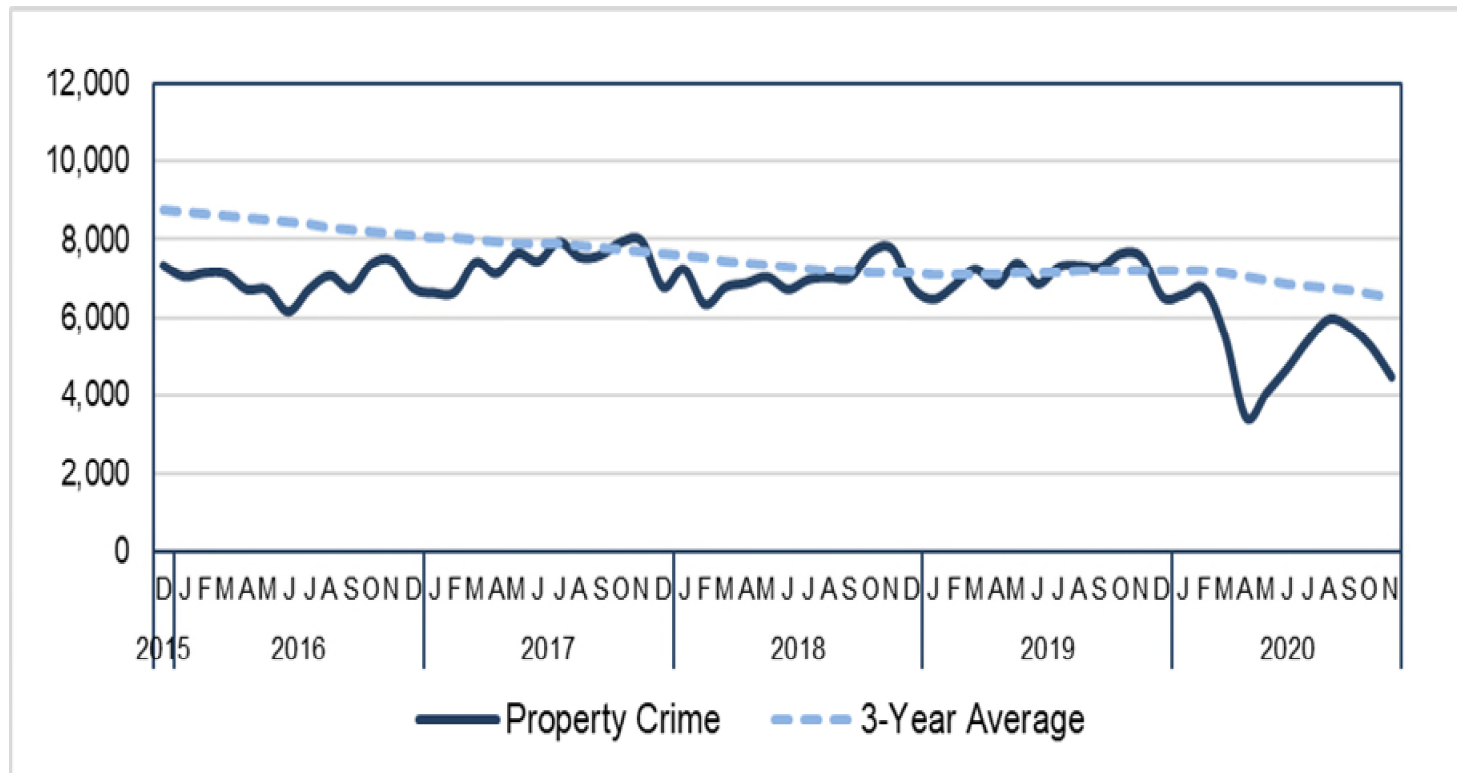
<sup>2</sup> Plan for Living With Covid-19 – Government of Ireland

<https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>



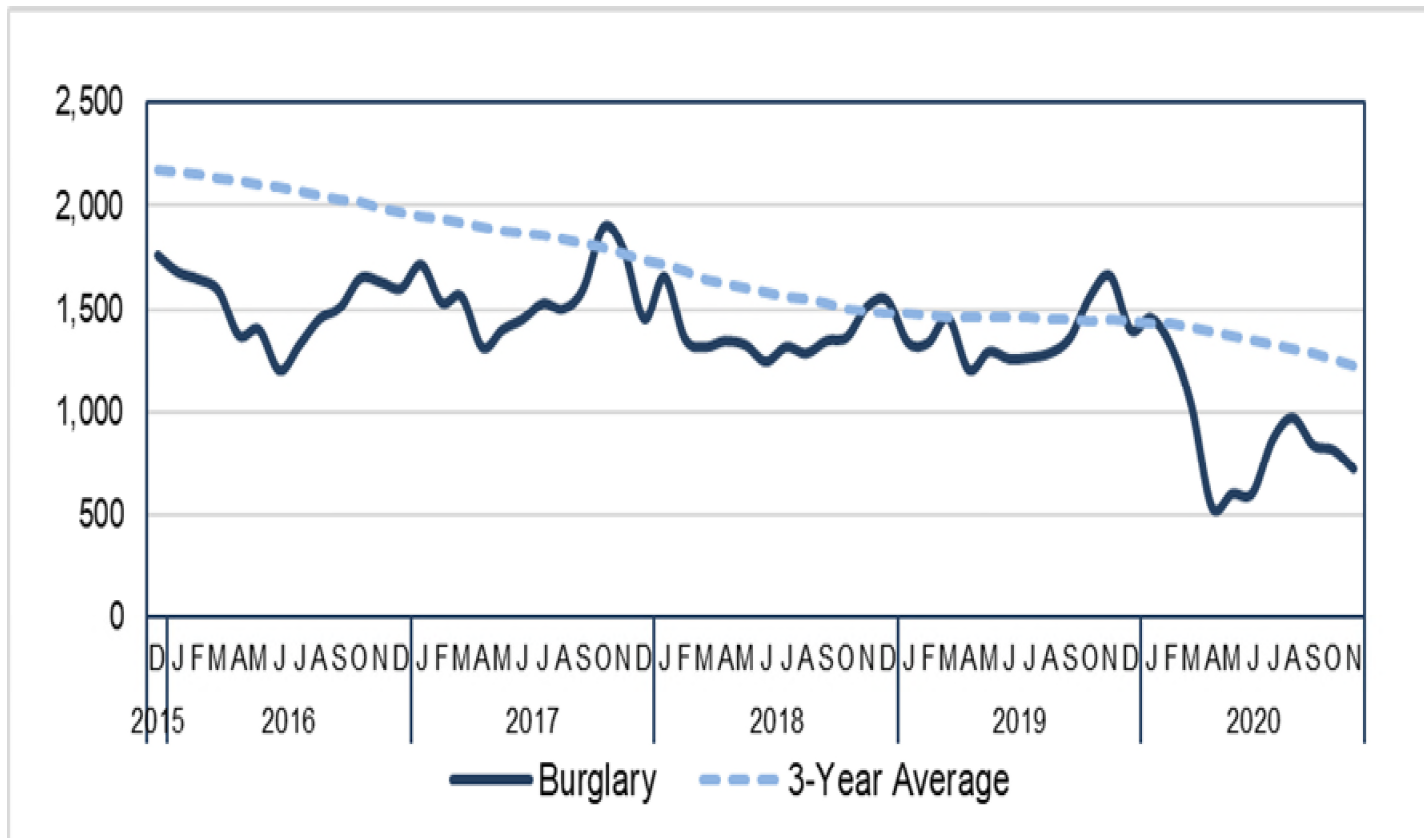
**Property Crime** had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 24.6% in the 12 months to November 2020 as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. In 2020, Property Crime was lowest in April when lockdown conditions were in effect. When April-November 2020 is compared with April-November 2019, there has been a reduction in Property Crime of 32.7%. Introduction of nationwide Level 5 restrictions towards the end of October 2020 have predictably had an effect on property crime, particularly Theft from Shop which was 35% lower than November 2019.

**Chart 1: Total Property Crime - 5 Year Trend**



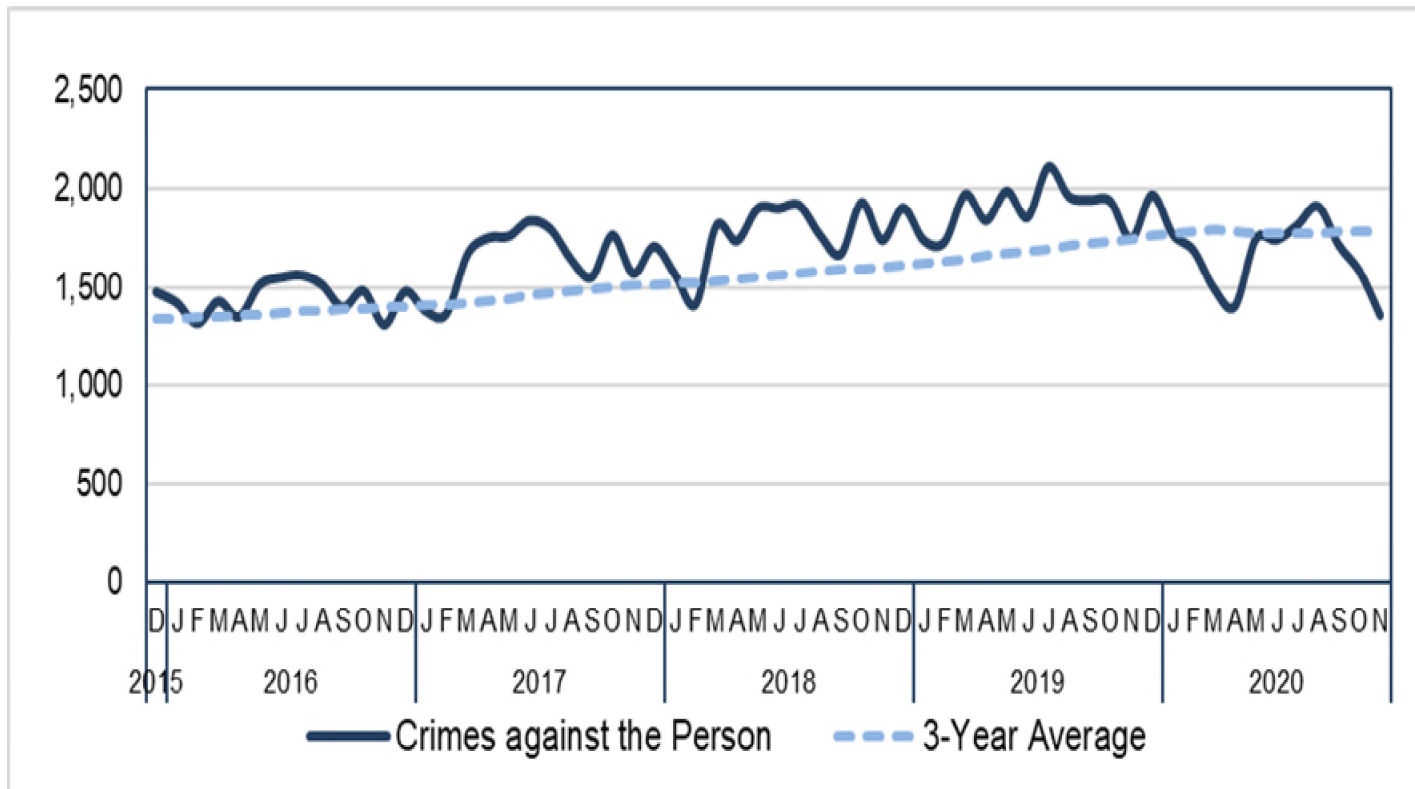
**Burglary** has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 32.8% and burglary occurring elsewhere, down 32.6% in the 12 months to November 2020. When compared with April-November 2019, residential burglary has decreased by 46.0% and burglary elsewhere has decreased by 44.0%. Residential burglary tends to peak in October and November each year, however this was not the case in 2020 due to COVID-19 (for reasons described under Property Crime). As with Property Crime in general, there is likely to be an upwards turn in Burglary in December 2020 as restrictions are eased. This was observed in June/July 2020 when the previous lockdown was relaxed.

**Chart 2: Burglary - 5 Year Trend**



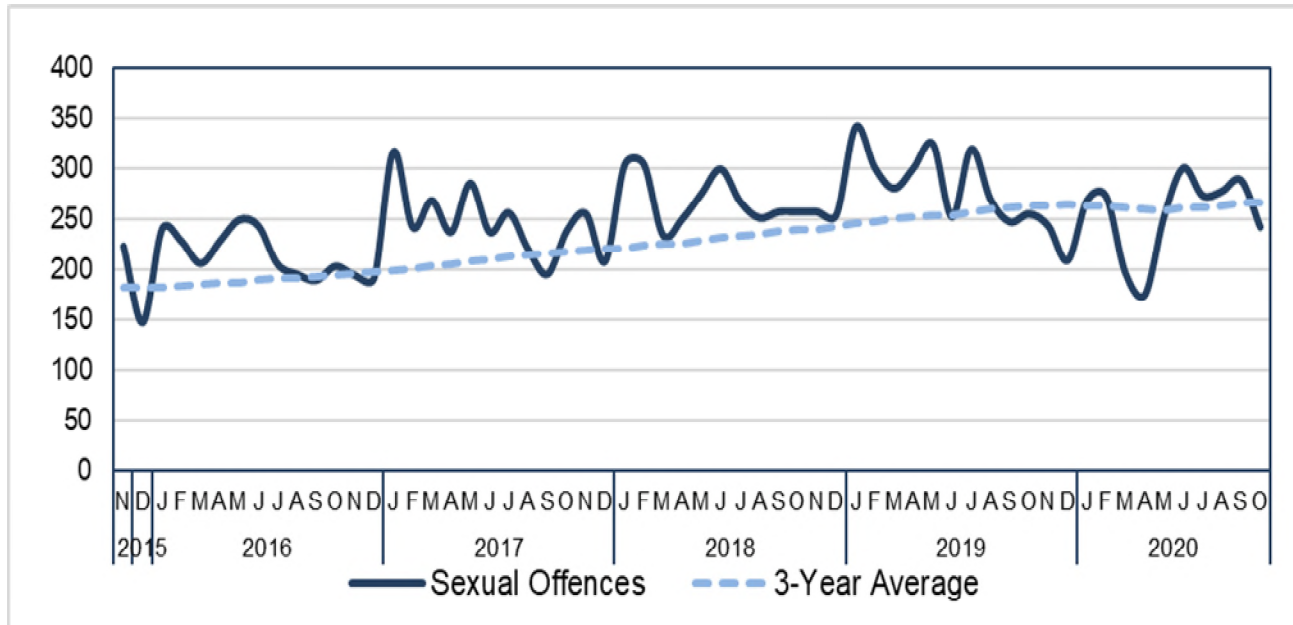
**Crimes against the Person** have plateaued in 2020 following a gradual rise over the past 3 years. In the year to November 2020, there has been a decrease of 11.1%. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-November 2020, Crimes against the Person were 13.6% lower than those reported in April-November 2019. The most common offence in this category is assault. While most assault typically occurs in public locations, and public assault has decreased by 34.1% in April-November compared to 2019, assault in residences has increased by 10.6% during this period.

**Chart 3: Crimes against the Person - 5 Year Trend**



As reported previously, the Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and as such this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 however this has plateaued in the last 12 months. In the 12 months to October 2020, there has been a decrease in reported Sexual Offences of 11.8%. The general increase in sexual offences in recent years is not unique to Ireland<sup>3</sup> and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding the improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both Sexual Offences and Crimes against the Person in recent years. It therefore cannot be precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-October 2020, reported Sexual Offences were 8.1% lower than in April-October 2019. However, given the low volume (compared to other crime) and high monthly fluctuation this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

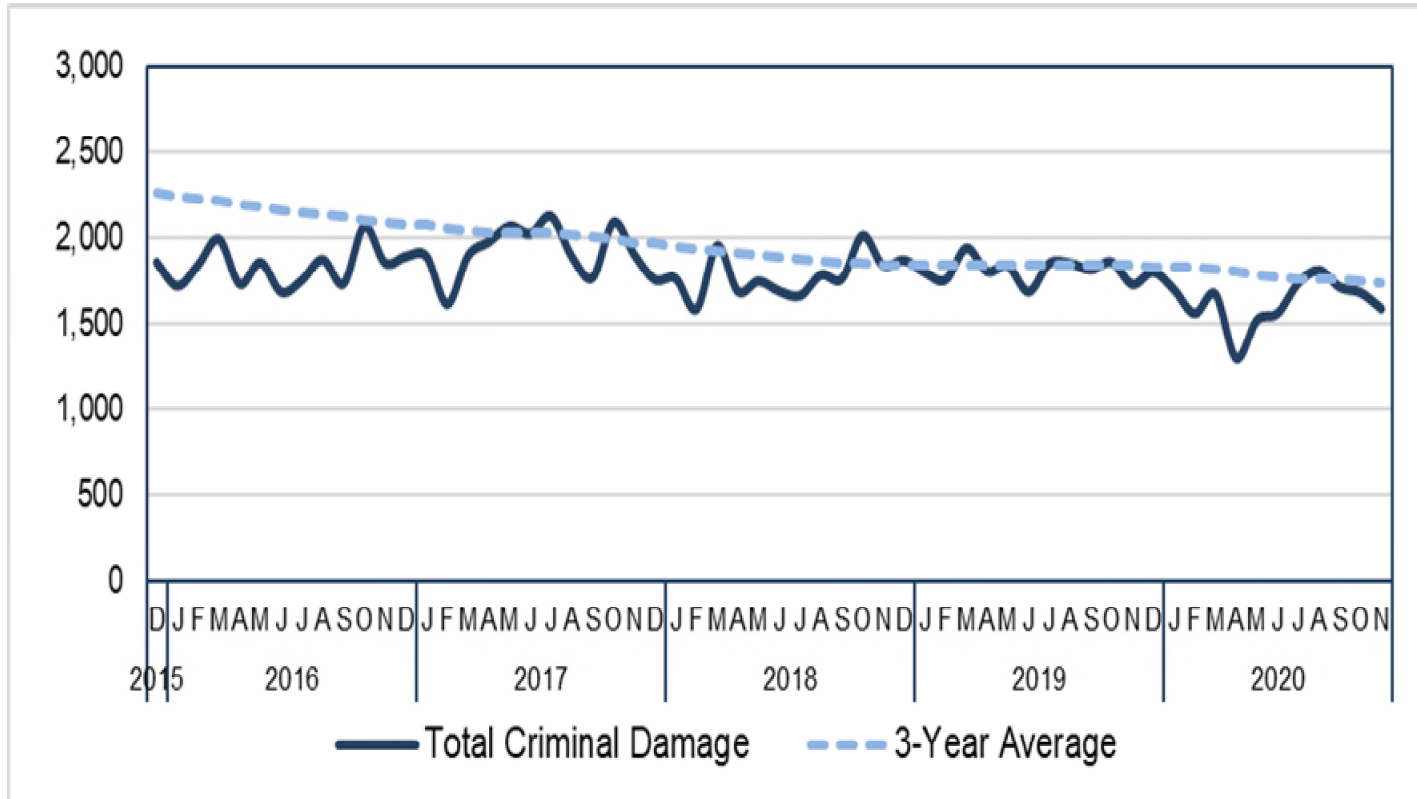
**Chart 4: Sexual Offences - 5 Year Trend (to October 2020)**



<sup>3</sup> The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

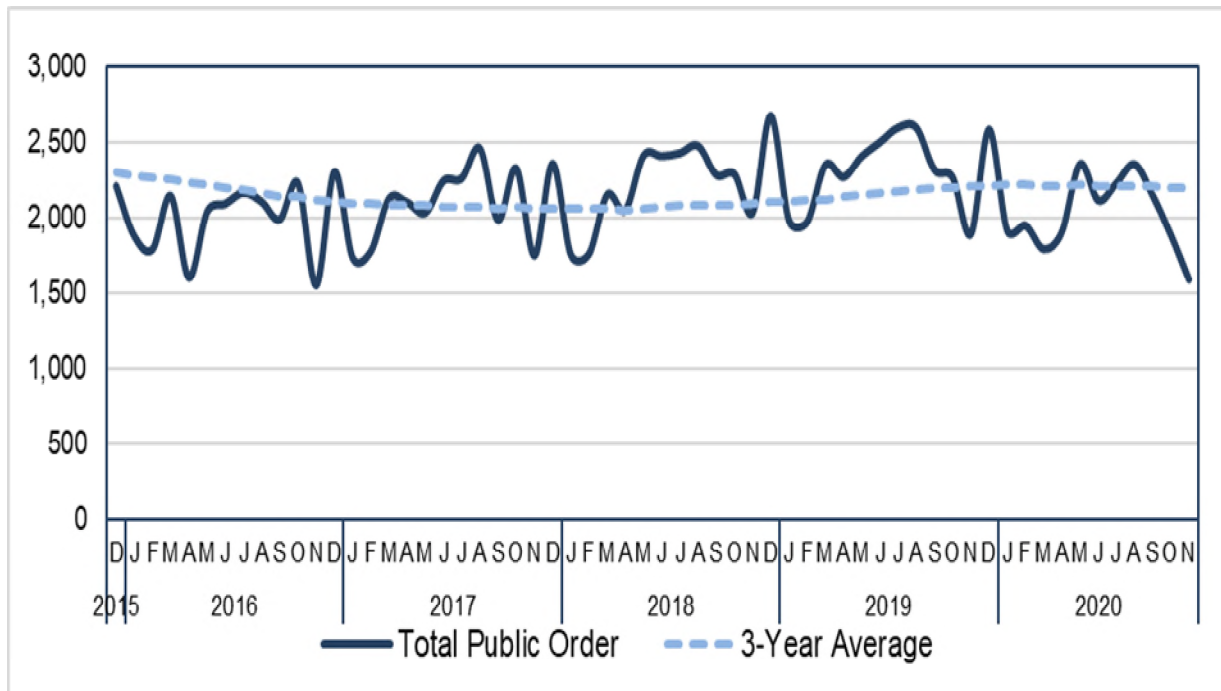
**Criminal Damage** incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 9.8% in the 12 months to November 2020 as compared with the 12 months prior to this. In April-November 2020, there were 10.5% fewer reported Criminal Damage incidents compared to April-November 2019.

**Chart 5: Total Criminal Damage - 5 Year Trend**



Total **Public Order** incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 10.7% in the 12 months to November 2020. Total Public Order (Public Order and Drunkenness) tends to spike in December and increase gradually throughout the year into summer. Public Order offences for April-November 2020 are down 8.0% while Drunkenness offences are down 19.2% when compared with the same period last year. The closure of certain licensed premises during the COVID-19 period is likely to contribute to a predicted softening of the typical Public Order spike that is observed each December.

**Chart 6: Total Public Order - 5 Year Trend**



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

**Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports. The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.**

## 11. Policing Successes

Throughout the month of November 2020, there have been numerous incidents of excellent police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners Organised & Serious Crime, Garda National Crime & Security Intelligence Service, Roads Policing and Community Engagement. An overview of some of those incidents in November 2020 is outlined below:

On 27 October 2020, personnel attached to the Financial Intelligence Unit in the Garda National Economic Crime Bureau (GNECB), were made aware of the suspected fraudulent transfer of €495,825 resulting in an urgent request to counterparts in Hong Kong for the purpose of causing the immediate freezing of the relevant account. As a consequence of the intervention by the GNECB, on 3 November 2020, the relevant funds left the Hong Kong bank account on foot of a recall and, on 10 November 2020, the full sum was returned to the injured party's business account.

On 2 November 2020, personnel attached to the GNECB arrested a person on suspicion of laundering cash to the value of €1.5m, over a two month period. The suspected offender was detained at Store Street Garda Station, pursuant to the provisions of section 4 of the Criminal Justice Act 1984, as amended. He was subsequently charged with four counts of possession of the proceeds of crime, contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Acts 2010 to 2018 in respect of €135,000 and appeared before the courts, where he was remanded in custody.

On 3 November 2020, in the course of an ongoing intelligence led operation targeting an organised crime group suspected of involvement in the cultivation of controlled drugs, personnel attached to the Garda National Drugs & Organised Crime Bureau (GNDOCB), seized 10 kilograms of Cannabis Herb, with an estimated street value of €200,000 in Co. Kildare. During a follow up search at a residential property in the County, a suspected Cannabis grow house was discovered and Cannabis plants with an estimated street value of €800,000, were seized. Four persons were arrested and charged on suspicion of involvement in offences contrary to the provisions of the Misuse of Drugs Act 1977/84 and are currently on bail, to appear before the courts.

On 6 November 2020, a male entered a convenience store in Limerick City, and attempted to rob the premises by threatening staff with a bottle; however, he was unable to open the till and left empty handed. An immediate investigation commenced and following an extensive trawl of CCTV from a large number of premises, a suspect was identified. On 14 November 2020, the suspect was arrested for the offence of Robbery and conveyed to Henry Street Garda Station, where he was detained pursuant to the provisions of Section 4, Criminal Justice Act 1984. The suspect was subsequently charged with a number of offences including attempted robbery, production of an article in the course of a dispute and failure to appear before the court and was remanded in custody.

The Garda National Bureau of Criminal Investigation (GNBCI), in conjunction with the UK National Crime Agency, is undertaking a joint agency investigation into the procurement and attempted procurement of genuine Irish passports, through fraudulent means, by persons suspected to have criminal motives. On 6 November 2020, a suspected offender residing in Dublin, was arrested by personnel attached to GNBCI, arising from suspicion of having committed an offence contrary to the provisions of Section 20(1)(a) of the Passports Act, 2008, involving the alleged provision of false or misleading information or documentation, in connection with a passport application. It is suspected that, in March 2014, a person, for financial reward, permitted another person to use their identity in

making an application for a genuine Irish passport. The Irish passport issued in this case is believed to contain a photograph of a UK national suspected to be involved in criminal activity. The relevant passport has since been cancelled and detail relating to same has been placed on the Interpol Stolen/Lost Travel Document Database. The suspected offender has been charged in respect of an alleged breach of the provisions of Section 20(1)(a) of the Passports Act, 2008 and stands remanded on bail pending submission of a file to the Director of Public Prosecutions.

On 10 November 2020, in the course of an ongoing investigation, that has both a national and international dimension, relating to suspected serious organised criminal activity, personnel attached to the Garda National Drugs & Organised Crime Bureau (GNDOCB), in conjunction with Revenue Customs Service, effected a coordinated controlled delivery and a subsequent search operation in the Dublin area. Ten kilograms of Ketamine with an estimated street value of €600,000 were seized at the scene. One male was detained in relation to the seizure and was later released without charge, pending the submission of an investigation file to the Office of the Director of Public Prosecutions.

Also, on 10 November, 2020, in the course of an ongoing intelligence led operation, targeting suspected serious organised criminal activity, including the suspected cultivation of controlled drugs, personnel attached to the Garda National Drugs & Organised Crime Bureau (GNDOCB) effected a coordinated stop and search of a vehicle in the Clondalkin area of Dublin and seized 5 kilograms of Ketamine, with an estimated street value of €300,000. One person was arrested and charged with offences contrary to the provisions of the Misuse of Drugs Act 1977/84 and is currently on bail, to appear before the courts.

On 11 November 2020, while conducting community welfare visits, which have been ongoing since the beginning of the COVID-19 pandemic, local Gardaí visited an elderly and vulnerable male in Co. Mayo. The individual appeared to be in poor physical health and medical assistance was immediately requested. The male was transferred to Mayo University Hospital, where he received appropriate medical attention. As the inside of the house appeared to be in poor condition, Gardaí made contact with Mayo County Council Housing Section to make an application for emergency accommodation. Arrangements were then made for meals on wheels and home help to visit the male on a regular basis, upon his release from hospital.

On 13 November 2020, two masked males entered a retail premises in Nobber, Co. Meath, armed with a baseball bat and a handgun. Threats were made to the staff members and the suspects escaped with the contents of the till. Following an extensive trawl of CCTV and liaison with Gardaí in Drogheda, a suspect was identified. On 14 November 2020, the suspect was arrested under Section 30, Offences Against the State Acts 1939/98 as amended, and detained at Navan Garda Station. The arrested person was subsequently charged with an offence, pursuant to the provisions of Section 14 of the Criminal Justice (Theft and Fraud Offences) Act 2001 and appeared before Trim District Court on 16 November 2020, where bail was granted. Enquiries into the identity of the second suspect, remain ongoing.

On 16 November 2020, in the course of an investigation targeting persons suspected of involvement in a series of thefts of catalytic convertors in the DMR North Division, a multi-agency search operation, including members from the Divisional Crime Task Force, the Stolen Motor Vehicle Unit, Revenue Officials and My Lovely Horse Animal Rescue, was conducted in Baldoyle, Dublin 13. Three vehicles were seized and removed for technical examination. Four horses and 32 dogs, worth approximately €156,000, were also seized and placed in the custody of My Lovely Horse Animal Rescue. Four persons were arrested during the course of the searches and investigations into this matter remain ongoing.



On 17 November 2020, in the course of an ongoing intelligence led operation targeting suspected serious organised criminal activity including the importation of controlled drugs, personnel attached to the Garda National Drugs & Organised Crime Bureau (GNDOCB) effected a coordinated stop and search of a vehicle and conducted a search in Co. Meath, during which 31 kilograms of Cannabis Herb with an estimated street value of €620,000 were seized. One male was arrested and charged in relation to the seizure and is currently remanded before the courts.

On 18 November 2020, as part of an ongoing investigation by the Garda National Immigration Bureau (GNIB) targeting an organised crime group suspected of facilitating illegal migration across Europe and the large scale production and distribution of false identity and travel documents, a suspect was arrested and detained pursuant to the provisions of section 50 of the Criminal Justice Act 2007, at Ballymun Garda Station. Subsequently, on 20 November 2020, the suspected offender appeared before Dublin District Court charged as follows:

- i. One count of trafficking in illegal immigrants, contrary to the provisions of Section 2 of the Illegal Immigrants (Trafficking) Act 2000.
- ii. One count of Use of a false instrument contrary to the provisions of Section 26 of the Criminal Justice (Theft and Fraud Offences) Act 2001.
- iii. Three counts of unlawful custody or control of false instruments contrary to the provisions of Section 29(2) of the Criminal Justice (Theft and Fraud Offences) Act 2001.
- iv. Three charges of deception, contrary to the provisions of Section 6 of the Criminal Justice (Theft and Fraud Offences) Act 2001.

The suspected offender was remanded in custody by the courts.

On 22 November, 2020, an off duty member from the Armed Support Unit, observed a minor Road Traffic Collision, involving two vehicles in Dublin 14. One of the drivers appeared to be in severe physical difficulties and was struggling to breath. The member, assisted by a passer-by, successfully removed the male from the vehicle and commenced CPR. Paramedics attended the scene and the male was removed to St James's Hospital. The swift actions of the off duty member resulted in a good outcome.

In addition, during the month of November 2020, the Criminal Assets Bureau, assisted by local Gardaí, conducted searches in counties Dublin, Carlow and Louth targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs, burglaries, deception and smuggling. During the searches, €115,800 in cash, two vehicles, a designer watch and high end goods were seized, in addition to revenue assessments in excess of €1.6m being served on relevant persons.

Also during November 2020, the Criminal Assets Bureau secured Orders, pursuant to Section 2, Proceeds of Crime Act 1996, as amended, in respect of two residential properties, a plot of land, €14,790 in cash, €145,000 and £75,750 held in financial institutions and designer jewellery valued at approximately €39,000.

## 12. Community Engagement and Organisational Initiatives

### Meeting with the Irish Traveller Movement

On 10 November 2020, Assistant Commissioner, Roads Policing & Community Engagement and the Garda National Diversity and Integration Unit (GNDIU) hosted an online meeting with the Irish Traveller Movement (ITM), a national network of organisations and individuals working within the Traveller Community to seek full equality for Travellers in Irish society. During the meeting, they discussed the challenges facing the Traveller Community and ITM offered some insights as to how An Garda Síochána can provide a more accessible policing service.



### World Day of Remembrance for Road Traffic Victims

On 15 November 2020, An Garda Síochána, in liaison with the Road Safety Authority (RSA) and Irish Road Victims Association (IRVA), hosted an online event to commemorate World Day of Remembrance for Road Traffic Victims. Local Authority Road Safety Officers urged the public to get involved and 'light up' or 'shine a light' in their window between 7pm and 8pm to remember crash victims, survivors, their families and those on the frontline who respond to collisions. The day provides an opportunity to draw the public's attention to road collisions, their consequences and costs, and the measures that can be taken to prevent them.



## Inclusive Partnership: Our Stories – Irish, African, Muslim

On 17 November 2020, the Garda National Diversity and Integration Unit (GNDIU) represented An Garda Síochána at an online meeting entitled Inclusive Partnership: Our Stories – Irish, African, Muslim, which was hosted by The Refugee & Intercultural Programme at the Glencree Centre for Peace and Reconciliation. The Garda representatives engaged in discussions regarding the difficulties experienced by Black and Muslim youth born in Ireland and gained insights into the problems they face in terms of acceptance, belonging, and social inclusion. These insights will be considered when providing future crime prevention advice to minority groups.

## An Garda Síochána and Webwise Public Awareness Campaign

An Garda Síochána, in partnership with Webwise, promoted a public awareness campaign in November 2020 to remind teenagers and parents of the importance of practicing safe online communication, especially during the COVID-19 restrictions. Throughout the month, Community Gardaí delivered the 'Be in Ctrl' lesson, which addresses the issue of online sexual coercion and extortion of young people, to post primary schools nationally. Garda Social media channels were also utilised, to promote online safety.

**Online Sexual Coercion & Extortion is a Crime**

**#BeinCtrl**

**\*In 2020**  
↑  
**Up 40**  
Adult Cases

**\*In 2020**  
↑  
**Up 10**  
Child Cases

**From January - October 2020 Compared to same time 2019**

Don't share anything you don't want your family to see

Once it's put online it stays online

Stop the communication. Block the person.

Tell someone

Don't delete anything.

Don't pay and report it to An Garda Síochána.

For further information on #BeinCtrl visit:

**webwise.ie**

#GNCCB  
www.garda.ie

## Appendix A – Policing Plan 2020 – Performance at a glance, November 2020

### Priority 1. Community Policing

1	Community Policing Framework	Green	White	8	Community Policing Reserves	Green
2	Community Policing Training	Green	White	9	National Drug Strategy	Green
3	Community Policing Mapping	Green	White	10	Community partnerships (COVID-19)	Green
4	Community Police Allocation	Green	White	11	Stakeholder Experiences	Green
5	Diversity & Integration Implementation	Green	White	12	Community Partnerships	Red
6	Diversity & Integration Feedback	Green	White	13	Community Engagement (COVID-19)	Green
7	Minority Engagement (COVID-19)	Green	White			

### Priority 2. Protecting People

14	COVID-19 Response Coordination	Green		33	Homicide Review Recommendations	Yellow
15	Data Analysis Support	Red		34	Divisional Protective Services Units	Green
16	Public Health Operations	Green		35	Domestic Abuse Risk Assessment Tool	Yellow
17	National Coordination & Tasking Functions	Yellow		36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Yellow		37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Yellow		38	Victim Assessments	Green
20	Crime Prevention Advice	Green		39	Victim Support Training	Green
21	Assaults in Public Reduction Strategy	Green		40	3 <sup>rd</sup> Party Hate Crime Reporting	Yellow
22	Crime Prevention Strategy	Red		41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Yellow		42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Yellow		43	Hate Crime Training	Green
25	Metal, & Retail Theft Forum	Red		44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green		45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green		46	Unaccompanied Driver Detections	Green
28	Reporting on OCGs to Policing Authority	Green		47	Crowe Horwath Recommendations	Green
29	IMS	Green		48	Major Event Management Unit	Red
30	Schengen Information Connection	Green		49	Operation Páistí	Green
31	Schengen Training	Green		50	Roads Intel Gathering	Green
32	Schengen Phase III	Green		51	Disqualified/Fail to Surrender Drivers	Green

### Priority 3. A Secure Ireland

52	Domestic & International Operations		59	International Engagement	
53	Monitoring Extremist Threats		60	Europol & Interpol Operations	
54	Terrorist Activities & Network Disruption		61	Europol & Interpol Engagement	
55	Security Service Training		62	Major Emergency Response	Green
56	Targeting Terrorist Finance		63	CBRN Response Capabilities	Red
57	Security & Intelligence Operating Model		64	MEM Training	Red
58	Security & Intelligence Enhancements				

### Priority 4. A Human Rights Foundation

65	Human Rights Strategy	Green	69	Human Rights Training	Green
66	Recording Use of Force	Green	70	Human Rights Policy Reviews	Red
67	Reporting Use of Force	Green	71	Human Rights (COVID-19)	Green
68	Embedding Code of Ethics	Green	72	Rights and Ethics Comms (COVID-19)	Green

### Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	Green	96	Industrial Relations Structures	Green
74	Training in Pandemics	Green	97	Staff Cultural Engagement	Green
75	Garda Staff Training	Green	98	Cultural Audit Roadmap	Green
76	Garda Probationer Monitoring	Green	99	Cultural Audit Process	Green
77	Garda Probationer Training	Yellow	100	Innovation Programme	Green
78	Garda Staff Induction Training	Green	101	PALF Usage Review	Green
79	Learning & Development Director	Red	102	PALF Usage	Green
80	Learning & Development Reporting	Green	103	Performance Management for Garda Staff	Yellow
81	Learning & Development Strategy	Green	104	Attested Probationer Supervision	Green
82	Electronic Training Management System	Yellow	105	Guidance & Support for Attested Probationers	Green
83	New Uniform Procurement	Green	106	Frontline Policing Recognition	Green
84	Property & Exhibit Management System eLearning	Green	107	Discipline Regulation Statutes	Green
85	Gardaí Recruitment	Yellow	108	Anti-Corruption Unit	Green

86	Garda Staff Recruitment	Yellow	109	Health & Wellbeing Strategy	Green
87	Human Resources Operating Model	Green	110	Post-traumatic Incident Support	Red
88	Workforce Plan	Green	111	Health & Wellbeing (COVID-19)	Yellow
89	Redeployment Strategy	Green	112	Occupational Health (COVID-19)	Green
90	Garda Redeployments	Red	113	Medical Considerations (COVID-19)	Green
91	Enhanced Promotion Processes	Yellow	114	Health & Safety in Policing (COVID-19)	Yellow
92	Diversifying Recruitment	Yellow	115	Health & Safety of Frontline Gardaí (COVID-19)	Yellow
93	Irish Language Recommendations	Green	116	PPE Procurement (COVID-19)	Green
94	Divesting Non-Core Duties	Yellow	117	Remote Working Solutions	Green
95	Senior Leadership Training	Yellow			

#### Priority 6. Transforming our Service

118	Revised Rostering	Yellow	129	Internal Communications Strategy	Green
119	Implement Operating Model	Green	130	Portal Upgrade Plan	Red
120	Divisional Business Services	Green	131	Data Quality Assurance Plan	Green
121	Phase 1 Op model Functions	Green	132	Core Technology Platforms Review	Green
122	Phase 2 Op model	Green	133	Criminal Justice Hub	Green
123	SCO Op model	Green	134	Mobility Evaluation	Yellow
124	Regional Op Model	Green	135	Enterprise Content Management Deployment	Yellow
125	Costed Policing Plans	Green	136	Computer Aided Dispatch Procurement	Green
126	Corporate Governance Framework Review	Green	137	Accelerated RDMS Deployment	Yellow
127	Performance & Accountability Framework	Green	138	Roster Duty Management System Roll-Out	Yellow
128	Risk Management Framework Review	Green			

## Appendix B

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.												
	2021												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2021
Assistant Commissioner													0
Chief Superintendent						2	1			1			4
Superintendent	1	2	2		1		2	1	1		1		11
<b>Total</b>	1	2	2	0	1	2	3	1	1	1	1	0	15

## Appendix C

**Return to the Policing Authority in relation to numbers and vacancies in the specified ranks  
Data as at the end of November 2020**

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	46	0								0	46	1
Superintendent	168	167	2				0	2		0	0	167	1
<b>Total</b>	<b>224</b>	<b>222</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>222</b>	<b>2</b>



## Appendix D

### Breakdown of Leave – Garda Members

As at 30.11.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	25	0.21%	0.30%							24	0.20%	0.28%	15	0.13%	0.18%
	Female	94	0.79%	2.75%	32	0.27%	0.94%	73	0.61%	2.14%	41	0.35%	1.20%				83	0.70%	2.43%
Sergeant	Male	1	0.05%	0.06%	1	0.05%	0.06%							2	0.10%	0.13%	5	0.25%	0.32%
	Female	4	0.20%	0.86%	2	0.10%	0.43%	7	0.34%	1.51%	8	0.39%	1.72%				3	0.15%	0.65%
Inspector	Male																		
	Female																		
Superintendent	Male																		
	Female																		
	Total Male	3	0.02%	0.03%	26	0.18%	0.25%							26	0.18%	0.25%	20	0.14%	0.19%
	Total Female	98	0.67%	2.46%	34	0.23%	0.85%	80	0.55%	2.01%	49	0.34%	1.23%				86	0.59%	2.16%
	Total	101	0.70%		60	0.41%		80	0.55%		49	0.34%		26	0.18%		106	0.73%	

## Appendix E

Breakdown of Leave – Garda Staff																			
As at 30.11.20		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.41%	1.67%	3	0.15%	0.63%										4	0.21%	0.84%
	Female	266	13.69%	18.16%	12	0.62%	0.82%	17	0.87%	1.16%	4	0.21%	0.27%				48	2.47%	3.28%
EO	Male				1	0.13%	0.50%										2	1.61%	3.92%
	Female	44	5.86%	8.01%	7	0.93%	1.28%	8	1.07%	1.46%	3	0.40%	0.55%				23	3.06%	4.19%
AO	Female							1	7.14%	12.50%									
HEO	Male				2	1.61%	3.92%												
	Female	4	3.23%	5.48%	2	1.61%	3.92%	1	0.81%	1.37%	1	0.81%	1.37%				7	5.65%	9.59%
AP	Male																1	1.47%	2.63%
	Female																2	2.94%	5.26%
Chef de Partie	Male																		
	Female	1	4.35%	4.76%															
Teacher	Male																		
	Female	2	18.75%	33.33%															
Cleaner	Male																		
	Female	3	0.44%	0.46%	1	0.00%	0.00%	1	0.44%	0.46%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
Solicitor	Female							2	66.67%	66.67%									
	Total Male	8	0.24%	0.86%	6	0.18%	0.64%										7	0.21%	0.75%
	Total Female	321	9.54%	13.20%	22	0.65%	0.90%	30	0.86%	1.19%	8	0.24%	0.33%				80	2.38%	3.29%
	Total	329	9.78%		28	0.83%		30	0.86%		8	0.24%					87	2.59%	

## Appendix F - Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
November 2020	1060	162	77	8	2	0	1139	170
October 2020	1086	151	94	9	2	0	1182	160
September 2020	1242	155	104	9	8	0	1354	164
August 2020	1095	144	83	10	11	1	1189	155
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165
December 2019	1708	154	159	12	17	0	1884	166

Ordinary Illness \*\*Injury on Duty

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2020	1107	162	81	8	2	0	1190	170
October 2020	1158	152	97	9	2	0	1257	161
September 2020	1303	156	108	9	8	0	1419	165
August 2020	1149	145	84	10	11	1	1244	156
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160

March 2020	1284	161	108	10	12	0	1404	171
February 2020	1628	151	132	11	11	0	1771	162
January 2020	1938	156	182	11	17	0	2137	167
December 2019	1842	154	167	12	17	0	2026	166

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2020	10087.5	4338	1004	240	44	0	11135.50	4578
October 2020	10946	4331	1128.5	277	25	0	12099.5	4608
September 2020	11307	4067	1043.5	244	151	0	12501.5	4311
August 2020	10731.5	4108	1000	298	161	17	11892.5	4423
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
November 2020	11135.50	-964	-7.97%
October 2020	12099.50	-402	-3.22%
September 2020	12501.50	609	5.12%
August 2020	11892.50	1011	9.29%
July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%

May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
November 2020	4578.00	-30.00	-0.65%
October 2020	4608.00	297	6.89%
September 2020	4311.00	-112	-2.53%
August 2020	4423.00	-30.50	-0.68%
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%

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

Month	No. of Days Absent	LTR	Commentary
November 2020	11135.50	2.87%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
October 2020	12099.50	3.12%	
September 2020	12501.50	3.21%	
August 2020	11892.50	3.05%	
July 2020	10881.50	2.79%	
June 2020	9329.50	2.38%	
May 2020	9673	2.46%	

April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	

#### Garda Staff - Numbers who availed of sick leave

Date	No.
November 2020	244
October 2020	271
September 2020	290
August 2020	206
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515
December 2019	407

#### Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
November 2020	256	4	260
October 2020	277	4	281
September 2020	300	2	302
August 2020	213	1	214
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580
December 2019	434	6	440

#### Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
November 2020	2622.5	34	2656.5
October 2020	2966.5	41	3007.5
September 2020	3008	31	3039
August 2020	2654	31	2685
July 2020	2688.5	19	2707.5
June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5

January 2020	3792	62	3854
December 2019	3559.5	70	3629.5

#### Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
November 2020	2656.50	-351.00	-11.67%
October 2020	3007.5	-31.5	-1.03%
September 2020	3039.00	354	13.18%
August 2020	2685.00	-22.50	-0.83%
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%

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

Month	No. of Days Absent	LTR	Commentary
November 2020	2656.50	3.19%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
October 2020	3007.50	3.61%	
September 2020	3039.00	3.66%	
August 2020	2685.00	3.25%	
July 2020	2707.50	3.32%	
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	

#### Number of Garda Members Absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
November 2020	20	549
October 2020	18	486
September 2020	13	354
August 2020	10	293
July 2020	14	334
June 2020	16	383
May 2020	13	329
April 2020	18	463
March 2020	18	473.5
February 2020	15	387
January 2020	18	419

*Sick Leave Statistics as recorded on SAMS and reported @ 01.12.2020.*

These statistics have been compiled using the Mental Health illness subcategory based on illness classification on medical certification. The Statistics for Mental Health provided are included in the Ordinary Illness Category.

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).
- Standard Working Month = 229 days/12 = 19.08.
- Whole Time Equivalent does not factor other leave types, such as Maternity, Career Break etc.
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as Ordinary Illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

### **Commentary Sick Absence – November 2020**

Sick Absence for both Garda Members and Garda Staff has seen a reduction in Ordinary Illness sick absence in the month of November 2020. Instances and numbers availing of sick absence leave show substantial decreases for both Garda Members and Garda Staff. Comparing November 2020 to November 2019, year on year Ordinary Illness days have significantly decreased for Garda Members by 18.57% and also notably decreased for Garda Staff by 17.65%.

Injury on Duty sick absence shows a slight decrease month on month, however comparing November 2020 to November 2019, year on year Injury on Duty has increased marginally by 1.54%.

The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If Sick Absence is recorded for the period in a subsequent month, this variance will be captured in the Annual Report.

Sick Absence is broadly categorised as Injury on Duty (Members only) and Ordinary Illness (Members and staff).

### **Injury on Duty**

Overall, Injury on Duty for Garda Members shows a minimal decrease in the last month over the number of sick absence days at 0.65%, while showing an increase in both the instances of sick absence at 5.59% and the number of Garda Members availing of this sick absence leave month on month can be seen at 6.25%.

### **Ordinary Illness**

The number of sick absence days, month on month, show a decrease of 7.97% for Garda Members and 11.67% for Garda Staff.

The instances of sick absence, month on month, for Garda Members show a decrease at 5.33%, while for Garda Staff the decrease can be seen at 7.47%.

In regard to the number of members availing of sick absence leave, the figures show a 3.64% decrease for Garda Members and a 9.96% decrease for Garda Staff.



From November 2020, an extract from the Ordinary Illness Category is included, specific to Mental Health for Garda Members. The number of members reporting illness in this category is 20, an increase of just over 11% from October 2020. The number of days sick absent for Garda Members in November 2020 was 549 days, an increase of 6.25%. While the figures themselves are not significant, An Garda Síochána has received a considerable number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

#### **COVID-19 Pandemic**

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as Sick Absence, but as Special Paid Leave and applies in the following circumstances;

#### **Employees required to self-isolate**

Employees under restricted movements where no flexible working arrangement can be achieved; or employees required to cocoon where a working from home arrangement cannot be facilitated.