



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

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

**July 2021**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
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Luaigh an uimhir tharaghta seo  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

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

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Dear Helen,

I am pleased to provide the seventh monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of June 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

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

You will note that in Section 10, the report includes an update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes. Updates will be provided monthly. In addition, at Section 12, this month we have included a report on the services provided by the National Negotiation Unit.

Yours sincerely,

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

**July 2021**

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

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## Message from the Commissioner

Throughout the month of June 2021, An Garda Síochána has remained focused on keeping people safe through its wide-range of high visibility activities aimed at reducing the spread of COVID-19 in communities nationwide. In parallel with the Government's easing of public health restrictions, An Garda Síochána has adapted its policing plan to support the safe reopening of society. The National Policing Response continues with rolling checkpoints, roads policing patrols, community engagement patrols, crime prevention and detection patrols, and uniformed beats and patrols.

In addition to this, frontline Garda Immigration Officers are currently receiving full ICT support to allow the scanning of the new EU Digital COVID Certificate (DCC). The DCC App will be available to all nominated GNIB members in the coming weeks.

The examination of priority one calls that did not receive an appropriate response by An Garda Síochána is continuing. Since we last met, members of An Garda Síochána has been speaking with each of the callers to follow through in providing a protective policing service where necessary. Senior Garda personnel also provided a technical briefing to media on the review and its initial findings.

In early June 2021, the Garda National Anti-Corruption Unit provided a briefing to the media on its activities to promote the highest levels of honesty, integrity and professionalism within the organisation have now commenced. This will fulfil relevant recommendations outlined in the Government's 'A Policing Service for Our Future' plan.

As detailed in this month's report, the national overview of crime trends indicates sustained downward and stabilised rates across a range of offences such as criminal damage and public order. The Garda Síochána Analysis Service is closely monitoring emerging trends in order to effectively plan all operational activities aimed at reducing and preventing crime. But as some crimes have plateaued, others are becoming more common. An Garda Síochána is reaching out through various networks to warn of the prevalence of phishing and scam calls in recent months and to make the public aware of fraud prevention advice.

On the 7 June 2021, a commemoration took place in Adare Co. Limerick marking the 25th anniversary of the killing of our colleague, Detective Garda Jerry McCabe. This month also marked the first anniversary of the death of our colleague, Detective Garda Colm Horkan who we remembered at a ceremony outside Castlerea Garda Station on the 19 June 2021. Both ceremonies were solemn reminders of the everyday threat faced by Gardaí.

During the course of operational duties, Garda units nationwide are building on An Garda Síochána strong tradition of community engagement. Each one of the incidents outlined in this report highlights their often difficult work. This includes the management of policing operations in Dublin City Centre in response to public order incidents on the weekend of 5 June 2021.

This report also outlines a number of community engagement initiatives, which include those in support of the LGBTI+ community and recognition of Pride month, the Summer Staycation campaign, and the BikeSafe Programme. These demonstrate that in spite of the global pandemic, many other vital aspects of policing continue to have a meaningful effect.

**JA HARRIS**  
**COMMISSIONER**

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

As restrictions ease throughout the country, An Garda Síochána will maintain its tradition of policing by consent, in close connection with the community. Members of An Garda Síochána continue to implement a graduated policing response during the Government's evolving response to COVID-19, to address the current status of the pandemic in Ireland.

Our operational policing response which includes various patrols, beats and checkpoints for the purpose of community engagement, crime prevention and detection has continued throughout the month of June 2021. Our members continue to assist the elderly and vulnerable in local communities. Our focus remains to keep people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

### **Operation Faoiseamh**

As part of Operation Faoiseamh, the Garda National Protective Services Bureau and Divisional Protective Service Units are continuing to provide an enhanced level of support, protection and reassurance to victims of domestic abuse. A number of victims have used the opportunity presented by the proactive contact to request further assistance from An Garda Síochána and appeals continue to be made to anyone who may have been the victim of an incident of sexual or domestic crime to report incidents to Gardaí.

## 2. Finance

### Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end June €'000	Remaining July-Dec €'000	%
Gross Total	1,952,163	943,411	1,008,752	52%
Appropriation in Aid (receipts)	95,988	58,583	37,405	39%
Net Total	1,856,175	884,828	971,347	
Deferred Capital Surrender	12,750	9,254	3,496	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. Gross expenditure at end June 2021 is €943.41m (48% of allocation). This is primarily in line with the overall combined subhead end of June 2021 profiled spend, with further detail below on specific areas of over/under profile. Appropriations in Aid are €58.58m at the end of June 2021 (61% of allocation), €10.86m ahead of the estimated profiled receipts.

#### Current Allocation and Expenditure

As advised in previous reports, the gross current allocation for 2021 is €1.837b, including pay of €1.25b for the Garda College. Expenditure on pay in June was €111.91m and year to date is €630.56m. Expenditure on the salaries pay element to end June 2021 was €575.02m, which is €1.52m over profile. Expenditure on the overtime element was €55.54m, which is €9.11m over profile. This is due in the main to the continued response to the COVID-19 pandemic. Overall, pay and overtime is over profiled spend at end June 2021 by €10.63m.

Superannuation of €364.9m: Expenditure in June 2021 was €30.70m and the year to date is €179.10m. Non-pay is totalled at €222.57m (including for the Garda College). Expenditure on non-pay in June 2021 was €18.98m and the year to date is €89.46m. Overall, non-pay expenditure is €12.18m under profile at end of June 2021. Non-pay expenditure in relation to COVID-19 at the end of June 2021 is reported at just over €2.14m.

#### Capital Allocation and Expenditure

As outlined in recent reports, the gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in June was €0.94m and year to date is €44.29m. The capital subheads have a combined over profile spend of €2.37m to the end of June 2021. Expenditure on IT capital (including communications capital) to the end of June 2021 was €38.19m, which is ahead of profile by €1.95m.

The variance at the end of June 2021 is a reduction of €2.68m on the May 2021 variance (€4.63m) and is anticipated to come back within the 2021 allocation by year end. In addition to the 2021 allocation is €12.750m of a capital carryover from 2020 into 2021 to be utilised in capital works, of which €9.254m has been utilised to date.

#### Appropriations in Aid

Appropriations in Aid are €58.58m at the end of June 2021, €10.86m ahead of the estimated profiled receipts.

## **Estate Management June 2021**

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

The OPW continues to manage this build and has provided that the project is on target. The current phase of the project has seen the project basement levels complete and work commence on the ground and first floors. As mentioned in last month's report, the OPW has stated that the project is now entering a phase where substantial visible progress will be made with the shell of each floor being constructed every 4 weeks.

As advised in recent reports and meetings, Military Road will not accommodate all Garda Bureaus based at Harcourt Square and the OPW has a number of proposals relating to how An Garda Síochána accommodation needs will be met. Funding will be required to meet the accommodation needs of the Bureaus that will not be accommodated in Military Road.

### **PPP Bundle**

The PPP project to build Garda Stations at Macroom and Clonmel continues. Agreement has been reached between An Garda Síochána, the OPW and the Department of Justice, confirming the OPW's role as the contracting authority on behalf of An Garda Síochána. Part IX planning permission for both Clonmel and Macroom has been approved. Engagement on progressing the PPP Bundle is ongoing between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency.

### **Budgetary Constraints**

Overall budgetary constraints in 2022 will have a significant impact on the ability of An Garda Síochána to meet all principal accommodation objectives in 2022.

These objectives include:

- Decant from Harcourt Square
- Support implementation of new Garda Operating Model
- Implementation of Garda Capital Investment Programme 2022 – 2030
- Provision of accommodation to support the expansion of the Garda workforce.

*Ongoing progress on Garda accommodation projects is subject to government public health measures that are implemented at any given time. The construction restrictions previously in place impacted on the delivery of certain projects and the OPW advised that a number of cell projects have recommenced on site in line with the lifting of restrictions on construction activity in early May 2021.*

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

- The Garda strength as at 30 of June 2021 stood at 14,462 (14,238 WTE) and the Garda staff strength at 3,363 (3,132.6 WTE). A full breakdown by rank, grade and gender is outlined to follow.
- Intake 21.1 commenced on 24 May 2021 meeting the target of 150 Garda Trainees entering the Garda College.
- Physical competence testing re-commenced on the 5 June 2021 for 75 Garda Trainees attached to intake 21.2 who are due to commence training in the Garda College in July 2021. Medicals were carried out by Medmark given the short time frame and COVID-19 restrictions.
- There are currently approximately 100 Garda member recruitment competitions in progress across the organisation and 19 recruitment competitions for Garda staff.
- Work continues on the next Sergeants and Inspectors competition.
- Work also continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- The Higher Executive Officer panel has been finalised and positions will be filled in early course.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Public Expenditure and Reform.

#### Garda Strengths

Rank	As at 30 June 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	165	143	87%	22	13%	165
Inspector	425	347	82%	78	18%	425
Sergeant	1,944	1,493	77%	451	23%	1,942
Garda	11,870	8,440	71%	3,430	29%	11,829
<b>Total</b>	<b>14,462</b>	<b>10,467</b>	<b>72%</b>	<b>3,995</b>	<b>28%</b>	<b>14,419</b>

Of which	As at 30 June 2021	Male	%	Female	%
Career Breaks (incl. ICB)	50	23	46%	27	54%
Work-sharing	43	1.5	3%	41.5	97%
Secondments (Overseas etc.)	10	8	80%	2	20%
Maternity Leave	69	N/A	0%	69	100%
Unpaid Maternity Leave	39	N/A	0%	39	100%
Paternity Leave	13	13	100%	N/A	N/A
<b>Available Strength</b>	<b>14,238</b>	<b>10,421.5</b>	<b>73%</b>	<b>3,816.5</b>	<b>27%</b>

\*Equates to 87 full-time members

Garda Reserves Strength as at 30 June 2021	Total*	Male	%	Female	%
	459	335	73%	124	27%



## Garda members reassigned to operational duties as at 30 June 2021

	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	3	22	119	144
2021	0	1	5	9	45	60
<b>Total</b>	<b>0.05</b>	<b>11.5</b>	<b>31</b>	<b>117</b>	<b>646</b>	<b>806</b>

## Garda Staff Strengths

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

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	0	0	0	0%	0	0%
PO	23	23	11	48%	12	52%
AP	69	69	31	45%	38	55%
HEO	141	140	58	41%	83	59%
AO	18	18	9	50%	9	50%
EO	745	735.4	198	27%	547	73%
CO	1,936	1,852.5	472	24%	1,464	76%
<b>Total</b>	<b>2,938</b>	<b>2,844</b>	<b>783</b>	<b>27%</b>	<b>2,155</b>	<b>73%</b>

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	61	60.4	37	61%	24	39%
Administrative **	2,937	2,843	782	27%	2,155	73%
Industrial/Non Industrial	364	231	118	32%	246	68%
<b>Total</b>	<b>3,362</b>	<b>3,134.4</b>	<b>937</b>	<b>27.9%</b>	<b>2,425</b>	<b>72.1%</b>

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	30	30	N/A	0%	30	100%
Unpaid Maternity Leave	10	10	N/A	0%	10	100%
Paternity Leave	0	0	0	0%	N/A	0%
<b>Available Total</b>	<b>3,322</b>	<b>3094.4</b>	<b>937</b>	<b>28%</b>	<b>2,385</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	WTE	Male	%	Female	%
	<b>313</b>	218.4	9	3%	307	97%

\*\*\* Work-sharing figure excludes industrial/ non-industrial staff. Many posts are part-time. Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	<b>29</b>	29	7	24%	22	76%

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

## Parental Leave

01.06.2021 – 30.06.2021	Garda Members	Garda Staff
	100	74

## Garda Staff assigned and commenced – as at 30 June 2021

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2021	40	20	27	31	49	48							215

*These include: backfills, new, reassignments, fractional reassignments.*

## Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
79	71	90%	8	10%

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

#### 4. Information and Communications Technology (ICT)

Under current COVID-19 restrictions, it remains the advice of Government to continue to work from home unless absolutely necessary to attend in person. With demand remaining high, ICT continues to deliver solutions to support personnel throughout the organisation to enable accessing Garda information systems remotely in a secure manner.

**Schengen Information System (SIS Recast) - also known as SIS III:** Development work has commenced alongside the completion of functional/technical specifications. This is progressing in parallel with SIS II support activities. An EU Evaluation of SIS II took place from 13-18 June 2021 and a draft report will issue in six weeks. EU delegates indicated that they found the evaluation to be successful and that they had a positive impression of SIS implementation in Ireland.

**Computer Aided Dispatch 2 (CAD 2):** Design/configuration sprints are ongoing. The alarm management functionality review is complete. A detailed review of project plan, risks and associated projects is underway. A possible solution to the lack of personnel data in RDMS is also being reviewed.

**Roster Duty Management System (RDMS) Deployment:** As reported last month, this remains unchanged as current COVID-19 restrictions are still affecting access by the OPW to stations to complete works. Data gathering is being conducted for the DMR North Central rollout.

**Investigation Management System (IMS) Deployment:** As outlined in previous reports, current COVID-19 restrictions have paused the rollout of IMS. Once restrictions allow, training will recommence and the rollout can continue.

##### **Mobile Device Deployment:**

Current progress includes the following;

- A bulk deployment of 483 frontline devices was completed across the country. Devices are deployed using the low-touch model due to continuing COVID-19 restrictions.
- To allow the scanning of the new EU Digital COVID Certificate (DCC), a list of frontline Garda Immigration Officers requiring Mobile Data Stations has been compiled. Devices were rolled out to all of the Garda National Immigration Bureau members on 13 and 14 July. The DCC App is available to all users since 15 July 2021.
- Discussions are taking place with a number of stakeholders regarding the supply of Active Mobility Devices to frontline Garda Immigration Officers to allow the scanning of the new EU Digital COVID Certificate (DCC).
- The replacement of the existing mobile devices (State/official mobiles) has been accelerated and Active Mobility Devices are being prepared for delivery to the Divisions so all legacy mobiles can be replaced (640 Active Mobility Devices). It is expected that these devices will be available by mid-July and that these devices will be enrolled by the members by the end of July.
- Work on the next bulk deployment list is ongoing. The focus will be on members with the most Fixed Charge Notices (FCN) send backs.
- A full complement of frontline devices for 2021 has been acquired and the target of 5,000 in total has been met.
- 959 frontline devices have been deployed so far in 2021 (bulk deployments).
- Ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure and support personnel.
- Demand for app development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development capacity across ICT is required. Apps for current and future development include FCN, Person Lookup, Passport App, CAD2, LMS, RDMS and ECM integration.

## Overall Device Deployment Figures

As of 21.06.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM	3174	3035	59	6268

\*Enrolled in Mobile Device Management (MDM) – is actual turned on device – as soon as the device is turned on an enrolment commences.

### ICT Accommodation Plan

Works on the new location for a large element of ICT staff are in progress following the lifting of COVID-19 restrictions for the construction industry, and are on target for Q4 readiness. Discussions are continuing with Estate Management on additional ICT accommodation requirements for the remaining ICT staff. The location for the secondary data centre has been agreed and timelines for infrastructure build are to be confirmed. The mismatch between the time needed for the relocation of a major data centre and the expectation of works starting in the current building remains a risk and discussions with Estate Management are ongoing in this regard.

### ICT Workforce Plan

The Garda Executive will review the ICT Strategic Workforce Plan in August 2021. Recruitment of priority posts with sanctions is progressing. Approval of the additional priority posts will be considered by the new Garda Executive Workforce Planning process. There is a high risk that sanctions for necessary future posts will not be approved or will have lengthy timelines. Resources required to support other priority projects may impact on ICT capacity and timelines to support accommodation move.

### Cloud Strategy

The Cloud Strategy has been approved by the Chief Information Officer and this incorporates the Term 2 APSFF deliverable of a review of the cloud computing landscape in the context of current and future An Garda Síochána needs. This provides a basis for the cautious but progressive adoption of cloud hosting by An Garda Síochána, balancing access to cost effective, scalable resources against any perceived security and control risks. The Cloud Strategy will be further complemented by An Garda Síochána Data Classification Policy which defines the data considered suitable for cloud hosting. This will provide a framework for data hosting decisions but is not necessary to progress individual hosting decisions. For all new systems, cloud architecture will be considered as part of the solution delivery. This will be applied on a case-by-case system for the delivery of new systems, including, for example, a new enterprise HR Information System.

## 5. Corporate Communications

### Engagements

In June 2021, the Office of Corporate Communications continued to engage with external and internal audiences by publishing significant content, highlighting An Garda Síochána's varied national and local policing activities through a range of measures such as press releases, media briefings, interviews, media queries, internal weekly Newsbeat publication, as well as numerous social media posts.

Following the Government's continued easing of COVID-19 restrictions, An Garda Síochána adapted its ongoing policing plan to support the reopening of Ireland's economy and society in a safe and phased manner.

**Other varied high-level communications during the month of June 2021 have focused on:**

- Remembering our colleague Detective Garda Colm Horkan at a ceremony outside Castlerea Garda Station, on the 1st anniversary of his death.
- Launch of An Garda Síochána Anti-Corruption Unit.
- The management of a policing operation in Dublin city centre in response to public order incidents on 5 and 6 June 2021.
- The commemoration of the 25<sup>th</sup> anniversary of the death of our colleague Detective Garda Jerry McCabe in Adare Village.
- Dealing with numerous queries on issue of premises serving alcohol in outdoor areas not covered by liquor licensing.
- **Organised Crime:** multiple press releases were published on various types of organised crime, including drug and cash seizures with a combined value of approximately €3.3m for the month of June 2021.

**National Public Relations Institute of Ireland Awards 2021**

An Garda Síochána and the Office of Corporate Communications were again recognised at the National Public Relations Institute of Ireland Awards 2021. An Garda Síochána won Best In-House Team (5+ employees), covering all units of the Office of Corporate Communications. It also won Best Digital/Social Content for the Jerusalem video and Best Internal Communications for our work during the pandemic.

The Awards for Excellence in PR are the annual celebration of the very best in Irish PR and Communication work by public, private and not-for-profit organisations. An Garda Síochána was the biggest winner at the awards ceremony this year, winning in each of the three categories for which we were nominated. These awards are recognition of the professionalism, dedication and excellence shown by all Garda personnel during the pandemic.

## Media Briefings and Interviews

Several interviews were facilitated with national and local media on a range of topics and some of the high-level interviews conducted this month are highlighted below;

- The Garda Commissioner provided an interview to RTE's Six One News on the issue of the Garda Examination into Priority One Calls.
- Senior Garda personnel provided a technical briefing to media on the Garda Examination of Priority One calls.
- Assistant Commissioner Pat Clavin and Chief Superintendent Johanna O'Leary addressed media at the launch of An Garda Síochána's Anti-Corruption Unit and provided a follow on in depth interview to Maeve Sheehan of the Sunday Independent.
- Chief Superintendent Michael Gubbins of the Criminal Assets Bureau spoke with Claire Byrne Live on the work of the Bureau.
- Detective Sergeant Colm Mac Donnachadha participated in numerous interviews primarily through Irish, with local and national media following the appeal for missing person Barbara Walsh in Carna, Co. Galway.
- Chief Superintendent Christy Mangan and Superintendent Andrew Watters provided an interview to RTE on Operation Stratus in the Louth area.
- Superintendent Ian Lackey of Tallaght Garda Station provided an interview to RTE on the issue of crack cocaine in the area.
- A briefing was given to the media on the relaunch of An Garda Síochána's BikeSafe Programme for Motorcyclists.
- Community Liaison Officer Sergeant Michael Walsh facilitated a number of interviews in relation to a national Bike Theft Campaign.
- Publication of an appeal following the 10<sup>th</sup> anniversary of the fatal hit and run of Fintan Traynor.

## Launches & Initiatives

- Roads Policing and RSA launch of Bank Holiday road safety campaign.
- Support message shared on social media for World Elder Abuse Awareness Day.
- Social media share for the European Crime Prevention Network (EUCPN), EU focus day for crime prevention of domestic burglaries.
- On-going road safety advice issued to the public around the dangers of speeding, drink and drug driving, including the relaunch of An Garda Síochána BikeSafe Programme for motorcyclists. This is an initiative conducted by many European Police Services to promote road safety, enable motorcyclists to become safer, more competent and confident riders, and encourage progression to accredited post-test training.



## Press Office

- Approximately 90 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during June 2021.
- In excess of 150 press releases were issued by the Press Office and hundreds of press queries were handled during the month of June 2021 on a range of criminal justice issues.

## Corporate Communications

The Corporate Communications team continued 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 continuously growing 1.6m social media followers, as well as retaining our close connection with our community, we continue to promote the advice of the HSE and demonstrate examples of good practice by Gardaí. Communications during the month of June 2021 have included;

- The sharing on our social media and digital media channels of regular updates in support of various public health measures.
- Raising awareness of the high visibility, nationwide policing plan across the country in support of the public health regulations.
- Sharing images of Gardaí highlighting community engagement.
- Supporting for the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.

Throughout June 2021, 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, including:

- An appeal for information on the cyber-attack on the HSE and to those affected to report it.
- Raising awareness of the rise in illegal metal detecting at preserved monuments and sites of National significance.
- Encouraging responsible socialising and consideration for other people when out and about following the easing of some COVID-19 restrictions.
- Renewed appeals for information on previous 'hit and run' and 'missing person' cases.
- The airing of RTE Crimecall.
- Supporting the #LoveThisPlace #LeaveNoTrace campaign and an appeal to the public to be responsible and play their part in keeping outdoor spaces litter free and beautiful.
- Advice to the public in relation to attending the first pilot music festival in the Royal Hospital in Kilmainham.



An Garda Síochána ✓

4 Jun · 🌐

Please socialise responsibly this bank holiday weekend.

An Garda Síochána continues to engage with Government and stakeholders in order to give effect to Government announcements to move ahead with the next stage of reopening the economy and society in line with Resilience and Recovery: The Path Ahead plan, with a specific continuing emphasis on outdoor activity.



- The ‘Stay Cautious On Your Staycation’ campaign launched in conjunction with the RSA.



- Fraud Prevention Advice, with particular emphasis on scam phone calls and smishing. This advice was also disseminated via the Garda National Diversity & Integration Unit to the many diverse groups using the diversity network.

## BANK SMISHING SMSs

Smishing (a combination of the words SMS and Phishing) is the attempt by fraudsters to acquire personal, financial or security information by text message.



### HOW DOES IT WORK?

The text message will typically ask you to click on a link or call a phone number in order to 'verify', 'update' or 'reactivate' your account. But...the link leads to a bogus website and the phone number leads to a fraudster pretending to be the legitimate company.

### WHAT CAN YOU DO?

- **Don't click on links, attachments or images** that you receive in unsolicited text messages without first verifying the sender.
- **Don't be rushed.** Take your time and make the appropriate checks before responding.
- **Never respond to a text message** that requests your PIN or your online banking password or any other security credentials.
- If you think you might have responded to a smishing text and provided your bank details, **contact your bank immediately.**






#CyberScams



### Other social media of note

- The reopening of the Garda Museum from 8 June 2021 and the booking of tours.
- The lighting up of Garda Headquarters in support of Pride 2021 #Pride2021.



### Internal Communications

The Internal Communications Unit issued Newsbeat twice a week during the month of June 2021. Readership has stayed consistently high at approximately 13,000 personnel per edition. The Portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Anti-Corruption policies
- Schengen spot checks
- COVID-19 reminders on staying safe and protecting yourself
- Diversity & Integration Unit
- Remembering Detective Garda Colm Horkan
- Changes to management reporting lines
- Health & wellbeing

### Code of Ethics

In conjunction with the Garda Ethics and Culture Bureau, the Internal Communications Unit developed a series of interviews with personnel focused on the Code of Ethics. These interviews explore what each of the standards mean to personnel and how they are reflected in the way they do their jobs. These will continue to be published in Newsbeat over the coming weeks.

### Portal upgrade

The e-tender is almost finalised and will move to Procurement for approval. This is a collaborative effort between ICT and the Internal Communications Unit.

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

Current figures indicate that 95.51% of all personnel have signed the Code of Ethics declaration. As reported previously, Divisional Officers and section heads were provided with a list of personnel who had not signed the Code of Ethics declaration and were requested to encourage those who had not signed to do so and to provide the Garda Ethics and Culture Bureau (GECB) with the reason. As of 1 July 2021, 33 divisions within An Garda Síochána have 100% sign up rate.

As outlined in Section 4, Newsbeat articles have communicated the relevance of each of the nine (9) ethical standards in the context of policing during COVID-19. The first article was published on 17 June 2021 with further articles to be published in July 2021.

A total of 35,000 pens, with the GECB logo and tag line 'Doing the Right Thing for the Right Reason' have been disseminated to all personnel (Garda members and Garda Staff) throughout the organisation.

### **Garda Decision-Making Model**

The Garda Decision-Making Model e-learning module went 'live' with a timeline for completion by Garda members and Garda Staff by 1 July 2021. A further article was published on Newsbeat on 24 June 2021 encouraging participation in the GDMM module on the Learning Management system (LMS).

## 7. Implementation of Cultural Change

### **Culture Reform Programme**

Data and statistics received from a number of sections throughout the organisation have been requested, gathered and analysed with a view to identifying trends in relation to cultural change. A Staff Cultural Engagement Initiative infographic has been drafted for publication in NewsBeat in the coming weeks. As reported last month, the contract for the second Cultural Audit of An Garda Síochána was forward to the successful vendor on 13 May 2021.

## 8. Risk Management

An Garda Síochána Corporate Risk Register captures 12 principal risks. These are managed effectively by their assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU).

The next meeting of the RPGB is scheduled for 8 September 2021. Compliance rates for Q1, 2021 remained consistently high at 92% and compliance rates for Q2, 2021 are currently being collated.

During June 2021, risk register development workshops and support staff briefings were held via video conference. The GRMU project team continues to engage with the Strategic Transformation Office regarding the enhancement of the risk management framework project. A 'Risk Appetite Statement' for An Garda Síochána is currently under development.

## 9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for May and June 2021.

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

### Comparison of data for May 2021 and June 2021

- The Use of Force has seen a decrease in June 2021 when compared with May 2021. There were 81 recorded uses of force in June 2021, compared with 98 recorded incidents in May 2021.
- The use of incapacitant spray has seen a decrease, with 57 uses of incapacitant spray in June 2021, compared with 77 uses in May 2021. The use of batons has increased with 16 uses in June 2021, compared with 14 uses in May 2021.
- There was an increase in the use of Taser in June 2021, with five discharges in June 2021 compared with two in May 2021.
- There was a decrease in the use of firearms. There were three discharges of firearms in June 2021 (40mm Launcher), compared with five discharges in May 2021.
- Types of incidents: Public order offences have reduced from 50% to 47% and drugs offences have also reduced from 19% to 16%. Mental health incidents in which there was a use of force have risen by 2% - from 5% in May 2021 to 7% in June 2021. Assault related incidents accounted for the third highest number of incidents in which there was a use of force.
- The DMR South Central and Cork City Divisions have again remained consistently the Divisions in which the highest levels of force are reported. Both Divisions in June 2021 were at 13%, which is a full 7% ahead of any other Division.

*A new automated system was 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. Final Report of the Commission of Investigation into Mother and Baby Homes

An Garda Síochána has examined the Final Report of the Commission of Investigation into Mother and Baby Homes, published on 12 January 2021. This judicial commission of investigation was established in 2015 to investigate mother and baby homes, where unwed women were sent to deliver their babies.

The report is anonymised and any proper investigation would be impracticable without identification of individual parties affected by specific occurrences. Notwithstanding this, there is an obligation on An Garda Síochána to ensure that a policing service is available to all persons affected by the Mother and Baby Homes. This is particularly so in regard to reporting any relevant concerns to An Garda Síochána.

On 29 April 2021, An Garda Síochána launched an appeal to anyone who wishes to report a crime relating to a pregnancy and/or abuse involving their stay at a Mother and Baby Home. The Sexual Crime Management Unit (SCMU) at the Garda National Protective Services Bureau is regularly a first point of contact for victims and/or external police services to report incidents of sexual offending to An Garda Síochána and it has an oversight role in respect of all complaints received in relation to a Mother and Baby Home.

**As of 5pm on 15 June 2021, the following reports have been received by GNPSB:**

Number of Complaints received at GNPSB (all sources):	<b>64</b>
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### Breakdown of complaint received through three specified pathways

CSAR – Child Sexual Abuse Reporting	<b>20</b>
Direct Emails: <u>(19 from persons directly affected plus 20 from third parties e.g. designated liaison person for a religious institution or solicitor.</u>	<b>39</b>
Report to station (notified to GNPSB or identifiable by GNPSB from PULSE)	<b>5</b>

Every person who made an allegation and provided contact details was contacted to establish definitively what is alleged and whether or not they wished to pursue a criminal complaint. Based on the information received, the table below broadly details the nature of the alleged occurrences, however, this categorisation is fluid and may change as victim engagement continues.

### Breakdown of the nature or occurrence alleged/notified by individual complainant

<b>1</b>	Emotional abuse	<b>17</b>
<b>2</b>	Sexual abuse	<b>9</b>
<b>3</b>	Physical abuse / mistreatment	<b>6</b>
<b>4</b>	Legality of adoption / Birth-Cert falsified	<b>9</b>
<b>5</b>	No offence disclosed	<b>5</b>
<b>6</b>	Medical treatments / vaccine trials	<b>10</b>
<b>7</b>	Other crimes (i.e. theft / State corruption)	<b>4</b>
<b>8</b>	Baby deaths / burial	<b>4</b>

There may be cases which cannot be progressed by virtue of the age and/or nature of the complaint, however, engagement will continue until each report has been brought to a conclusion with a full explanation of the undertakings furnished to affected parties.

## 11. Crime Trends

### National Overview

As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015–2018. This downward trend resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences while property crime has remained low compared to pre-pandemic levels.

**COVID-19:** Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of ‘lockdown’ level restrictions such as April 2020, late October to the end of November 2020 and the ‘Level 5’ restrictions (late December 2020 – May 2021) have had a large impact on many types of crime.

### Data Quality Assurance

Detailed data collection, analysis and reporting on COVID-19 policing continued during June 2021. The most recent report was submitted to the Policing Authority and Department of Justice on 15 July 2021. Reporting on fixed payment notices (FPNs) is being gradually reduced in line with the reducing numbers of FPNs. Detailed data on quarantine enforcement has been provided weekly to stakeholders since March 2021 and will continue.

The priority data quality actions for 2021 are continuing. The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. Fieldwork is continuing on manually gathering outcome data for one crime area (rape). This has been impacted by other high priority investigations by the Garda National Protective Services Bureau who is co-ordinating it. The fieldwork is expected to conclude in September, followed by a report on this crime area and the implementation of systematic recording of outcomes for all crime types later in the year.

The second priority for 2021 is the implementation of recording of victim:offender relationships with associated validation to further enhance the early identification of domestic abuse cases. This was implemented in PULSE 7.7 on 11 July 2021. The Garda Information Services Centre (GISC) has implemented corresponding procedures and training and is now recording these relationships. They are recorded as part of the victim assessment for all crime incidents and one non-crime incident type (domestic dispute cases where no offence was disclosed). This information will be used operationally and reported externally as the data becomes available. It should help identify additional possible cases of domestic and relationship based crime and incidents of concern.

Significant changes to PULSE to meet additional Schengen Information System (phase 3) requirements, including those from the June 2021 review may still impact on other data quality improvements in 2021. The list of PULSE change requests for policy and data quality related improvements now extends into 2023. One area where An Garda Síochána makes use of data driven decision support is vetting. This has allowed the Garda National Vetting Bureau (GNVB) to maintain fast turnarounds on vetting applications throughout 2020 and 2021, with additional priority placed on COVID-19 related public health roles. There was a brief spike for two weeks in May/June 2021 where vetting turnarounds overall averaged 6 to 7 days as sporting activities reopened, but otherwise have

been consistent at 4 to 5 days throughout 2020/21. The total number of vetting applications completed by the GNVB to date in 2021 is 210,791 (which is 10k up on this date last year). The number of COVID-19 related vetting applications prioritised and completed by the GNVB from 12 March 2020 to 12 July 2021 is 123,400. This number is broken down as follows:

- 44,912 HSE vetting applications.
- 69,391 vetting applications from other relevant organisations which are COVID-19 related for example; The National Recruitment Federation (37,611), Nursing Homes Ireland (23,674) and others (8,106); volunteer groups, Saint Vincent De Paul, etcetera.
- 9,097 vetting applications for independent hospitals, healthcare agencies and the volunteer sector, as they are also medically related.
- GNVB average turnaround times; currently 4/5 working days for vetting applications and 1/2 working days for COVID-19 related vetting applications

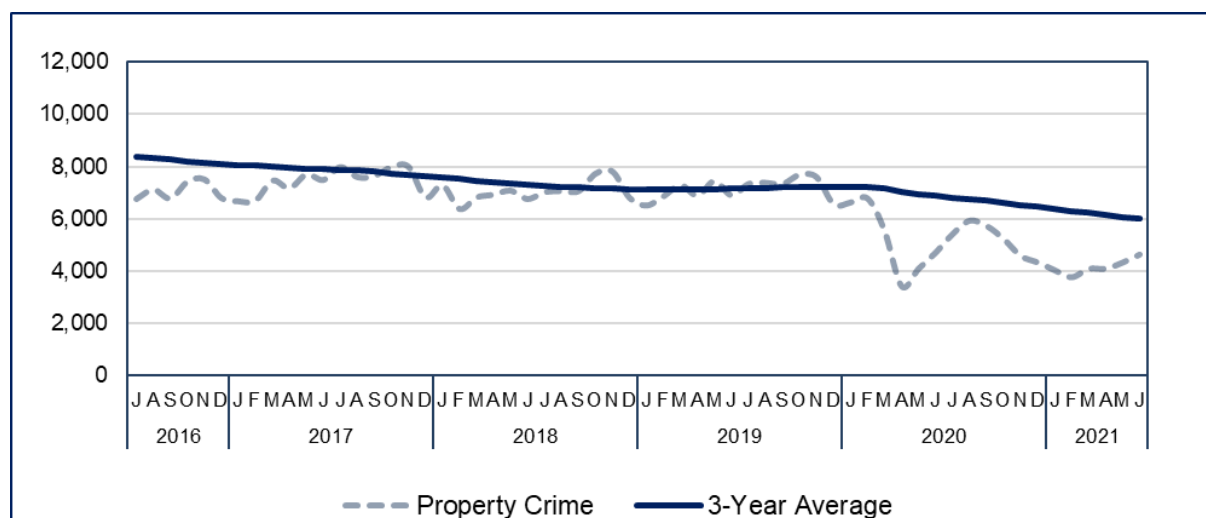
***GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.***

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

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

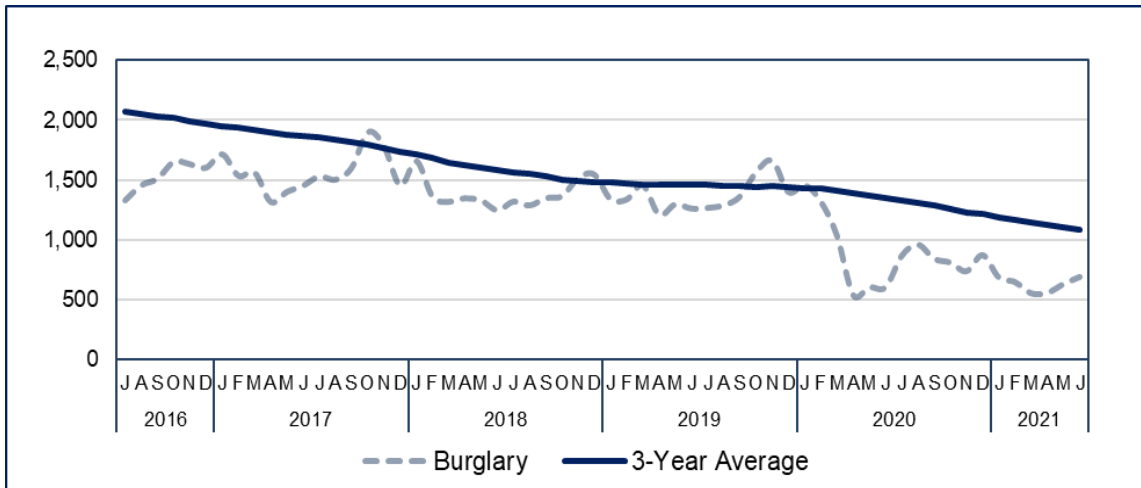
**Chart 1: Total Property Crime - 5 Year Trend**

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. A reduction of 25.0% was observed in the 12 months to June 2021 as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. With plans to further reopen retail and services over the coming months, it is likely that an increase in property crime will follow as was observed during the summer months of 2020.



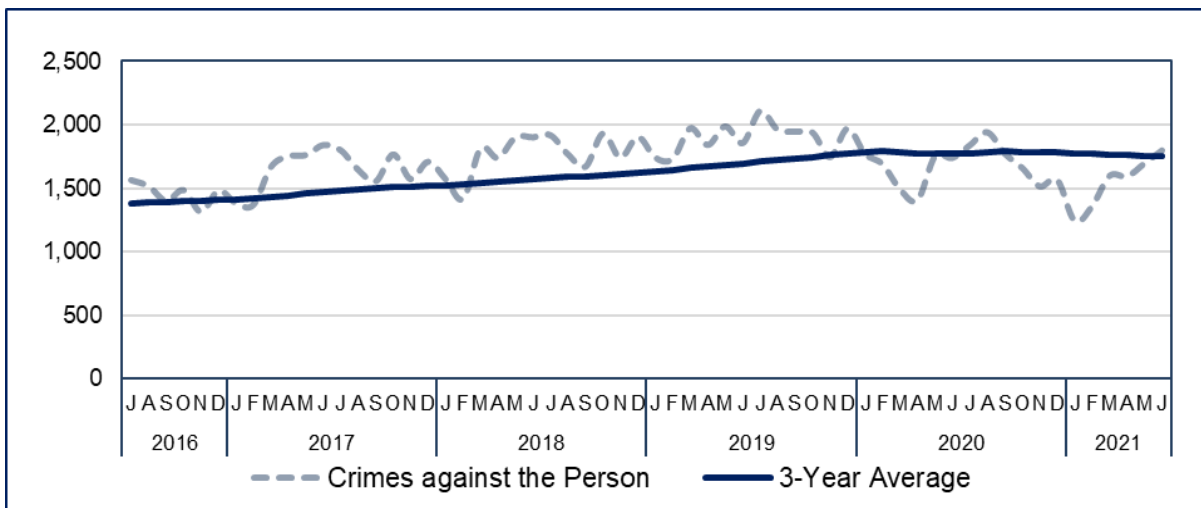
**Chart 2: Burglary - 5 Year Trend**

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 37.0% and burglary occurring elsewhere down 38.5% in the 12 months to June 2021 as compared with the 12 months prior. 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). In June/July 2020 when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 due to ongoing COVID-19 restrictions, however, as with property crime, it is likely to increase over the coming months as the economy reopens.



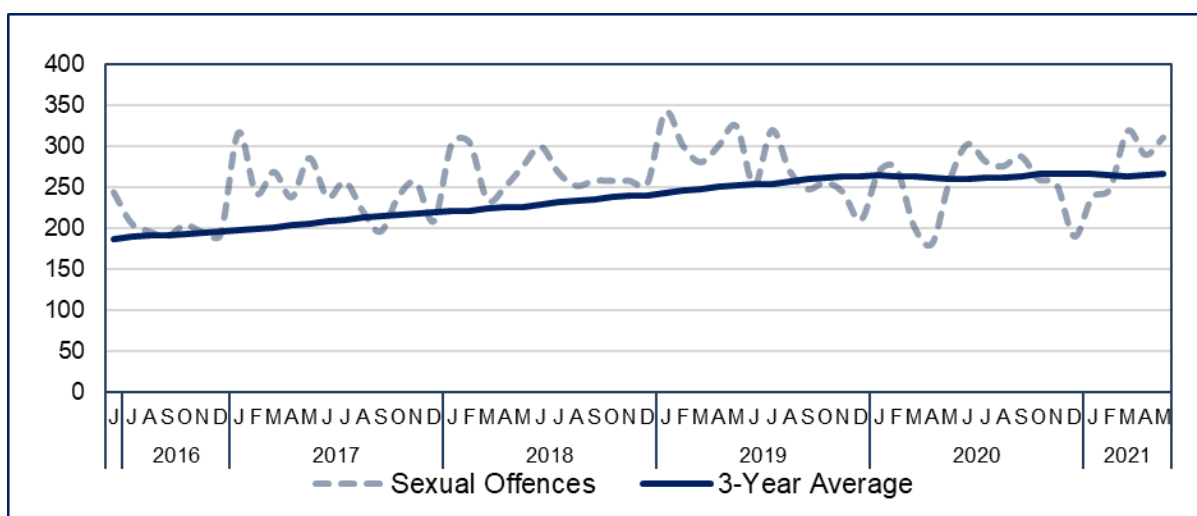
**Chart 3: Crimes against the Person - 5 Year Trend**

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. There was a decrease of 8.8% in the 12 months to June 2021 as compared with the 12 months prior. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments however a steady increase in 2021 has coincided with the gradual easing of restrictions. The most common offences in this category are minor assault and assault causing harm. Most assault typically occurs in public locations. Public minor assault decreased by 21.0% and public assault causing harm decreased by 22.3% in the 12 months to June 2021 as compared to the 12 months prior. Conversely, minor assault in residential locations did not change significantly during this period while residential assault causing harm increased by 4.4%.



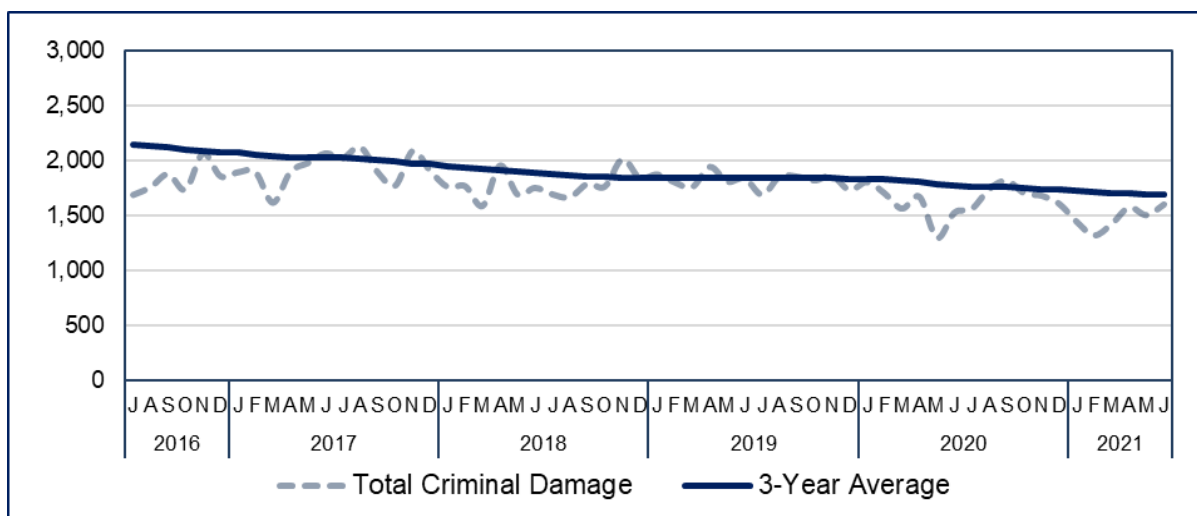
**Chart 4: Sexual Offences - 5 Year Trend (to May 2021)**

As outlined in previous reports, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and as such this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015, however this has plateaued in 2020. In the 12 months to May 2021 there has been an increase in reported sexual offences of 9.9%. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.



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

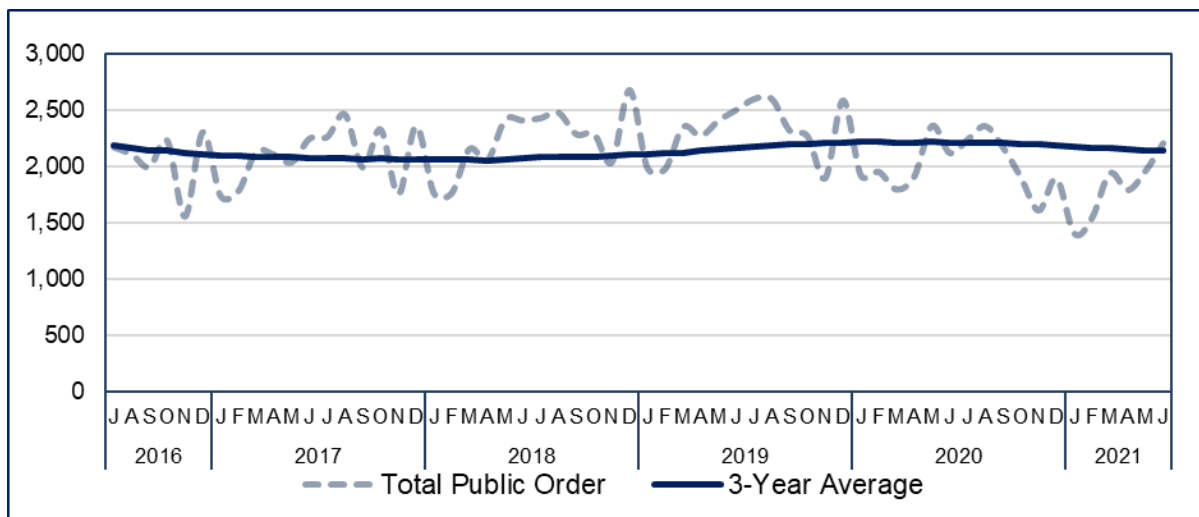
Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 5.9% in the 12 months to June 2021 as compared with the 12 months prior.





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

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, have seen a reduction in 2020 which has caused this trend to plateau. There was a decrease of 12.5% in the 12 months to June 2021 compared with the 12 months prior. Public order offences for the 12 months to June 2021 were down 11.1% while drunkenness offences over the same period are down 15.3%. Public order tends to be higher in summer and also tends to spike at Christmas time. Public order has increased in recent months and this is expected to continue as restrictions ease and more people are socialising. In addition, more people are likely to remain in Ireland for holidays (due to ongoing restrictions on international travel) which could potentially contribute to an increase in public order.



## 12. National Negotiation Unit

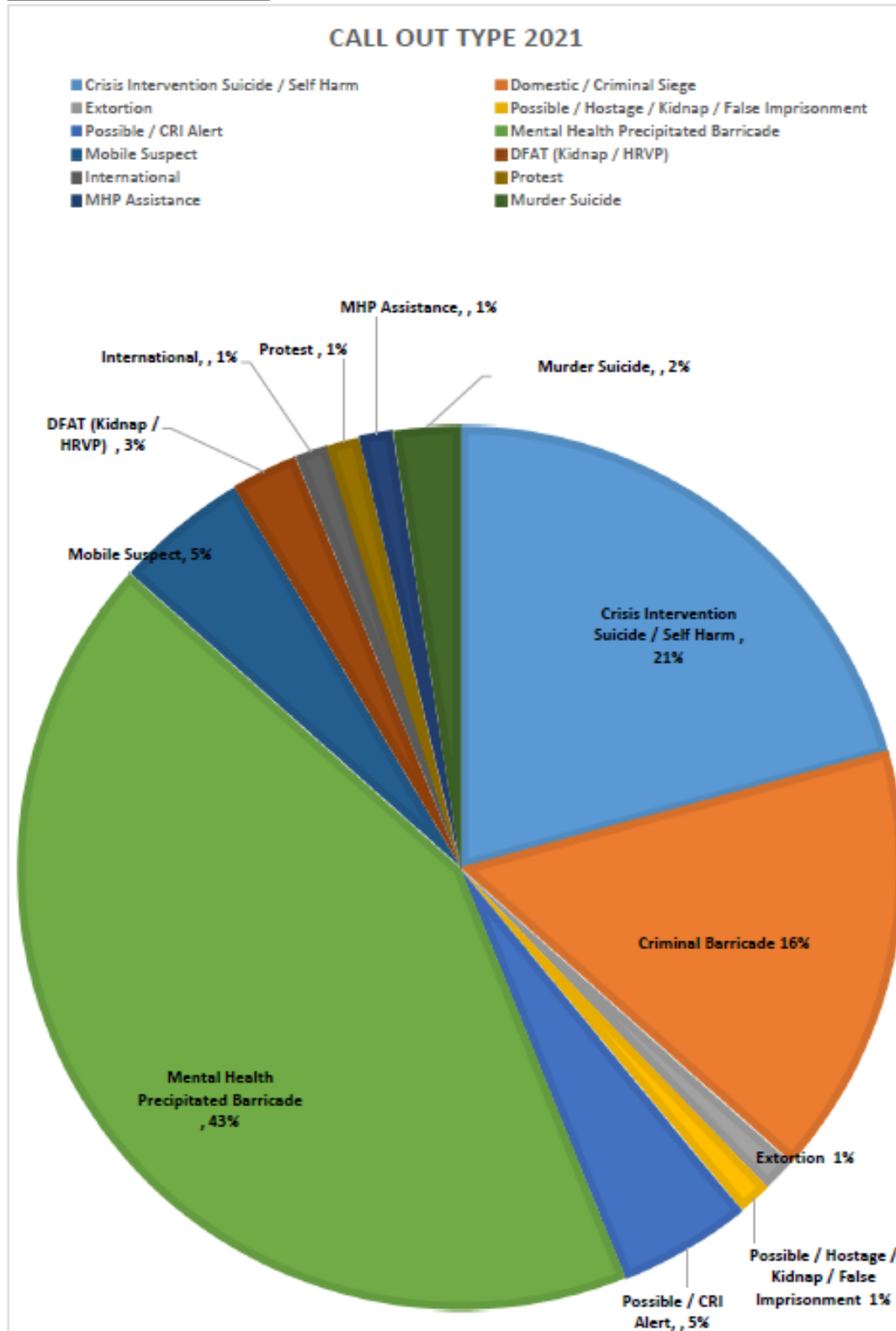
In the year to date, 1 January 2021 to 30 June 2021, the services of the National Negotiation Unit (NNU) have been called out on 82 occasions in comparison to 43 occasions over a similar period in 2020. There were 93 call-outs for the entirety of 2020. This represents a 90% increase in 2021. Some key points of note are as follows:

- The majority of calls were mental health barricades, suicide / crisis intervention and domestic / criminal barricades totalling 79% of incidents.
- Mental Health Barricades (35) and suicide / crisis intervention (17) are the leading callout types. Domestic / criminal barricades (13) follow.
- Breakdown per region-DMR (27), Eastern Region (21), Southern (12) and North-western (18).
- The effects of alcohol, drugs and / or a failure to take prescribed medication are clearly noted in as a factor in 10 incidents, although this figure is possibly much higher.
- Of the 78 people negotiated with, 68 were male and 10 were female. This is an increase on females compared with same time frame last year.
- Overall the calls in the DMR have fallen from 60 in 2018 to 51 in 2019 and 42 in 2020. There have been 27 calls to 30 June 2021.
- Sometimes a subject may have been in possession of multiple weapons, or the scene itself may have caused multiple dangers. The following is a breakdown of the challenges faced at the various call outs:
  - 43 knives / glass / bladed weapons
  - 23 height / rope
  - 14 suspected / firearms
  - 10 water / height
  - 6 petrol / gas
  - 1 chainsaw
  - 1 medication
  - 1 syringe

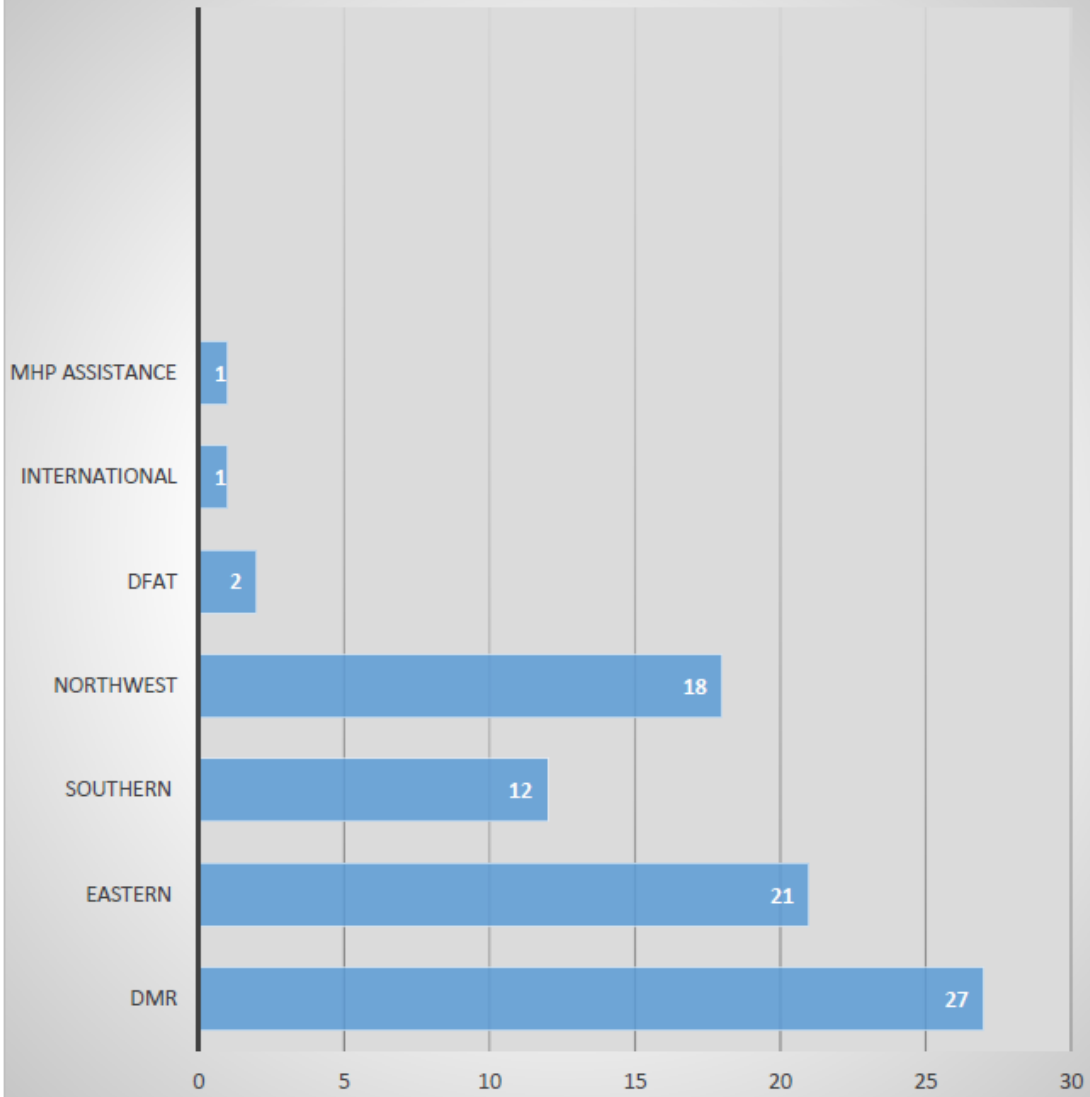
Operational commanders were appointed to 49 incidents, whilst an SIO was appointed to one. The ASU responded to 62 of the incidents along with NNU, whilst the ERU was requested at three of the most serious incidents. Public Order Units were involved in three incidents. Mental health professionals were contacted on 8 occasions for advice or medical background information. Third Party Intermediaries were involved in 6 incidents.

Data charts containing detail of incidents by calendar month (208 – 2021), call out types, location by region and time and day of callouts are outlined to follow.

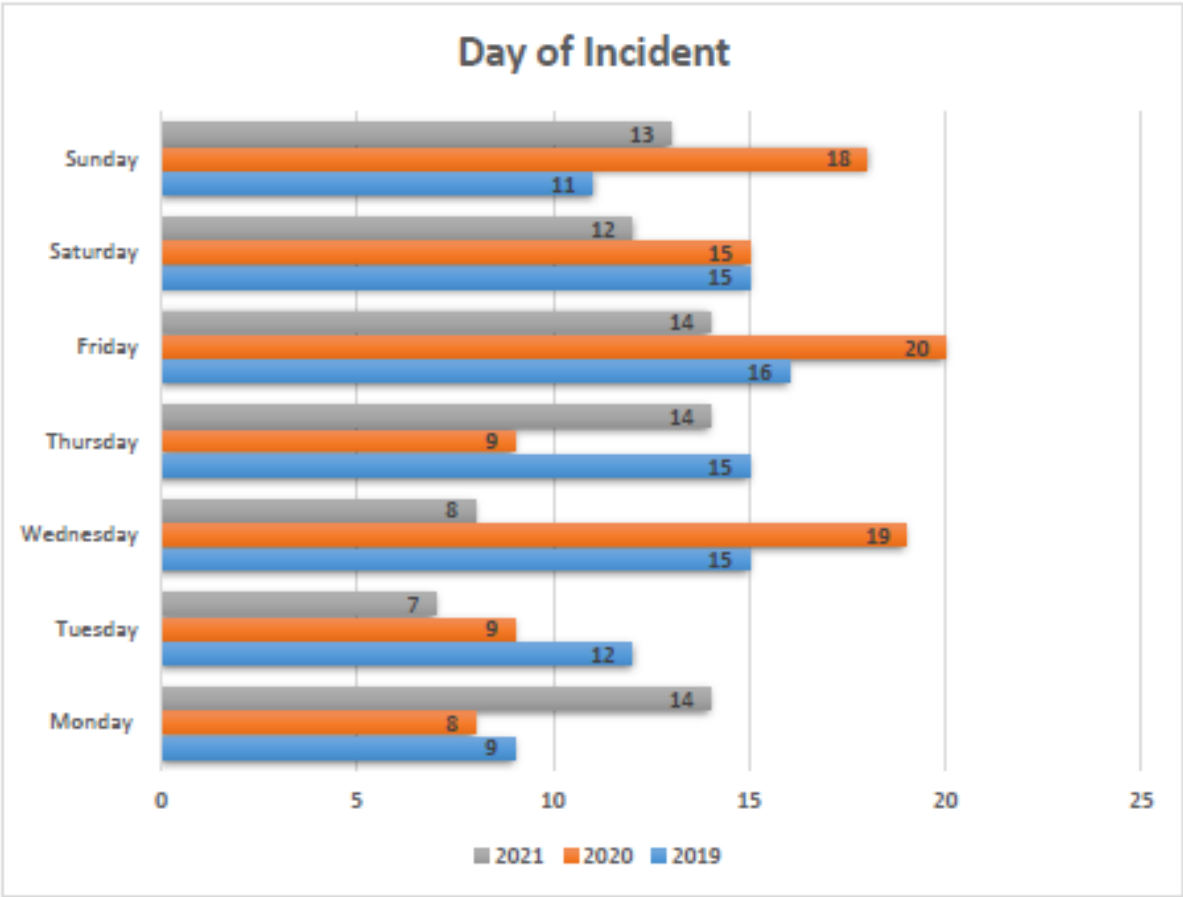
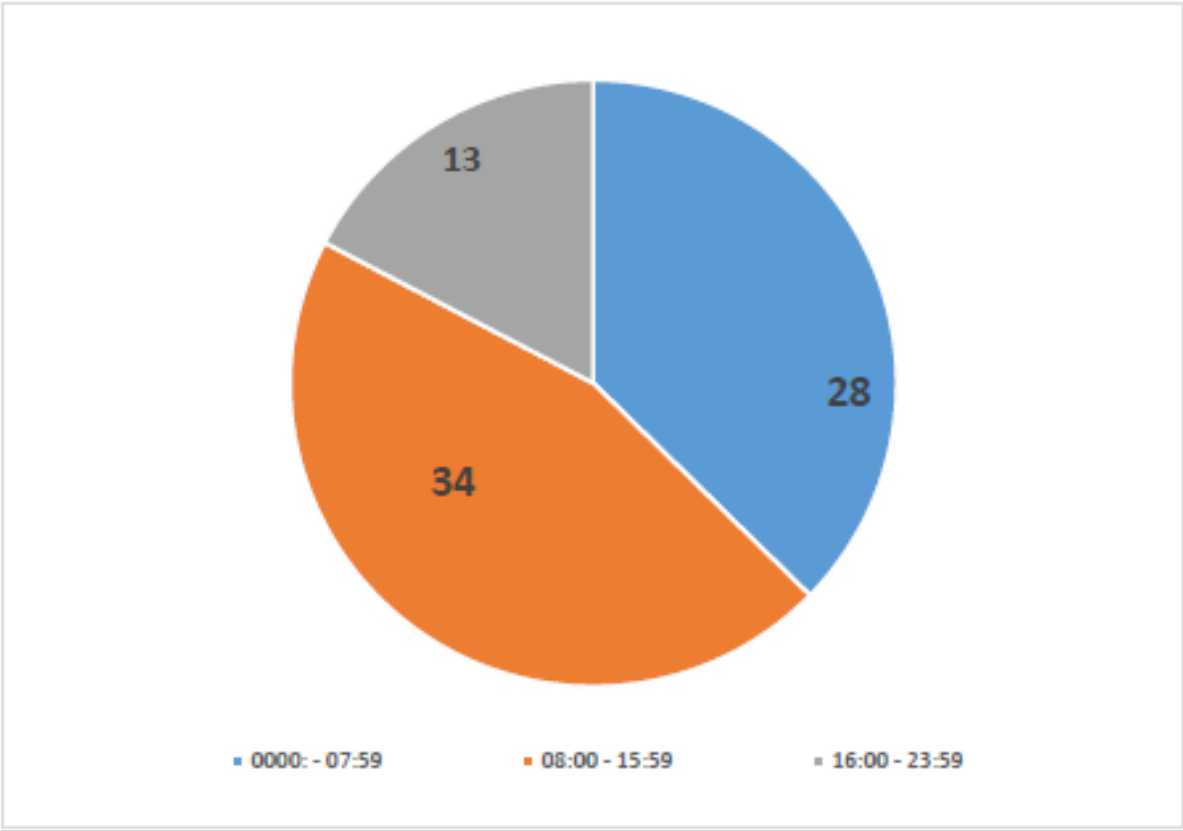
**NNU STATS June 2021:**



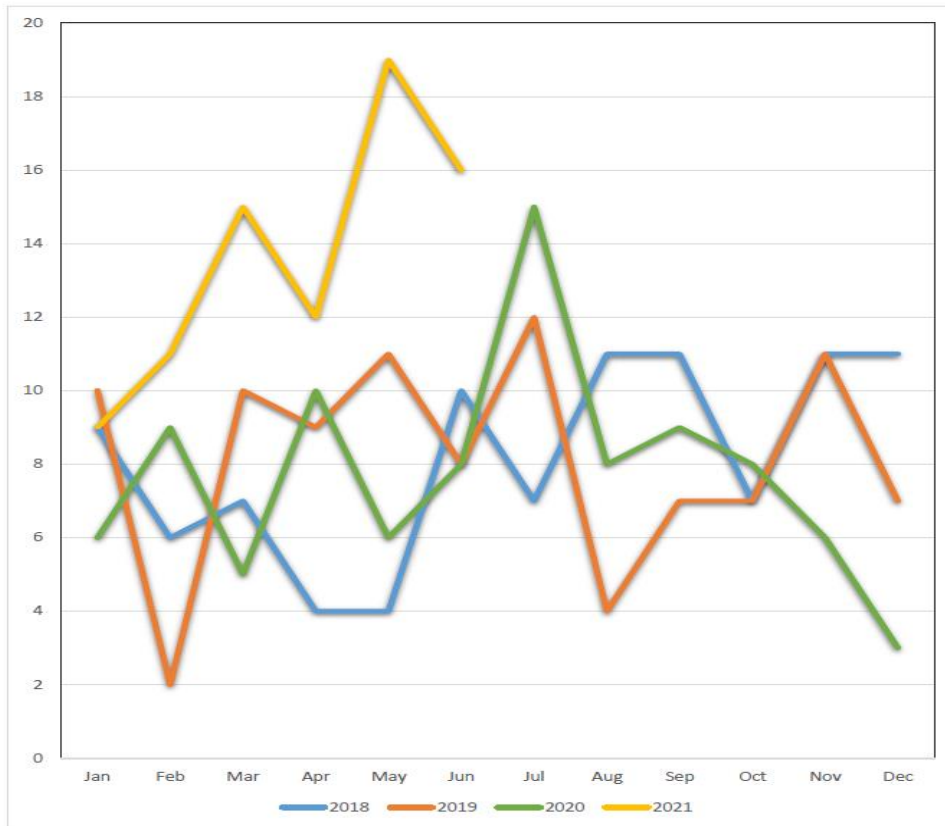
## LOCATION BY REGION



**Time of Incident:**



### Incidents by Calendar Month



### 13. Policing Successes

Throughout the month of June 2021, there have been numerous incidents of notable 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 and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during June 2021 is provided below:

On 11 June 2021, the Armed Support Unit (ASU) responded to a call indicating that a domestic violence incident had occurred, during which a female had been assaulted by her partner, who was subsequently attempting to hang himself. Upon arrival, the ASU observed an unresponsive male in the rear garden. The members immediately commenced CPR on the male, utilised a defibrillator and sought the assistance of an ambulance. Following the arrival of the ambulance, members continued with CPR on the male and a pulse was found. The male, who was unconscious but breathing, was taken to Hospital for further treatment.

Also on 11 June 2021, personnel from the Garda National Immigration Bureau (GNIB) arrested a suspect at Kerry Airport on suspicion of fraudulently obtaining a genuine Irish passport. The suspect was detained and subsequently charged on 12 June 2021, on suspicion of committing an offence contrary to the provisions of Section 20(1)(d) of the Passports Act 2008. The accused person remains on bail, pending future court proceedings.

On 14 June 2021, in the course of an ongoing investigation into alleged corrupt practices within a statutory body, personnel from the Garda National Economic Crime Bureau (GNECB) carried out an arrest operation in the Eastern Region. One suspect was arrested and detained on suspicion of committing an offence of conspiracy, contrary to the provisions of Section 71 of the Criminal Justice Act 2006. The suspect was subsequently released without charge, pending the submission of an investigation file to the Law Officers. This is the tenth arrest made in the course of this ongoing complex corruption related investigation.

On 16 June 2021, an urgent warrant was received from the UK under the Trade and Cooperation Agreement in respect of a suspect, relating to alleged terrorism offences and possession of child abuse images. Processing of the warrant was expedited with the assistance of the Chief State Solicitors Office and it was endorsed in the High Court. The suspect was subsequently arrested and brought before the High Court, where bail was objected to and the accused person remains in custody pending a future court appearance. This was the first arrest on warrant under the Trade and Cooperation Agreement from the UK.

On 17 June 2021, an off-duty Garda in the Eastern Region reported a suspicious vehicle travelling from the Dublin direction on the N2 towards County Meath. Local Gardaí responded immediately and encountered the vehicle. The vehicle failed to stop for members and following a collision with a patrol car, five occupants subsequently fled on foot. Following an intensive pursuit, two suspects were arrested and detained under Section 50 of the Criminal Justice Act, 2007. Following the circulation of details of the arrests to Crime Tasking Units in each Region, it was established that both prisoners were suspected of a large volume of crime, in particular a number of burglary offences. In addition, during a follow up search of the vehicle, numerous items of evidence, including house breaking implements and false vehicle registration plates were located. Further enquiries with the London Metropolitan Police established that the vehicle was stolen from the UK in March 2021. Both suspects were subsequently charged with a number of offences contrary to the Criminal Justice (Theft and Fraud Offences) Act 2001 and the Road Traffic Act 1961 and appeared before a special sitting of the District Court, where they were remanded in custody to appear before the courts at future dates.

Also on 17 June 2021, during the course of an ongoing intelligence led operation targeting serious organised crime, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB), co-ordinated the stopping and search of a vehicle in the Dublin area, resulting in the seizure of cash totalling €18,700. In the course of follow up searches, an additional €136,900 and 9 kilograms of cannabis herb, with an estimated street sale value of €180k were located and seized. One suspect was arrested, detained and subsequently charged in respect of alleged money laundering and drug related offences. The accused person remains on bail, pending future court proceedings.

On 22 June 2021, members from the Armed Support Unit (ASU), responded to reports that a male had threatened self-harm and locked himself in his bedroom. Upon arrival at the scene, ASU members spoke with family members who stated that he had been verbally aggressive and threatening towards them and threatened to harm himself and any Gardaí present. Members were also informed that several large dogs were present in the house. Local Gardaí and the ASU established a cordon and attempted to engage with the suspect, who entered the garden a number of times in an agitated state, armed with a hammer and a wrench. A negotiator was deployed by the National Negotiation Unit and an operation commander was appointed. As the subject became more erratic, a decision was made to enter the house. The members entered the dwelling and located the subject, who had barricaded himself into a ground floor room. The suspect climbed out a window into the rear garden where ASU members apprehended him. The suspect was arrested by local Gardaí under Section 12 of the Mental Health Act 2001 and conveyed to Tallaght Garda Station, where he was later conveyed to hospital for psychological evaluation.

Also on 22 June 2021, personnel attached to the Garda National Immigration Bureau (GNIB) removed one foreign national from the state, who is subject to a Removal/Exclusion Order issued by the Minister for Justice. The aforementioned foreign national is subject of conviction in respect of a term of imprisonment of 15 years, relating to offences contrary to the provisions of Section 4 of the Criminal Law (Rape) (Amendment) Act, 1990.

On 23 June 2021, whilst on patrol in the Southern Region, a male approached the patrol van pointing a firearm at the members. Gardaí retreated and kept the suspect in sight, where they observed the male pointing the firearm at a number of civilians. Whilst under observation, the suspect dialled 999 and told the call taker that he had a gun and gave his location. Additional Gardaí attended the scene and when the suspect noticed the patrol van, he raised the firearm, pointed it at the Gardaí and walked towards the van. Noting the danger, Gardaí immediately retreated and sought the assistance of the Armed Support Unit (ASU). Upon the arrival of ASU, the male again pointed his firearm at ASU members. An ASU member exited the vehicle and approached the suspect at speed and tackled him to the ground. The suspect was arrested for the offence of 'possession of an imitation firearm in a public place' and detained. He was later brought to an acute mental health ward in a hospital as an involuntary patient.

On 25 June 2021, during the course of an ongoing intelligence led operation targeting serious and organised crime, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB), assisted by Revenue and Customs Service, co-ordinated the stopping and search of an articulated truck, which had entered the state through Rosslare ferry port. In the course of the search, 37 kilograms of herbal cannabis, with an estimated street sale value of €740k, was located and seized. One suspect was arrested, detained and subsequently charged in respect of alleged drug related offences. The accused person remains in custody, pending future court proceedings.

On 28 June 2021, as part of an ongoing investigation relating to the suspected criminal activities of a South American organised crime gang, the Human Trafficking Investigation & Coordination Unit within the Garda National Protective Services Bureau (GNPSB), undertook a number of co-ordinated searches. As a result of the searches, two suspects were arrested, detained and subsequently charged



in respect of alleged human trafficking, organised prostitution, money laundering and immigration related offences. Both accused persons remain in custody pending future court appearances.

On 29 June 2021, Gardaí in the North Western Region received a call stating that two juvenile females left their residential house after a dispute with care workers and would not return home. Gardaí were immediately dispatched to a local lake, where the females were located. Having observed the arrival of Gardaí, the two females jumped into the lough and refused to leave. Due to the remote nature and poor visibility, Gardaí at the scene were unable to observe the females but engaged verbally with them. As the behaviour of the females was becoming unpredictable and their voices were becoming hard to hear, Gardaí sought the assistance of the Coastguard Helicopter Rescue 116, and with the aid of the Nightsun on the helicopter, the females were located. Gardaí continued to engage with the females in a calm and professional manner, which encouraged them onshore, where they were medically examined. Despite being in the water for over two hours in darkness, neither female had any injuries. However, they were subsequently taken to hospital with their guardians as they were at risk of hypothermia.

### **Extradition Unit**

The COVID-19 related pandemic poses particular challenges with regard to engaging in the extradition process, however, the Extradition Unit within the Garda National Bureau of Criminal Investigation (GNBCI), has continued to ensure that the process of extradition of fugitives is undertaken, where appropriate. Activity undertaken in the relevant period includes:

- 18 persons subject of extradition related proceedings, arrested.
- 6 repatriations undertaken.
- 6 persons subject of extradition related proceedings, surrendered.

### **Garda National Cyber Crime Bureau**

During the month of June 2021, personnel attached to a Cyber Investigation Unit within the Garda National Cyber Crime Bureau (GNCCB) continued with their investigation into a Ransomware attack on the ICT systems of the Health Service Executive (HSE) and an attempted Ransomware attack of the ICT systems of the Department of Health. With the assistance of Europol and Interpol, a comprehensive investigation remains ongoing with continued liaison with industry, academia and other law enforcement experts, including the FBI, Canadian Police, the National Crime Agency (NCA) and the United States Secret Service. As part of this investigation, enquiries are continuing into the identification of the level and the sources of data that have been exfiltrated from the systems of the HSE.

### **Garda National Economic Crime Bureau**

The Criminal Intelligence Officer role in the Garda National Economic Crime Bureau (GNECB) has been expanded to incorporate a prevent and disrupt role with a substantive number of proactive actions being taken. During the month of June 2021, preventative actions were taken in respect of seven fraudulent websites, social media accounts and associated phone numbers, which were brought to the attention of GNECB by members of the public, local Gardaí and regulatory bodies. These actions support investigations reported locally, in addition to providing support to external bodies such as the Central Bank of Ireland. In addition, GNECB continued a crime prevention action relating to Phishing/Smishing & Vishing incidents as these incidents have been prevalent in recent months. Advice for members of the public was circulated in various forms across a number of platforms. Guidance was also circulated for members of the Garda Síochána in dealing with such incidents and action in this area remains ongoing.

## **Criminal Assets Bureau**

During June 2021, the Criminal Assets Bureau (CAB) undertook a number of search operations targeting the assets and activities of persons believed to be involved in criminal activity, which resulted in the seizure of €50,425 in cash, 4 Rolex watches, 5 vehicles and a quantity of designer goods. €271k was also restrained in financial accounts by way of Section 17 (2) of the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010.

Additionally, during June 2021, the CAB secured two orders, pursuant to Section 2 of the Proceeds of Crime Act 1996, as amended, in respect of €19,000 in cash, three vehicles, four high value watches and €38,941 held in financial accounts. CAB also obtained two orders pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996 as amended, in respect of one retail property and €84,642 and €128,258 held in financial accounts.

## **14. Community Engagement and Organisational Initiatives**

### **Garda National Diversity and Integration Unit**

On 2 June 2021, Assistant Commissioner, Roads Policing and Community Engagement and the Garda National Diversity and Integration Unit met with religious leaders from the Dublin City Interfaith Forum (DCIF) representing Christianity, Judaism, Islam, Bahà'í, Hinduism, Sikhism and Buddhism faiths. Established in 2012, DCIF aims to provide the space and opportunity for religious communities to build relationships with statutory and voluntary organisations and Dublin City communities. The participants provided background information on their respective roles and were briefed on the work of the Garda National Diversity and Integration Unit and the implementation of An Garda Síochána's Diversity and Integration Strategy 2019- 2021.

### **Seatbelt Sheriff**

On 9 June 2021, the Road Safety Authority (RSA) announced the winners of the 2021 'Seatbelt Sheriff' poster competition in an online ceremony shared on Garda and RSA media platforms. The ceremony featured members of the Garda Mounted Unit congratulating the winners and reminding children of the importance of buckling up when travelling in a car.

### **EU Wide Focus Day on Domestic Burglary**

On 16 June 2021, the third EU Wide Focus Day on Domestic Burglary took place. As a member of the European Crime Prevention Network (EUCPN), An Garda Síochána, along with 16 other European countries, aims to improve the fight against domestic burglary by informing citizens on how they can better protect their homes against this crime. An Garda Síochána highlighted its commitment to the fight against domestic burglaries. The recently updated Home Security Checklist Challenge encourages members of the public to consider the security features of their home both inside and out, and areas where they might consider making changes.

## Bikesafe Programme

On 18 June 2021, An Garda Síochána launched a pilot BikeSafe Programme, which offers a BikeSafe workshop and an ‘on the road’ assessment ride accompanied by an advanced Garda motorcyclist. The programme was launched at Dublin Castle and speakers at the event included;

- Garda Commissioner
- Chief Superintendent, DMR Roads Policing Division
- A Consultant Orthopaedic and Spine Surgeon (and avid motorcyclist)
- A PSNI BikeSafe representative, and
- An RSA motorcycle specialist.

BikeSafe will run as a pilot scheme from June to September 2021 by the DMR Roads Policing Division.



### Crime Prevention Ambassadors Programme

On 21 June 2021, the Garda National Community Policing Unit and the Garda National Crime Prevention Unit met with Muintir Na Tíre and Age Friendly Ireland to discuss the future development of the Crime Prevention Ambassadors Programme. This is a peer to peer older person programme that delivers crime prevention advice and material to older or vulnerable people in communities. Pilot areas of Cavan, Monaghan, Meath, Cork West, DMR West and Laois/Offaly were initially selected for the Programme.



### Family Pride Walk

During the month of June, Community Relations took part in a number of initiatives to support the LGBTI+ community. The Garda Diversity car continued to tour throughout the country in June to raise awareness of An Garda Síochána's commitment to support the LGBTI+ community. It was also utilised for a Family Pride Walk organised by the teachers and students of the Flower-Tot's Preschool in Dublin. Parents and children took part in the event carrying rainbow flags and balloons in support of the local LGBTI+ community.



In addition, a message of support and acknowledgement of the anniversary of decriminalisation of homosexuality in Ireland (24 June 1993) was sent from the Garda National Diversity and Integration Unit to their LGBTI+ network.

## Lighting up of Garda Headquarters

On 25 June 2021, the Garda National Diversity and Integration Unit (GNDIU) and Equality Diversity and Inclusion Section were joined by Deputy Commissioner, Strategy Governance and Performance to mark the lighting up of Garda Headquarters with Pride colours. GNDIU also carried out patrols of Dublin City Centre on to provide visibility in areas where Pride celebrations were taking place.



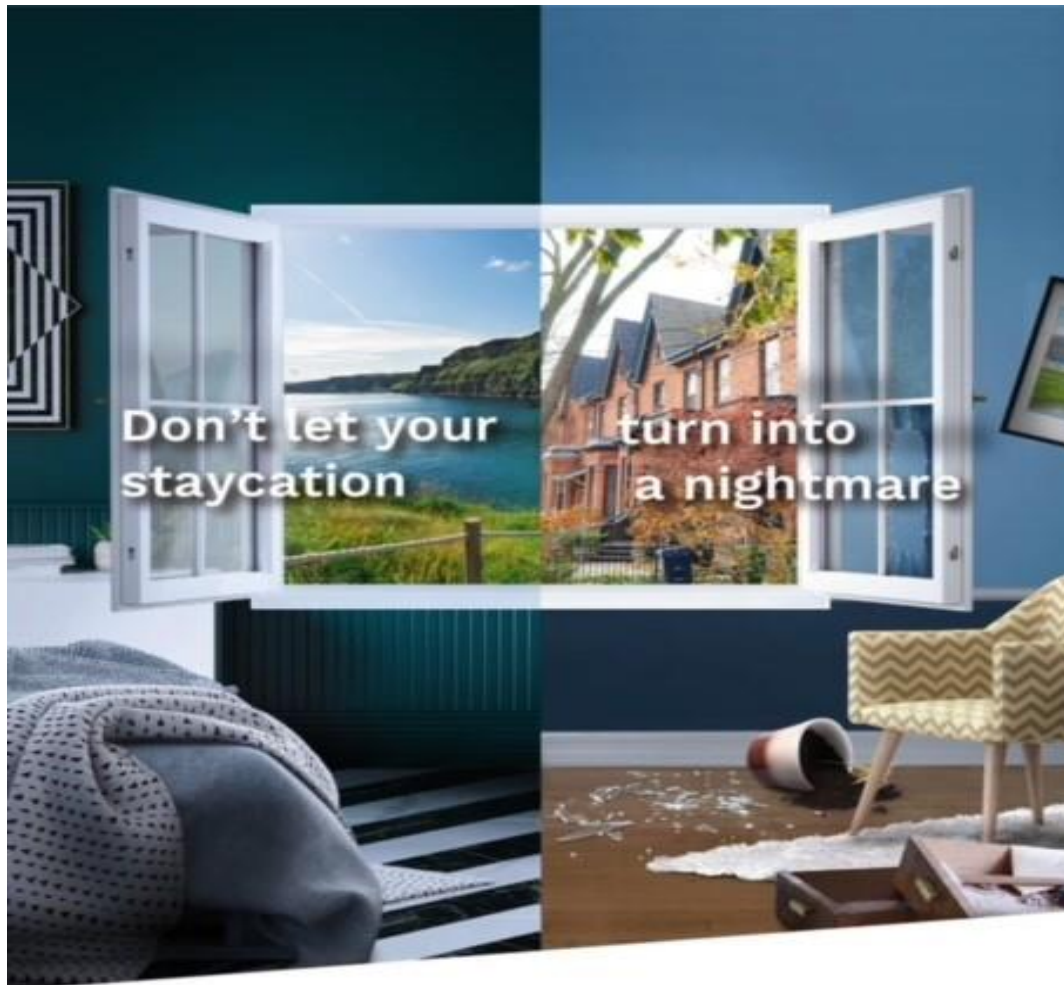
## Campus Watch – Money Mules Presentation Pack

The Garda National Community Policing Unit, with the assistance of the Garda National Economic Crime Bureau developed a Campus Watch presentation pack on money mules, bringing awareness to a group of 18-23 year olds, the age group most likely to be targeted by this type of crime. The electronic pack includes a presentation, guide and notes to support members in their understanding of investigating money mule incidents. The presentation pack was uploaded onto the new Community Policing Toolkit for all Community Gardaí to access.



## Summer Staycation Campaign

On 28 June 2021, An Garda Síochána launched the Summer Staycation Campaign at the Garda Boat Club. The key message of the campaign is to “Stay cautious on your staycation” and is aimed at holidaymakers across Ireland embarking on summer breaks, with An Garda Síochána and the RSA urging road users to ensure that they are safe on the roads. The event was attended by Assistant Commissioner, Roads Policing and Community Engagement, the CEO and Chairperson of the Road Safety Authority and the Minister of State at the Department of Transport. ‘Staycationing’ was also featured in the final episode of Crimecall, broadcast on 28 June 2021. The segment reiterated the messages highlighted in the campaign. Crime prevention advice was also offered with emphasis on the need to secure items safely in vehicles at scenic/beauty spots.



**Keep the surprises  
for your holiday**

**#StopDomesticBurglaries**



With financial support from the  
Member States of the European  
Union under the Erasmus+ programme  
of the European Commission



EUCPN

.be

Check out our burglary  
prevention tips on  
[NoStressHoliday.eu](https://www.no-stress-holiday.eu)



**Garda National Crime Prevention Unit**

Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
No update requested	Grey
Reported by DOJ	Blue

Priority 1. Community Policing

1.1 Enhance community engagement and public safety	1.1.1 Identify risk and the vulnerable in the community	Green
	1.1.2 Rolling out the Community Policing Framework in a further 8 Divisions	Green
	1.1.3 Piloting Local Community Safety Partnerships in 3 Divisions	Green
1.2 Enhance our proactive engagement with local communities	1.2.1 Engagement in the community, and Diversity Forum in relation to policing of Covid-19	Green
	1.2.2 Implementing the Diversity and Integration Strategy 2019-2021	Yellow
1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey	<p>1.3.1 Maintaining and building on positive results in respect of the following–</p> <ul style="list-style-type: none"> <li>An Garda Síochána is trusted by the local community</li> <li>The local community are listened to by An Garda Síochána</li> <li>An Garda Síochána prioritises issues that matter to people in the local community</li> <li>Community relations are central to the work of Garda Síochána</li> <li>An Garda Síochána organisation is community focused</li> <li>Number of victims reporting their most recent crime incident</li> <li>Number of victims that felt that the right amount of information had been provided to them</li> </ul>	Grey
1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey	<p>1.4.1 Maintaining and building on positive results in respect of the following–</p> <ul style="list-style-type: none"> <li>The local community is consistently satisfied with the service from An Garda Síochána</li> <li>The right level of Garda presence is established in local areas</li> <li>Victims are satisfied with the service provided by An Garda Síochána</li> <li>An Garda Síochána is seen as a friendly and helpful service</li> </ul>	Grey
1.5 Maintain or Increase the number of people in local communities who feel safe by taking actions aimed at controlling the level of assaults in public and domestic burglaries	<p>1.5.1 Maintaining and building on positive results in respect of the following–</p> <ul style="list-style-type: none"> <li>The perceptions of crime in local areas as a serious problem is reduced</li> <li>Awareness of Garda patrols in local areas</li> <li>Garda members in the area can be relied upon to be there when you need them</li> <li>Level of Domestic Burglaries</li> <li>Incidents of Assaults in Public</li> </ul>	Grey

## Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse	2.1.1 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh)	Green
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	Green
	2.1.3 Domestic Abuse Risk Assessment Tool	Green
2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability	2.2.1 Reducing the backlog for the examination of seized electronic devices to below 12 months	Red
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse	Green
	2.2.3 Increasing the quality and quantity of information on economic crime provided to Divisions	Yellow
2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience	2.3.1 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates	Green
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units	Green
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units	Grey
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families	Green
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	Yellow
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	Green
2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate	2.6.1 Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> <li>• Fear of crime has no impact on quality of life</li> <li>• People do not worry about becoming a victim of crime</li> <li>• People have no fear of crime in general</li> <li>• Proportion of people who said they were victims of crime</li> <li>• Awareness of Garda patrols in local areas</li> </ul>	Grey



<b>2.7 Implement appropriate operations to support any measures arising from Covid-19</b>	<b>2.7.1</b> Operations and activities to respond to Covid-19	Green
<b>2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity</b>	<b>2.8.1</b> Continuing to take action targeting organised crime groups	Green
	<b>2.8.2</b> Implementing and reviewing the OCG threat assessment matrix	Green
	<b>2.8.3</b> Monitoring the level of seizures of firearms, drugs and currency	Yellow
<b>2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.</b>	<b>2.9.1</b> Continuing to implement Crowe Horwarth recommendations	Green
	Enhancing mobility access for Roads Policing	Green
	Increasing the proportion of FCNs issued through the use of mobility devices	Green
	<b>2.9.2</b> Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	Green
	<b>2.9.3</b> Monitoring Road deaths / serious injuries	Green
	<b>2.9.4</b> Monitoring Lifesaver offences	Green
	<b>2.9.5</b> Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence	Green

### Priority 3. A Secure Ireland

<b>3.1 Continue to enhance the security of the State, managing all possible threats and challenges</b>	<b>3.1.1</b> <ul style="list-style-type: none"> <li>• Conducting Intelligence-led operations with our domestic and international partner agencies</li> <li>• Continuing to monitor threats posed by extremists</li> <li>• Identifying, targeting and disrupting terrorist linked activities and support network</li> <li>• Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism</li> </ul>	Blue
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<b>3.2 Enhance our intelligence capacity/capability</b>	<b>3.2.1</b> <ul style="list-style-type: none"> <li>Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence</li> </ul>	
<b>3.3 Collaborate with our partners, contributing to national and international security</b>	<b>3.3.1</b> Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises	
	<b>3.3.2</b> Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána	

#### Priority 4. A Human Rights Foundation

<b>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</b>	<b>4.1.1</b> Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to Covid-19	
	<b>4.1.2</b> Rolling-out human rights training	
	<b>4.1.3</b> Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody	
	<b>4.1.4</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	
	<b>4.1.5</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	
	<b>4.1.6</b> Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	
	<b>4.1.7</b> Continuing to review key policies through the lens of the Human Rights Screening Tool	
<b>4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.</b>	<b>4.2.1</b> Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	
	<b>4.2.2</b> Commencing Anti-Corruption Unit activities	

## Priority 5. Our People

5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce	5.1.1 Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021	Yellow
	5.1.2 Developing a diversity recruitment roadmap	Green
5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time	5.2.1 Strategic workforce planning	Yellow
	5.2.2 Continuing to roll-out the HR Operating Model	Green
	5.2.3 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed	Grey
5.3 Prioritise the wellbeing of our people	5.3.1 Commencing implementation of the Health and Wellbeing Strategy	Yellow
5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit	5.4.1 Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	Green

## Priority 6. Transforming our Service

6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges	6.1.1 Roll-out of the Operating Model	Yellow
	6.1.2 Enhance our Finance Function	Green
	6.1.3 Progressing the enhancement of corporate functions	Green
	6.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel that An Garda Síochána is modern and progressive	Grey
6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools	6.2.1 Continuing the roll-out of the Digital Strategy	Green
	6.2.2 Roll-out of the Investigation Management System	Yellow
	6.2.3 Roll-out of the Rosters and Duty Management System	Yellow

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												Total to end 2021	
	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	0	0	0	2	1	0	0	1	0	0	0	4
Superintendent	0	0	1	0	1	1	2	1	1	0	1	0	0	8
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>

**Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of June 2021**

<i>Data as at the end of June 2021</i>													
Rank	ECF	Position at end of last month - May	Appointed in Month - June	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	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	47	48	1	0	0	0	2	0	0	0	0	<b>47</b>	<b>0</b>
<b>Superintendent</b>	168	167	0	0	0	0	0	1	0	1	0	<b>165</b>	<b>3</b>
<b>Total</b>	<b>223</b>	<b>223</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>220</b>	<b>3</b>

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

<i>Breakdown of Leave – Garda Members</i>																			
<i>As at 30.06.2021</i>	<i>Gender</i>	<i>Work Share</i>	<i>% Garda Rank</i>	<i>% by Gender</i>	<i>Career Break</i>	<i>% Garda Member</i>	<i>% by Gender</i>	<i>Maternity Leave</i>	<i>% Garda Member</i>	<i>% by Gender</i>	<i>Unpaid Maternity</i>	<i>% Garda Member</i>	<i>% by Gender</i>	<i>Paternity Leave</i>	<i>% Garda Member</i>	<i>% by Gender</i>	<i>Parental Leave</i>	<i>% Garda Member</i>	<i>% by Gender</i>
<i>Garda</i>	<b>Male</b>	2	0.02%	0.02%	21	0.18%	0.25%	0	0.00%	0.00%	0	0.00%	0.00%	12	0.10%	0.14%	16	0.13%	0.19%
	<b>Female</b>	80	0.67%	2.33%	27	0.23%	0.79%	64	0.54%	1.87%	36	0.30%	1.05%	0	0.00%	0.00%	76	0.64%	2.22%
<i>Sergeant</i>	<b>Male</b>	1	0.05%	0.07%	2	0.10%	0.13%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	6	0.31%	0.40%
	<b>Female</b>	3	0.15%	0.67%	0	0.00%	0.00%	5	0.26%	1.11%	3	0.15%	0.67%	0	0.00%	0.00%	2	0.10%	0.44%
<i>Inspector</i>	<b>Male</b>	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Superintendent</i>	<b>Male</b>	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Total Male</b>	3	0.02%	0.03%	23	0.16%	0.22%	0	0.00%	0.00%	0	0.00%	0.00%	13	0.09%	0.12%	22	0.15%	0.21%
	<b>Total Female</b>	83	0.57%	2.08%	27	0.19%	0.68%	69	0.48%	1.73%	39	0.27%	0.98%	0	0.00%	0.00%	78	0.54%	1.95%
	<b>Total</b>	<b>86</b>	<b>0.59%</b>		<b>50</b>	<b>0.35%</b>		<b>69</b>	<b>0.48%</b>		<b>39</b>	<b>0.27%</b>		<b>13</b>	<b>0.09%</b>		<b>100</b>	<b>0.69%</b>	

**Appendix E – Breakdown of Leave – Garda Staff**

<i>Breakdown of Leave – Garda Staff</i>																			
<i>As at 30.06.21</i>	<b>Gender</b>	<b>Work Share</b>	<b>% Total Staff</b>	<b>% by Gender</b>	<b>Career Break</b>	<b>% Total Staff</b>	<b>% by Gender</b>	<b>Maternity Leave</b>	<b>% Total Staff</b>	<b>% by Gender</b>	<b>Unpaid Maternity</b>	<b>% Total Staff</b>	<b>% by Gender</b>	<b>Parental Leave</b>	<b>% Total Staff</b>	<b>% by Gender</b>	<b>Paternity Leave</b>	<b>% Total Staff</b>	<b>% by Gender</b>
<i>CO</i>	<b>Male</b>	9	0.46%	1.91%	5	0.26%	1.06%	0	0.00%	0.00%	0	0.00%	0.00%	5	0.26%	1.06%	0	0.00%	0.00%
	<b>Female</b>	258	13.33%	17.62%	11	0.57%	0.75%	14	0.72%	0.96%	6	0.31%	0.41%	41	2.12%	2.80%	0	0.00%	0.00%
<i>EO</i>	<b>Male</b>	0	0.00%	0.00%	1	0.13%	0.51%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.40%	1.52%	0	0.00%	0.00%
	<b>Female</b>	39	5.23%	7.13%	7	0.94%	1.28%	13	1.74%	2.38%	2	0.27%	0.37%	16	2.15%	2.93%	0	0.00%	0.00%
<i>AO</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	5.56%	11.11%	0	0.00%	0.00%	0	0.00%	0.00%
<i>HEO</i>	<b>Male</b>	0	0.00%	0.00%	1	0.71%	1.72%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	4	2.84%	4.82%	2	1.42%	2.41%	2	0.00%	0.00%	0	0.00%	0.00%	7	4.96%	8.43%	0	0.00%	0.00%
<i>AP</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	1	1.45%	2.63%	0	0.00%	0.00%	0	0.00%	0.00%	2	2.90%	5.26%	0	0.00%	0.00%
<i>Teacher</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	2	12.50%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Cleaner</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	2	0.84%	0.93%	1	0.42%	0.46%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Accountant</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	1	12.50%	25.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Legal Professional</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	25.00%	100.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Chef</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Catering Manager</i>	<b>Male</b>	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Female</b>	1	4.55%	5.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Total Male</b>	9	0.27%	0.96%	7	0.21%	0.74%	0	0.00%	0.00%	0	0.00%	0.00%	8	0.24%	0.85%	0	0.00%	0.00%
	<b>Total Female</b>	307	9.13%	12.66%	22	0.65%	0.91%	30	0.89%	1.24%	10	0.30%	0.41%	66	1.96%	2.72%	0	0.00%	0.00%
	<b>Total</b>	<b>316</b>	<b>9.46%</b>		<b>29</b>	<b>0.86%</b>		<b>30</b>	<b>0.89%</b>		<b>10</b>	<b>0.30%</b>		<b>74</b>	<b>2.20%</b>		<b>0</b>	<b>0.00%</b>	

## Appendix F – Garda Members and Garda Staff Unavailable for duty due to sick Leave

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

\*OI = Ordinary injury \*\*IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
June 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160
Sept 2020	1,242	155	104	9	8	0	1,354	164
Aug 2020	1,095	144	83	10	11	1	1,189	155
Jul 2020	1,076	145	92	8	7	1	1,175	154
Jun 2020	924	144	65	9	4	1	993	154

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175
Apr 2021	1,095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166



Nov 2020	1,107	162	81	8	2	0	<b>1,190</b>	<b>170</b>
Oct 2020	1,158	152	97	9	2	0	<b>1,257</b>	<b>161</b>
Sept 2020	1,303	156	108	9	8	0	<b>1,419</b>	<b>165</b>
Aug 2020	1,149	145	84	10	11	1	<b>1,244</b>	<b>156</b>
Jul 2020	1,133	145	96	8	7	1	<b>1,236</b>	<b>154</b>
Jun 2020	960	146	67	9	4	1	<b>1,031</b>	<b>156</b>

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jun 2021	<b>11038</b>	<b>4879</b>	<b>1088.5</b>	<b>312</b>	<b>95.5</b>	<b>30</b>	<b>12,222</b>	<b>5,221</b>
May 2021	9,996	4,526.5	1,235	310.5	72	31	<b>11,303</b>	<b>4,868</b>
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	<b>10,136.5</b>	<b>4,627.5</b>
Mar 2021	9,200	4,662.5	962	317	124.5	0	<b>10,286.5</b>	<b>4,979.5</b>
Feb 2021	8,569.5	4,113	893	281	216	7	<b>9,678.5</b>	<b>4,401</b>
Jan 2021	9,865	4,667	900	281	120	0	<b>10,885</b>	<b>4,948</b>
Dec 2020	10,546	4,449	1,058	279	88	0	<b>11,692</b>	<b>4,728</b>
Nov 2020	10,087.5	4,338	1,004	240	44	0	<b>11,135.5</b>	<b>4,578</b>
Oct 2020	10,946	4,331	1,128.5	277	25	0	<b>12,099.5</b>	<b>4,608</b>
Sept 2020	11,307	4,067	1,043.5	244	151	0	<b>12,501.5</b>	<b>4,311</b>
Aug 2020	10,731.5	4,108	1,000	298	161	17	<b>11,892.5</b>	<b>4,423</b>
Jul 2020	9,804	4,174.5	963.5	248	114	31	<b>10,881.5</b>	<b>4,453.5</b>
Jun 2020	8629	4,103.5	608.5	263	92	30	<b>9,329.5</b>	<b>4,396.5</b>

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Jun 2021	<b>12,222.00</b>	<b>919.00</b>	<b>8.13%</b>
May 2021	11,303.00	1165.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%
Dec 2020	11,692.00	556.50	5.00%
Nov 2020	11,135.50	-964	-7.97%
Oct 2020	12,099.50	-402	-3.22%
Sept 2020	12,501.50	609	5.12%

Aug 2020	11,892.50	1011	9.29%
Jul 2020	10,881.50	1552	16.64%
May 2020	9,673	-793.5	-7.58%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%
Oct 2020	4,608.00	297	6.89%
Sept 2020	4,311.00	-112	-2.53%
Aug 2020	4,423.00	-30.50	-0.68%
Jul 2020	4,453.50	57	1.30%
Jun 2020	4,396.5	-103	-2.29%

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

Month	No. of Days Absent	LTR	Commentary
Jun 2021	12,222.00	3.17%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 3.2%.
May 2021	11,303.00	2.90%	
Apr 2021	10,136.50	2.61%	
Mar 2021	10,286.50	2.65%	
Feb 2021	9,678.50	2.50%	
Jan 2021	10,885.00	2.81%	
Dec 2020	11,692.00	3.03%	
Nov 2020	11,135.50	2.87%	
Oct 2020	12,099.50	3.12%	
Sept 2020	12,501.50	3.21%	
Aug 2020	11,892.50	3.05%	
Jul 2020	10,881.50	2.79%	
Jun 2020	9,329.50	2.38%	

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

Date	No.
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206
Jul 2020	236
Jun 2020	211

### Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302
Aug 2020	213	1	214
Jul 2020	251	1	252
Jun 2020	221	0	221

### Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%
Oct 2020	2,966.5	41	3,007.50	-31.5	-1.03%

Sept 2020	3,008	31	<b>3,039.00</b>	354	13.18%
Aug 2020	2,654	31	<b>2,685.00</b>	-22.50	-0.83%
Jul 2020	2,688.5	19	<b>2,707.50</b>	74.00	2.81%
Jun 2020	2,633.5	0	<b>2,633.50</b>	-188.50	-6.68%

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

Date	Days Absent	LTR	Commentary
June 2021	<b>3,253.00</b>	<b>3.89%</b>	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 5.2%.
May 2021	3,528.50	4.20%	
Apr 2021	2,971.00	3.56%	
Mar 2021	3,179.50	3.81%	
Feb 2021	3,103.50	3.72%	
Jan 2021	3,216.00	3.85%	
Dec 2020	3,174.00	3.82%	
Nov 2020	2,656.50	3.19%	
Oct 2020	3,007.50	3.61%	
Sept 2020	3,039.00	3.66%	
Aug 2020	2,685.00	3.25%	
Jul 2020	2,707.50	3.32%	
Jun 2020	2,633.50	3.25%	

#### 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
Jun 2021	<b>14</b>	<b>380</b>
May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549
Oct 2020	18	486
Sept 2020	13	354
Aug 2020	10	293
Jul 2020	14	383
Jun 2020	16	329

*Sick leave statistics as recorded on SAMS and reported @ 01.06.2021. 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.*

## **Commentary Sick Absence – June 2021**

Sick absence for Garda members has seen an increase in ordinary illness sick absence; however, sick absences for Garda staff has seen a decrease in the last month. Instances and numbers availing of sick absence leave reflect an increase for both Garda members and Garda staff in comparison to the previous month. Comparing June 2021 to June 2020, year on year ordinary illness days have significantly increased for Garda members by 31% and for Garda staff by 23.52%. There is no specific factor identified to explain the month on month increase.

Injury on duty sick absence shows an increase month on month and comparing June 2021 to June 2020, year on year injury on duty has increased by 18.75%. 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 an increase in the last month over the number of sick absence days at 7.25%. Instances of sick absence reflects an increase at 9.71% and the number of Garda members availing of sick absence leave month on month also displays an increase of 8.62%.

### **Ordinary Illness**

The number of sick absence days, month on month, show an increase of 8.13% for Garda members and a decrease of 7.81% for Garda staff. The instances of sick absence month on month show a notable increase for Garda members at 16.18%, and for Garda staff a minimal increase can be seen at 1.58%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members reflecting a 15.81% increase and a 0.67% increase for Garda staff.

As mentioned in previous reports, since November 2020, we are including an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 14, which reflects a 12.5% decrease from May 2021. The number of sick day absences for Garda members in May 2021 was 380 days, which shows a 7.99% decrease from May 2021. While the figures themselves are not significant, we receive a high 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**

As included in previous reports, the Department of Public Expenditure and Reform have issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence, it will be recorded 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.