



An Garda Síochána
Monthly Report to the Policing Authority

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

September 2020

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the ninth monthly report submitted during 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of August 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

Again this month, an update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to keep you advised through our various reporting mechanisms in respect of this area.

Yours sincerely

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

September 2020

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Message from the Commissioner

During the last month, An Garda Síochána continued to support the public health response to COVID-19 using our '4 Es' approach and our tradition of policing by consent. Our personnel throughout the country are playing an active role in supporting the most vulnerable in our communities through regular contact and assisting with jobs..

This is particularly the case for people who have been subject to domestic abuse. Under Operation Faoiseamh, thousands of contacts have been made with victims of domestic abuse. The Operation has seen arrests and over 100 prosecutions commenced. It is very welcome to see the positive feedback received by the Policing Authority from groups and individuals regarding our overall approach and we will continue to operate as a community-focused police service in the months ahead.

Unfortunately, it does appear that COVID-19 and the significant health risks it creates for everyone will be with us for some time and we are planning on this basis. We will continue to support our personnel, particularly those on the front-line, with the necessary personal protective equipment, cleaning materials, changes to station/office set-ups, as well as advice and welfare supports to mitigate the risks to them as best we can. Thanks to those measures and the professionalism and dedication of our personnel, we have managed to maintain a high level of resilience to date.

Of course, as well as supporting the public health effort, we continue to prevent and detect crime. For example, in the last month alone, drugs valued at over €5m were taken off the streets. There were also national operations to tackle fraud, organised crime, and immigration offences. At a local level there were many examples of work to keep people safe, details of which are outlined in the 'Policing Successes' section of the Report.

An Garda Síochána supported efforts to encourage safe driving during the August bank holiday weekend through education and enforcement. However, despite the work we are doing with our road safety partners, deaths so far have increased from the previous year. This is despite the quieter roads for many months earlier in 2020. An Garda Síochána will continue to focus activity on preventing and detecting dangerous behaviour on the roads. But, as with COVID-19, personal responsibility is key, and I would like take this opportunity to remind people of the need to slow down, wear a seat belt, put down the mobile phone, and never drive having taken drink or drugs. If we all take these simple measures, we reduce the risk on our roads and could save many families the terrible pain of losing a loved one.

J A HARRIS
Commissioner

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

Operation Navigation

Operation Navigation commenced at 7pm on Friday, 3 July, 2020, which instructed that all licenced premises are to be visited by uniformed personnel to ensure compliance with the relevant legislation and provisions of the Health Act 1947 (Section 31A – Temporary Restrictions) (COVID-19) (No. 3) Regulations 2020 and to support public health guidelines. To date, the vast majority of licensed premises operating have been found to be in compliance with regulations and licensing laws. From Friday 18 to Sunday 20 September inclusive, 1804 CAD records relate to visits to licenced premises, of which 1068 records indicate the premises was closed based on narrative search.

Operation Fanacht

On Friday, 18 September 2020, Operation Fanacht recommenced, with a high level of visibility of An Garda Síochána members in Dublin City and County in support of public health guidelines. Targeted Garda checkpoints were established throughout the county, with people encouraged not to travel out of or into Dublin County unless absolutely necessary. In supporting the COVID-19 public health guidelines and regulations, An Garda Síochána has and will continue to adopt a graduated policing response based on its tradition of policing by consent. Under Operation Fanacht, An Garda Síochána uses the approach of the '3 Es', which will see Gardaí engage, educate and encourage, only, compliance with travel regulations. For the weekend, 19-20 September 2020, a total of 527 checkpoints were conducted in the DMR and surrounding counties.

2. Finance

The overall financial position at the end of August 2020 shows a total net expenditure of €1,159.4m, which is €22.9m less than the profiled spend of €1,182.3m. The underspend is due to a combination of a capital underspend of €25.9m and additional Appropriations of €14.2m, offset by other net current overspends of €17.2m. As the COVID-19 pandemic remains, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19, as at 31 August 2020 stands at €12,005,595. This includes spend on areas including ICT, communications equipment, PPE and cleaning.

The expenditure on overtime for the year to date (including the Garda College) is €65.4m, which is €0.7m or 1% under the profiled budget. The expenditure on the salaries element in August 2020 was €84.7m and a year to date spend of €754m, results in a year to date overspend of €15m. This is primarily due to increased allowance payments and to the reallocation of staff from the Garda College to operational duty. As there is an offsetting saving of €5.7m for the Garda College payroll costs, the net payroll overrun is €9.3m.

Estate Management

Developments in August: Work on Garda construction projects had ceased as a result of the measures announced by Government to deal with COVID-19 on 27 March 2020. Work has recommenced in line with the lifting of government public health restrictions on the construction sector with projects progressing at the following locations:

- Fitzgibbon Street Garda Station – A full refurbishment of the station is expected to be complete in Q1 2021.
- Athlone Garda Station – Phase 2 of the refurbishment and expansion of the station is expected to be complete in Q4 2020 with Phase 3 (linking Phases 1 and 2) complete in Q2 2021.
- Donegal Town Garda Station – Works are nearing conclusion, with a possible October completion.
- Longford – Works are currently onsite and the project is expected to be completed in Q4 2020.
- Sligo – Work is ongoing to enhance custody facilities with expected completion in Q4 2020.
- Cavan Armed Support Unit – Work commenced on site in June 2020. Projected completion is late Q4 2020.
- Garda Water Unit, Athlone – Works are currently onsite. Projected completion is late Q3/early Q4 2020.

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

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

- Supporting the establishment of new areas under the new Operating Model.
- Custody management facilities in stations (prisoner processing areas and custody CCTV).
- Immigration facilities at Sea Ports and Airport.
- Public Office facilities for meeting members of the community, including universal access.
- Garda stations to support the establishment of Protective Service Units in a number of Divisions.

- Provision of Special Victim Interview Suites.
- Other improvements to enhance operational capacity and effectiveness.

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

3. Human Resources and People Development (HRPD)

- Garda and Staff strengths at 31 August 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- As outlined in previous reports, 82 Garda Trainees were offered a place for the Intake on 25 May 2020 and 75 of these accepted. 79 Garda Trainees were offered a place for the Intake on 22 June 2020 and 75 accepted. These trainees were the first to commence training with the new process.
- Work continues on resourcing additional and new Garda Staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Public Expenditure & Reform, who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.

Garda Strengths

Rank	At 31 August 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	47	37	79%	10	21%	47
Superintendent	166	149	90%	17	10%	166
Inspector	377	307	81%	70	19%	377
Sergeant	2,101	1,630	78%	471	22%	2,098.5
Garda	11,926	8,495	71%	3,431	29%	11,875.5
Total	14,628	10,625	73%	4,003	27%	14,575

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	61	27	44%	34	56%
Work-sharing	53	1.5	3%	51.5	97%
Secondments (Overseas etc.)	14	11	67%	3	33%
Maternity Leave	82	N/A	0%	82	100%
Unpaid Maternity Leave	40	N/A	0%	40	100%
Paternity Leave	13	13	100%	N/A	N/A
Available Strength	14,365	10,572.5	74%	3,792.5	26%

Garda Reserve Strengths

Garda Reserves Strength as at 31 August 2020	Total	Male	%	Female	%
	424	320	75%	104	25%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	59	58.4	36	61%	23	39%
Administrative **	2,900	2,804	772	27%	2,128	73%
Industrial / Non Industrial	385	239.1	117	30%	268	70%
Total	3,344	3,101.5	925	28%	2,419	72%

Of which	Total	Male	%	Female	%
Maternity Leave	27	N/A	0%	27	100%
Unpaid Maternity Leave	5	N/A	0%	5	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
Available Total	3,312	925	28%	2,387	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	321	8	2%	313	98%

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

Career Breaks****	Total	Male	%	Female	%
	27	5	19%	22	81%

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

Garda members reassigned to operational duties as at 04 September 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	1	15	63	79
Total	0.5	10.5	24	101	545	681

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	70	70	32	46%	38	54%
HEO/AO	140	139	57	41%	83	59%
EO	750	740.2	197	26%	553	74%
CO	1,912	1,826.8	470	25%	1,442	75%
Total	2,900	2,804	772	27%	2,128	73%

Parental Leave

01.08.2020 – 31.08.2020	Garda Members	Garda Staff
	100	78

Suspensions: Persons suspended from An Garda Síochána as at 31 August 2020

Total*	Male	%	Female	%
56	49	88%	7	12%

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

4. Information and Communications Technology (ICT)

ICT is continuing to deliver solutions and support personnel throughout the Organisation in accessing Garda Information Systems remotely and in a secure manner throughout the COVID-19 pandemic. This has contributed to reducing occupation levels in Garda buildings and in turn, supported the high levels of operational resilience. ICT continues to provide input to the cross-functional team on Remote Working which will report to the Chief Administrative Officer.

The Estimates Campaign for the 2021 ICT Budget is ongoing and the resultant allocation for Garda ICT will determine the extent and pace of the ongoing technology transformation programme. Any ICT budget reduction for 2021 will pose potential challenges to service provision and project delivery, especially in the cases highlighted to follow.

Schengen (SIS II): The SISII deployment schedule awaits confirmation and formal procedure governing SIS accession. The system will be technically ready to deploy when timeline is confirmed at EU level.

CAD 2: Tender responses from the three Preferred Suppliers have been evaluated. Results were notified to the suppliers at the end of August 2020. Awarding of the contract and subsequent implementation will be subject to budget.

RDMS Deployment: Revised plans for 2020 rollout will include implementation in DMR South-Central in 2020 with initial planning and design to be completed for Limerick Division.

IMS/PEMS Deployment: Permission for training to recommence has been given. A date is awaited pending confirmation on socially distant classroom training. The rollout will continue in Clare and Wicklow which had been progressed before COVID-19 restrictions. Phase 4 will include Laois, Offaly, Meath / Westmeath and Kildare with engagement to start before end of 2020.

Mobile Device Deployment: Planning has started for the next deployment. Initially 100 devices to be deployed and the User Experience team will work with Community Policing to assess requirements. Continued 2021 rollout of mobility devices is budget dependent.

Operating Model: Operating Model Release 1 (prioritised applications) continue to track to mid-October deployment. A centralised STO team is prioritising rollout of Business Services Functional Areas, with rollout timelines for all functional areas to be confirmed. Further Operating Model releases are being planned/designed, which will require ICT alignment and ICT releases. The ability to further support the rollout of the Operating Model in 2021 is budget dependent.

ICT Capacity: Internal delivery capacity continues to be a significant risk (along with budget) to ICT modernisation. Recruitment competitions and panel drawdowns for sanctioned vacancies at EO, HEO, APO level currently being progressed with HR, with competitions to be advertised in Q3 / Q4, subject to recruitment and clearance processes. PO level positions are at various stages of the approval process before recruitment can begin and/or candidates can be drawn from panels.

Cloud Strategy: Weekly review meetings have continued and the first draft of the cloud strategy document has been released to ICT management team for review.

The first meeting of the ICT Prioritisation Board took place on 10 September 2020. The ICT Prioritisation Board has been established to review and prioritise ICT roadmap projects for implementation within the budget available for modernisation. The Board will fit into a wider Governance structure being developed for An Garda Síochána. It reports to the Data Governance Board and onwards to the Garda Executive.

5. Corporate Communications

Engagements

During August 2020, the Office of Corporate Communications continued to engage with external and internal audiences to highlight policing activities and to provide key COVID-19 messaging. This has included content focusing on varied policing activities through a range of measures such as press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts.

Some varied, high level communications during the month of August have focused on issues such as:

- **COVID-19 Restrictions:** Key COVID-19 messaging provided following public health measures imposed on 7 August 2020 and the recommencement of Operation Fanacht for Kildare, Laois and Offaly.
- **Drug Seizures:** During the month of August 2020, numerous press releases were issued on drug seizures, worth a combined value of approximately €5.2m.
- **Road Safety:** August Bank Holiday Road Safety Campaign, with a social media reach of 1.3m.
- **Internal Communications:** Weekly Newsbeat publications with a readership of approximately 13,000, focusing on critical organisational messaging.
- **An Garda Síochána International Day of Action:** A multijurisdictional operation, supported by Eurojust and Europol, with a shared media strategy across all platforms, resulting in significant coverage.

Media Briefings and Interviews

The Office of Corporate Communications managed all communications across traditional, online and broadcast media following the successful conviction at the capital murder trial for the killing of our colleague Detective Garda Adrian Donohue, which included the following:

- A media briefing was held with senior officers and family post the conviction at the Criminal Court of Justice.
- Deputy Commissioner John Twomey, Assistant Commissioner Finbarr O'Brien and Chief Superintendent Christopher Mangan briefed the media, following the conclusion of the murder trial of Detective Garda Adrian Donohue.
- Liaison with RTE for the Primetime Special following the capital murder trial.

Other media briefings and interviews included:

- A media briefing in relation to the new Divisional Protective Services Unit for the Cork North Garda Division.
- An interview of Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement to RTE Radio 1 on the Bank Holiday Road Safety Campaign.
- A briefing in relation to a Fatal Road Traffic Collision at Kenmare Road, Glengarriff, County Cork. There was also an appeal for witnesses.
- The Garda National Economic Crime Bureau regarding invoice redirection fraud advice.

Press Office

- An Garda Síochána issued weekly press release updates on key data under Operation Navigation (licensed premises) and Operation Fanacht (travel restrictions for Laois/Offaly/Kildare).
- Approximately 165 press releases issued by the Press Office and hundreds of press queries were addressed during the month of August 2020 on a range of criminal justice issues.

Internal Communications

- Newsbeat was published every week in August 2020 and continues to reach approximately 13,000 personnel each week with important organisational information. Key updates in August included information on Government Regulations in respect of COVID-19, updates relating to 'A Policing Service for Our Future' and occupational health and well-being.
- The internal intranet is now being updated weekly with COVID-19 related information including getting back to the basics on preventing the spread of COVID-19 and the difference between close contact and casual contact. The intranet portal images have also been updated with new graphics reminding people of some basic precautions that can be taken to stop the spread of COVID.



- Internal Communications are currently in the process of updating COVID-19 safety awareness printed materials (posters and floor decals) for distribution to all Garda Stations nationwide.
- Screensavers were updated for the month of August with a continued focus on COVID-19 to help keep our personnel safe.



Corporate Communications

The Corporate Communications team continues to support An Garda Síochána in its graduated policing response, highlighting Government advice to the public, such as new public health measures imposed for Kildare, Laois and Offaly and the COVID Tracker app, to reduce the spread of COVID-19. Through regular updates shared on our social and digital media channels, we continue to engage and support our communities and demonstrate good practice by Gardaí.

Throughout August 2020, our social media audience was kept informed of the ongoing efforts by Gardai to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries. It also included:

- As mentioned above under Road Safety, the launch of the August Bank Holiday Road Safety Campaign. This was a joint campaign with the RSA and highlighted the dangers of drink driving. The campaign reached 1.3m and had 85.7K video views.
- On 4 August 2020, the sharing of a public awareness video on the cancellation of the Kenmare and Puck Fair.
- On 5 August 2020, the sharing of an infographic titled “6 Tips to Beat Dog Thieves”, raising awareness against dog theft.
- On 7 August 2020, the sharing of Summer Ready advice in relation to water safety.
- Crime prevention public awareness messaging on fraud including: Invoice Re-direction, phishing scams, and Revenue scam.
- Public awareness messaging in relation to the reopening of the Regional Immigration Registration Offices.
- Raising awareness on the help and supports available to victims of hate crime.
- On 19 August, the publication on garda.ie, and sharing to social media, of the GISC Crime Recording guide.
- The sharing of weather warnings and related advice.
- The sharing to social media on 21 August 2020, of episode 2 ‘Going on Patrol’, the series highlighting the work of the Garda Mounted Unit which had an overall engagement rate of approximately 600K.
- On 27 August 2020, the sharing of information on An Garda Síochána International Day of Action targeting activities of an Organised Crime Group.

6. Progress update on embedding the Code of Ethics

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

Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, however some aspects continue to be affected. Owing to COVID-19, no workshops have been conducted since March 2020. Signing of the Code of Ethics declaration continues through trigger points in the careers of personnel within the organisation including mobility and promotion. The governance and communications related activities are continuing.

The Garda Ethics and Culture Bureau (GECB) has engaged with 84 divisions and sections across the organisation since March 2020. Initial returns have been received from all divisions and sections with 85% of returns collated, analysed and reconciled with the validated database. These validated returns indicate a marked increase in recorded data relating to both sign-up to the Code of Ethics and attendance at workshops. The Garda Ethics and Culture Bureau continues to work with 12 divisions to reconcile their initial returns with the validated database.

In addition, the GECB has introduced a process to record sign-up for new Garda staff entrants similar to that in place for new Garda trainees. Internal arrangements have been implemented to ensure the validated database is accurately maintained going forward.

Garda Decision Making Model

The Garda Ethics and Culture Bureau has submitted content to the Garda College for inclusion in the Garda Decision Making Model eLearning training. The impact of the training pause on the development of eLearning has been raised with senior management. A plan for communications to support the eLearning is being developed to accompany the rollout of eLearning.

7. Implementation of Cultural Change

Following the success of the initial communications message around the findings of the culture audit, a further message was published in Newsbeat on 18 August 2020 highlighting the initiatives under 'A Policing Service for Our Future' that address issues from the culture audit. The focus was on projects that address the 'Fix the Basics' finding of the Audit. The article was the headline article that week and over 11,000 personnel viewed it.

An examination of the criteria for a future cultural audit is ongoing and initial discussions have been held with senior management. Research in the marketplace is also underway to identify the most appropriate procurement option for the second culture audit.

8. Risk Management

As a result of COVID-19, a number of support services carried out by the Garda Risk Management Unit (GRMU) have been put on hold. These include Support Staff Briefings, Development Programmes and Quality Assurance Meetings. However, support for all risk management stakeholders continues remotely and meetings are held when necessary, where social distancing can be maintained. In August, two virtual briefings were delivered on Risk Management to all Assistant Principal Officers assigned to implement the 'Business Services Functional Areas' at Divisional Level. A third and final briefing is currently being scheduled for the coming weeks. On 4 September 2020, a meeting was held with the Garda College, where plans were set out for running 'virtual' development programmes. A discussion was held on how the Risk Management content could be modified, to be more effective in a virtual learning environment.

During August and September, A/Deputy Commissioner McMahon, in her role as Chief Risk Officer, met with all Corporate Risk Owners to discuss the management of individual corporate risks and risk mitigation strategies. The Garda Risk Management Unit facilitated these meetings and has recently supported the Chief Risk Officer in the development of a revised 'Corporate Risk Register Summary Document', which is provided to the Policing Authority.

Following the external 'Review of Risk Management' by 'Mazars Ireland', a draft implementation plan is currently being developed, which will consolidate recommendations from the Mazars review with recommendations of the Audit of Risk Management (July 2019) and the Garda Risk Management Unit's Review of Risk Management (2018). On 8 September 2020, a meeting was held with personnel from the Strategic Transformation Office, where practical support was sought for the implementation of the recommendations, with particular reference to the most significant recommendation; development/procurement of a bespoke 'Risk Management IT System'.

Compliance rates for Q2 2020 are currently being collated, however compliance rates from Divisions and Regions remained consistently high throughout 2019, averaging 93%. Overall compliance for Q1 2020 was 99%. The most recent Risk and Policy Governance Board meeting took place on 22 September 2020, via video-conference.

9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for July and August 2020. It is the advice of the Chief Information Officer in An Garda Síochána that this report is self-contained and the current data should not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

- There has been an increase in recorded incidents of uses of force from 95 incidents in July to 108 incidents in August 2020.
- There has been an increase in baton usage from 10 uses in July to 22 uses in August 2020, an increase of over 50%.
- The usage of incapacitant spray has remained consistent with an increase of four uses from 76 in July compared to 80 uses in August 2020.
- Taser usage has remained consistent with an increase of only one use, from four in July to five in August 2020.
- The use of firearm has decreased by four, from five incidents in July to one incident in August 2020.
- There has been an increase in the number of Public Order incidents month on month that had a use of force element from 49% in July to 63% in August 2020, an increase of 14%.
- There has been a noticeable decrease in the amount of Mental Health incidents that had a recorded use of force element. During July 2020, Mental Health accounted for 17% of use of force incidents and in August 2020, this figure has reduced to 3%. This represents a decrease of 14%.
- The number of Theft related incidents that had a use of force element has doubled from 5% in July to 10% in August 2020.
- With respect to days force was used, there is an increase on Monday from 11% in July to 18% in August 2020. Tuesday, Wednesday and Thursday have remained steady. Fridays have seen a decrease, with 25% in July to 16% in August 2020. Saturday has seen a decrease, with 19% in July to 10% in August 2020. Sunday has seen an increase from 14% in July to 25% in August 2020.
- The DMR North Central has recorded an increase of 5% of all recorded incidents of use, from 7% in July to 12% in August 2020.
- The Galway Division has seen a decrease from 9% in July to 3% in August 2020, representing a decrease of 6%.
- Donegal Division has a recorded increase of 3% from 4% in July to 7% during August 2020.
- Most other Divisions remained steady with no noticeable increase or decrease

10. Crime Trends

National Overview

Long term trends in **Property Crime**, **Burglary** and **Criminal Damage** plateaued in 2019, following a sustained downward trend from 2015 – 2018. This reduction has started to resume in 2020, largely due to the COVID-19 pandemic. **Crimes against the Person** and **Sexual Offences**, for which continuous upward trends have been observed in recent years, have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage. Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place. These have had a significant effect on crime, with most crime types reporting significant reductions since mid-March. April and May were complete months of COVID-19 restrictions, allowing for comparison with last year and an *approximation* of the impact that COVID-19 has had on various types of crime. Although some restrictions were lifted in June/July, many remain in place and continue to have an effect on the rate of crime. Comparisons of April-August 2020 with April-August 2019 are provided to follow.

Data Quality Assurance

Monthly meetings continue between An Garda Síochána and the Central Statistics Office on data matters. The three priority data quality actions for 2020 discussed with Policing Authority staff on 5 March 2020 are still in progress.

1. Crime recording rules have been published on the internal Garda Portal and the external website, with plans underway to promote their usage.
2. Eircode capture is being implemented in PULSE 7.6 (currently scheduled for October). This will allow Eircodes to be recorded for new incidents. An Eircode matching project is underway to automatically associate Eircodes with existing addresses in PULSE. Based on the experience of other public bodies, it should be possible to associate Eircodes with 20%-30% of incident addresses. Achieving good Eircode coverage will improve the precision of address recording and also improve the ability to search for records.
3. The robust PULSE data review process, operating by GISC and essential to maintaining quality, continues to function well and has been an essential enabler in the production of verifiable external reports and addressing concerns about the quality of individual records. This will be further validated by an internal and external audit of the review process, to be coordinated initially by the Garda Professional Standards Unit. The CSO will participate in a weekly Performance Accountability Framework (PAF) meeting at a Garda Station in September to see how the output of this data collection process directly supports policing operations.

As flagged in the corporate risk register, the ongoing shortage of data collection capacity (GISC), analytics capacity (GSAS) and data science technology is a barrier to increasing both the quality and value of data to An Garda Síochána. The 2020 reduction in staffing is against a backdrop of the need to implement the data quality strategy and increasing demands for data and information both internally and externally. These are the subject of ongoing business case approvals.

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. Levels are down 16.3% in the 12 months to August 2020, as compared with the 12 months prior to this. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. When April-August 2020 is compared with April-August 2019, there has been a reduction in Property Crime of 33.7%. There have been consecutive increases in Property Crime since April 2020, which is in accordance with normal seasonal patterns, however, due to easing of COVID-19 restrictions throughout the summer, this increase is sharper than previous years as property crime rebounds from the low of April 2020 when lockdown conditions were in effect.

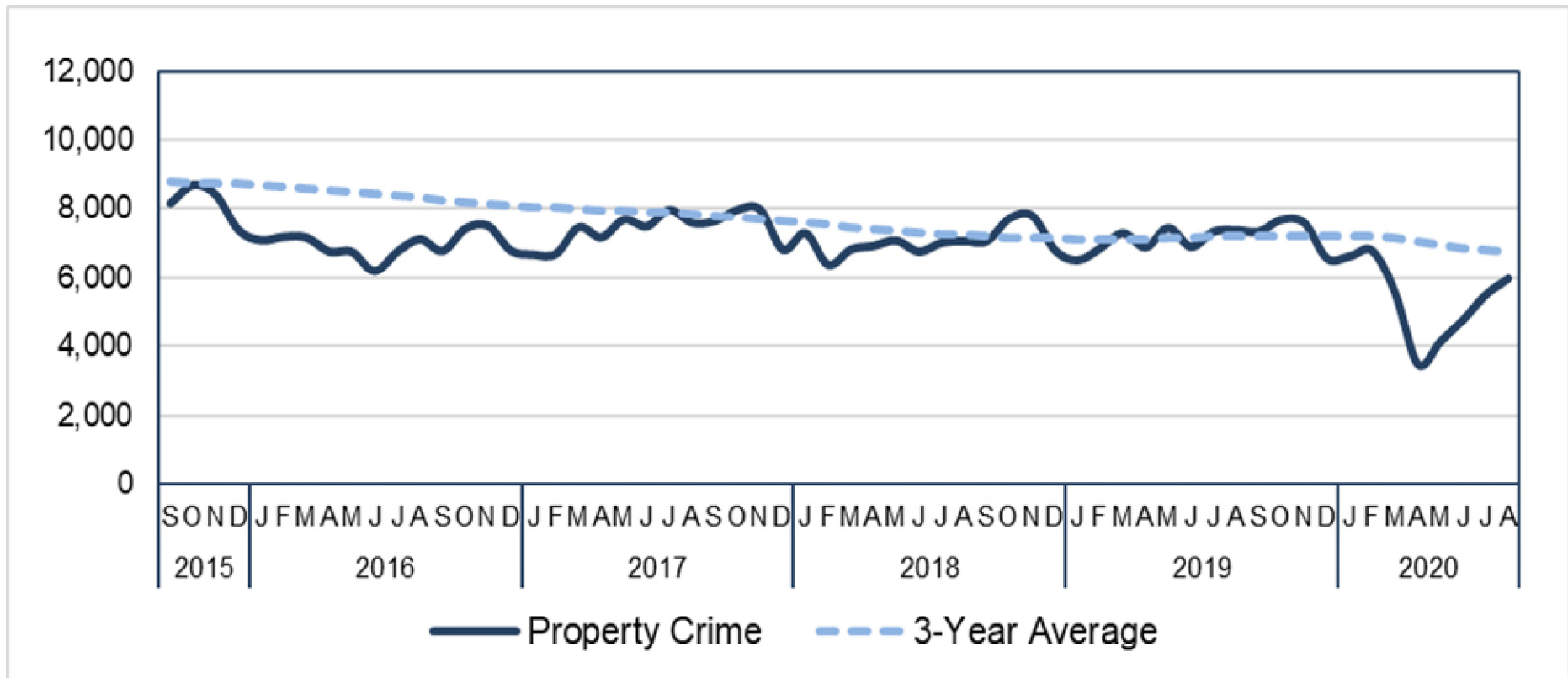


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to peak in October and November each year. Residential burglary was down 15.5% and burglary occurring elsewhere is down 23.2% in the 12 months to August 2020. When compared with April-August 2019, residential burglary has decreased by 43.6% and burglary elsewhere has decreased by 43.8%.

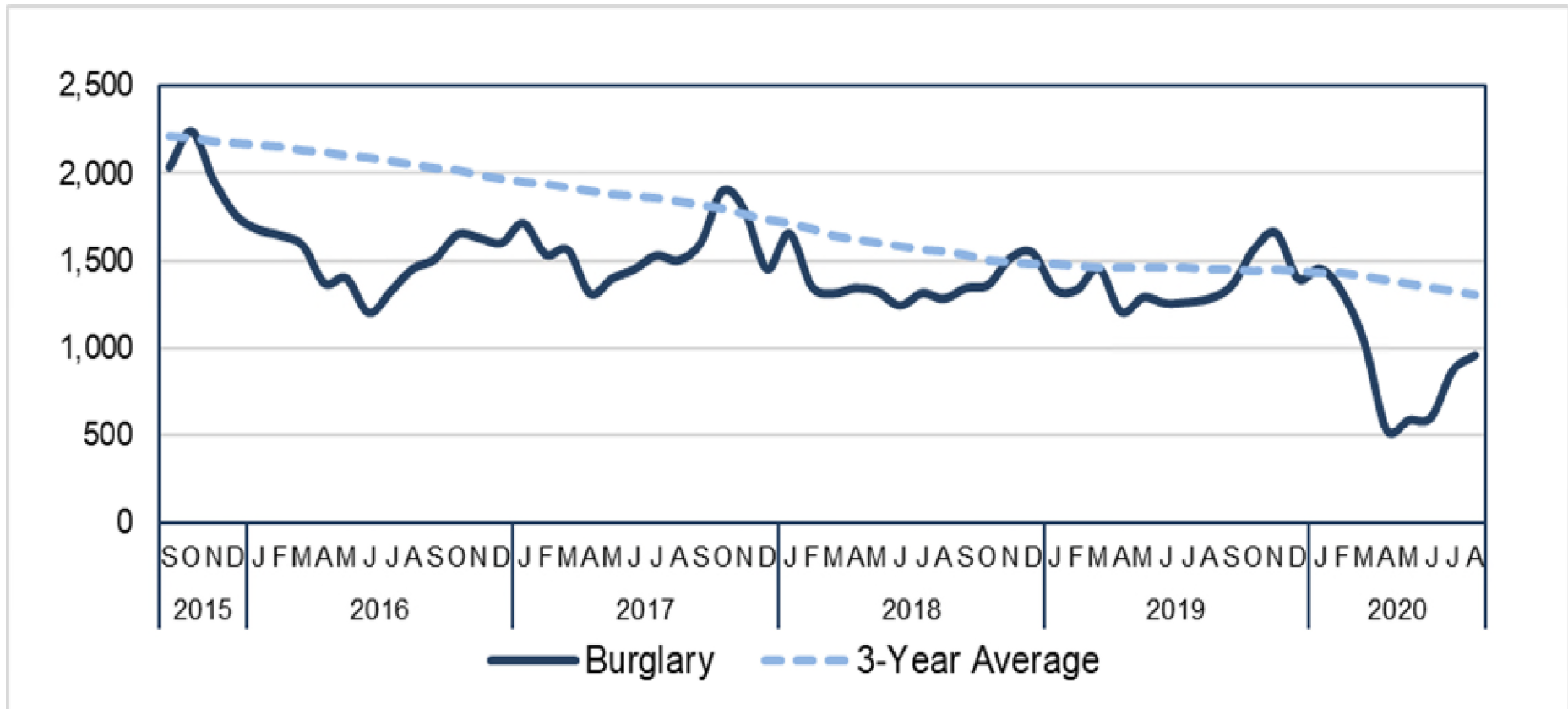


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the Person have plateaued in 2020, following a gradual rise over the past 3 years. In the year to August 2020, there was a decrease of 7.1%. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-August 2020, Crimes against the Person were 14.6% lower than those reported in April-August 2019.

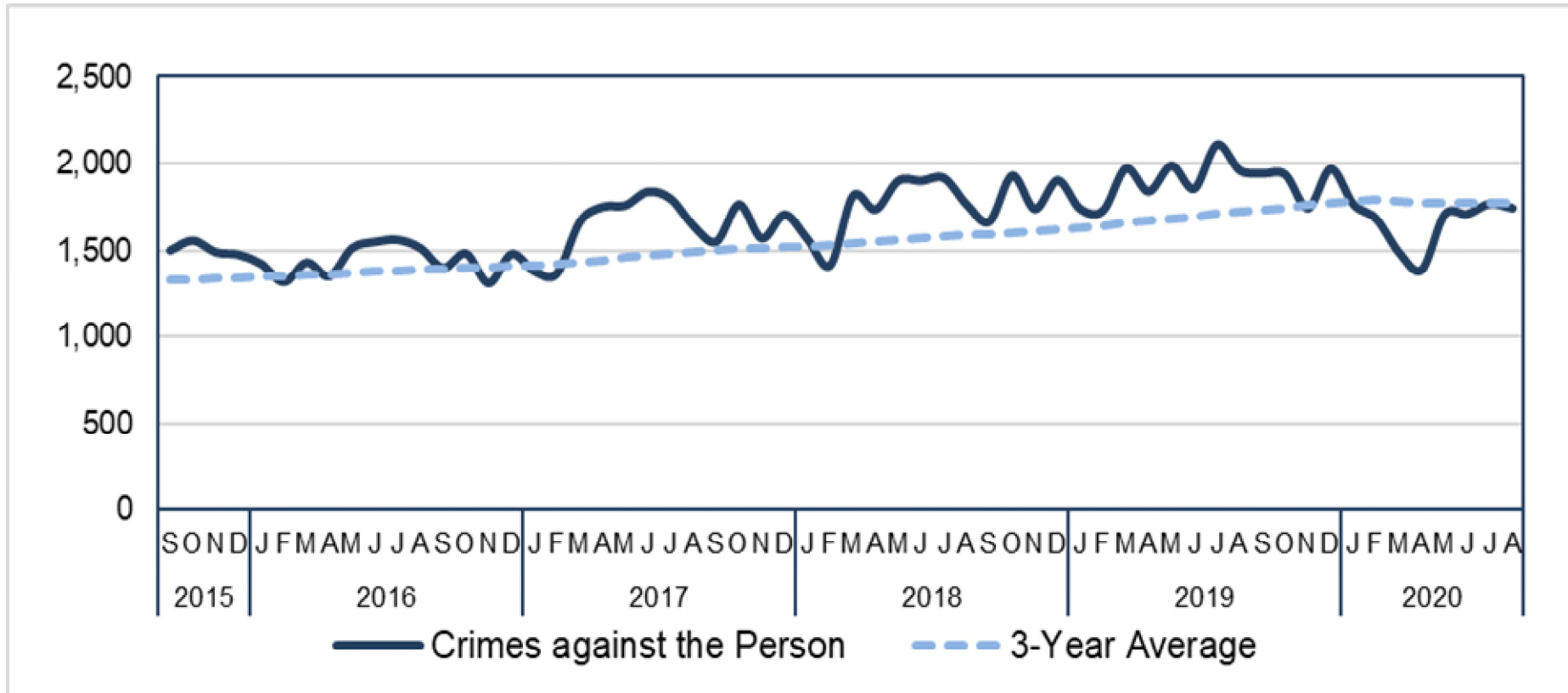


Chart 4: Sexual Offences - 5 Year Trend (to July 2020)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 however this has plateaued in the last 12 months. In the 12 months to July 2020 there has been a decrease in reported Sexual Offences of 14.2%. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both Sexual Offences and Crimes against the Person in recent years. It therefore cannot be precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-July 2020, reported Sexual Offences were 19.8% lower than in April-July 2019. However, given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

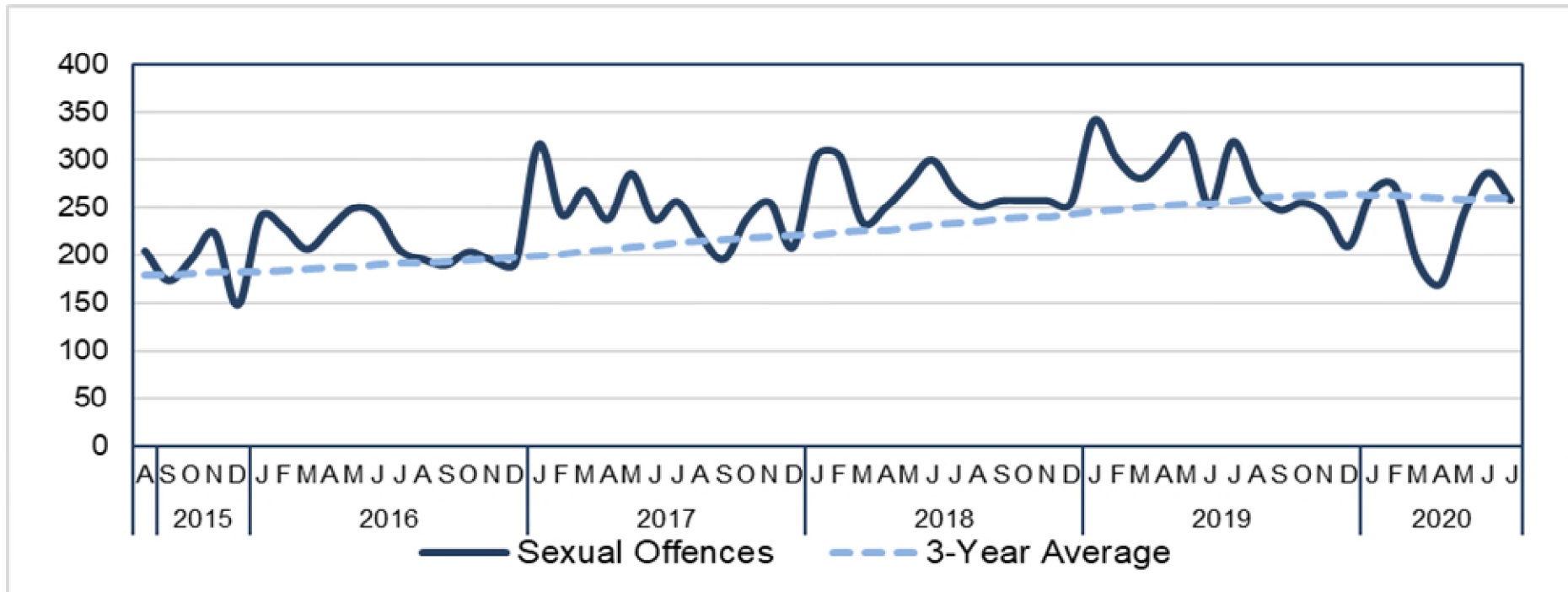


Chart 5: Total Criminal Damage - 5 Year Trend

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 8.8% in the 12 months to August 2020, as compared with the 12 months prior to this. In April-August 2020, there were 12.2% fewer reported Criminal Damage incidents compared to April-August 2019.

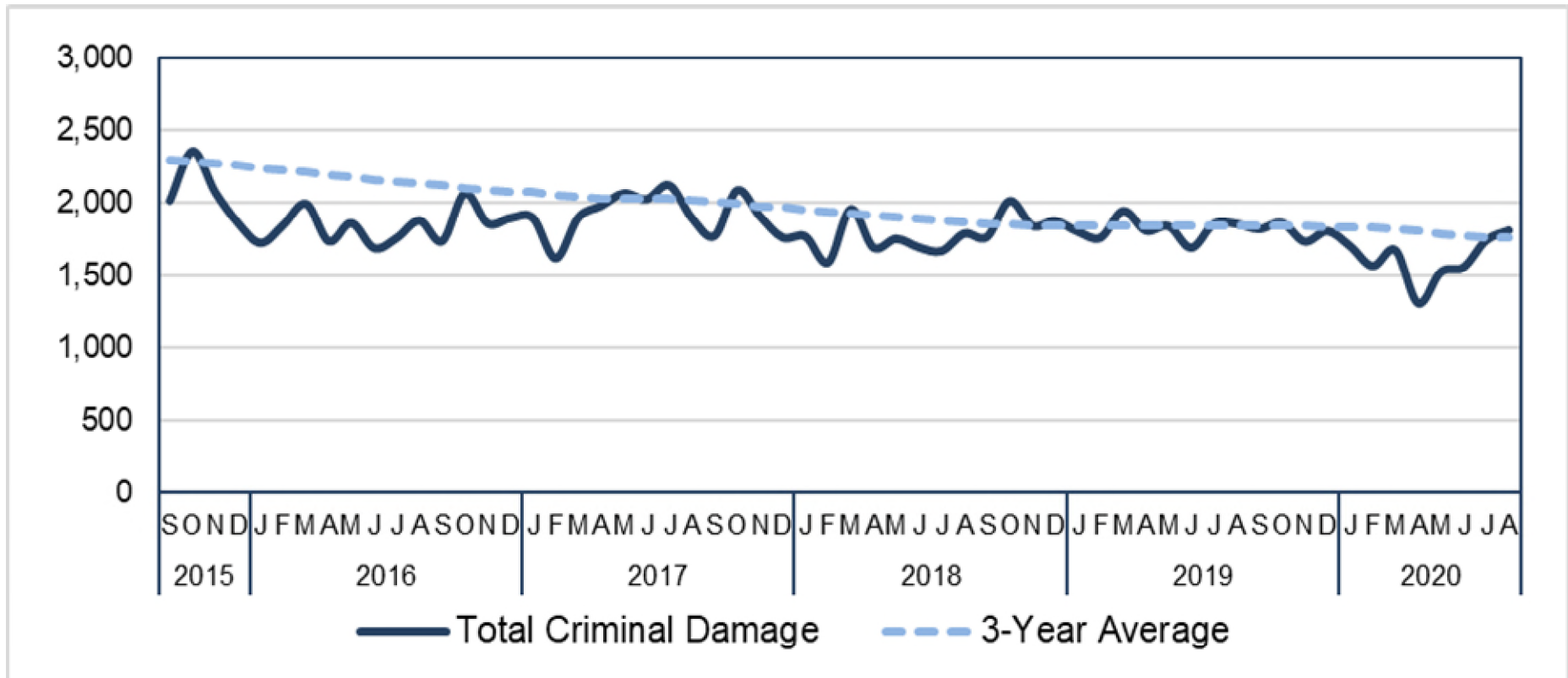
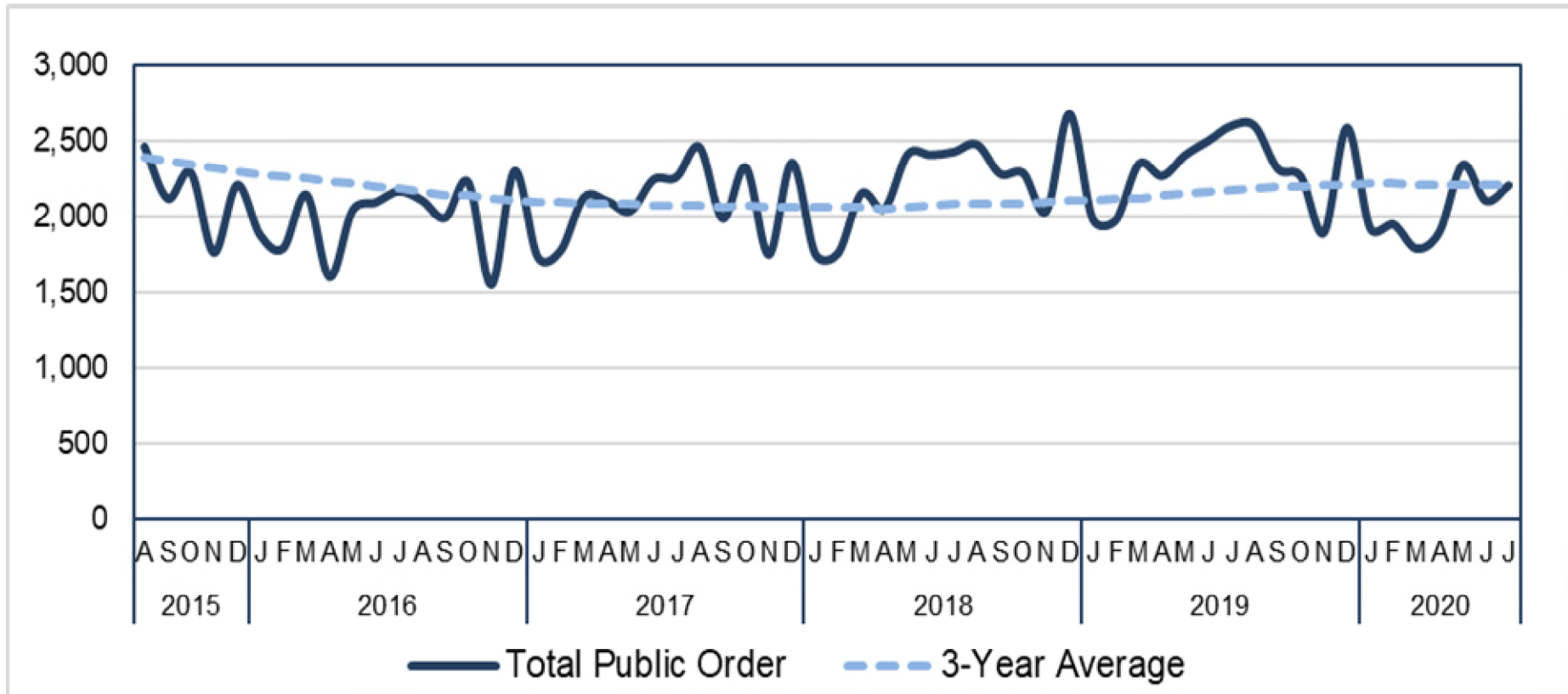


Chart 6: Total Public Order- 5 Year Trend

Public Order incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 8.8% in the 12 months to August 2020. Total Public Order offences tend to spike in December and increase gradually throughout the year into summer. Public Order for April-August 2020 is down 7.8% while Drunkenness offences are down 19.3% when compared with the same period last year.



11. Policing Successes

Throughout the month of August 2020, there have been numerous incidents of outstanding 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 in August 2020 is provided herewith:

On 22 July 2020, it is alleged that a male entered a department store in the Dundrum area and placed several items in his back pack before fleeing the scene. After a trawl of CCTV, a vehicle of interest, suspected to be linked to an Organised Criminal Group was identified. On 27 July 2020, the suspect was arrested and detained at Terenure Garda Station pursuant to the provisions of section 4, Criminal Justice Act, 1984. He was subsequently charged with a Theft related offence and appeared before the Courts, where he was remanded in custody. On Monday, 17 August 2020, a follow up search at a premises in Kildare, resulted in the recovery of a large quantity of bottled spirits, along with designer handbags and purses. Two suspects were arrested and detained at Blackrock Garda Station pursuant to the provisions of section 4, Criminal Justice Act, 1984. Both prisoners were charged with a number of offences including conspiracy to commit a serious offence contrary to Section 71(1)A, Criminal Justice Act 2006 and appeared before the Courts on 19 August 2020, where bail was granted by the Courts.

On 2 August 2020, a male reported to Gardaí that his rented storage unit in Mayo had been broken into and items, including a motorcycle, vehicle accessories and power tools, valued at approximately €10,000 were stolen. An immediate investigation commenced and following a trawl of CCTV footage, a vehicle of interest, found to be a rental van, was identified. Liaison commenced with the rental company and the GPS tracking device was downloaded. On 4 September 2020, two male suspects were arrested in the DMR and detained at Tallaght Garda Station pursuant to the provisions of section 4, Criminal Justice Act, 1984. Two search warrants were also executed, resulting in the recovery of suspected stolen property. Both prisoners were charged with one count of burglary on 1 August 2020 and released on station bail.

On 5 August 2020, a woman returned to her rural home in Co. Laois, having withdrawn money from a Financial Institution. As she approached her property, a male appeared, snatched her purse and financial documentation and escaped. While no physical injuries were inflicted, the injured party was extremely shocked. An immediate investigation commenced, CCTV was harvested and a vehicle of interest was identified. After a significant amount of enquiries, a suspect was nominated and on 12 August 2020, he was arrested and detained at Portlaoise Garda Station, pursuant to the provisions of section 4, Criminal Justice Act, 1984. The suspected offender was subsequently charged with Robbery, contrary to section 14, Theft Act 2001 and brought before Tullamore District Court on 13 August 2020, where he was remanded in custody.

Also on 5 August 2020, as part of an ongoing intelligence led operation, targeting suspected organised criminal activity, personnel from Garda National Drugs & Organised Crime Bureau (GNDOCB), in liaison with the Revenue Customs Service, co-ordinated the stopping of a vehicle and the search of a premises in the Dublin West area. Twenty two kilograms of suspected Diamorphine (Heroin) with an estimated street value of €3 million was seized at a business premises. Two suspected offenders were arrested and subsequently charged with the sale and supply of controlled drugs, contrary to section 15 of the Misuse of Drugs Act, 1977/84 and remanded in custody by the Courts.

On 6 August 2020, personnel assigned to the Anti-Corruption Unit within the Garda National Economic Crime Bureau (GNECB) undertook an arrest operation in relation to an ongoing investigation into alleged corrupt practices at a public body. One suspect offender was arrested on suspicion of committing offences contrary to the Prevention of Corruption (Amendment) Act, 2001 and detained pursuant to the provisions of section 4, Criminal Justice Act, 1984. He was subsequently released from custody, pending the preparation of an investigation file for submission to the Director of Public Prosecutions.

On 7 August 2020, as part of an ongoing investigation targeting suspected organised criminality in the midlands, the Criminal Assets Bureau intercepted a Ford Transit towing a caravan in Dublin 10. The vehicle and caravan were taken to Kilmainham Garda Station, where a search yielded documentation detailing the recent purchase of the caravan in the UK. The caravan was seized and will be the subject of a CAB money laundering and proceeds of crime investigation.

On 11 August 2020, as part of an ongoing intelligence led operation targeting suspected organised criminal activity, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB) stopped and searched a vehicle in South Dublin, which resulted in the seizure of 20 kilograms of suspected Cannabis Herb, with a street value of €400,000. One suspected offender was arrested and subsequently charged with the sale and supply of controlled drugs, contrary to section 15 of the Misuse of Drugs Act, 1977/84 and was granted bail by the Courts.

On 12 August 2020, personnel assigned to GNIB arrested a suspected offender following an investigation into an alleged marriage of convenience and other offences in relation to applications made to the Department of Justice & Equality, for permission to reside in Ireland, pursuant to the European Communities (Free Movement of Persons) Regulations 2015. He was detained pursuant to the provisions of section 4, Criminal Justice Act, 1984, at Carrick - on -Shannon Garda Station, on suspicion of involvement in offences contrary to the provisions of section 69(3) of the Civil Registrations Act 2004), in relation to an alleged submission of a false application to the General Registrar's Office. Following interview, the suspected offender was released pending the submission of an investigation file to the Director of Public Prosecutions.

On 21 August 2020, Gardaí attended a residence in Limerick, where it was reported that two males had entered the property, stolen the car keys and escaped in the vehicle, causing minor injuries to the homeowners. A short time later, following an alarm activation, Gardaí attended the scene and observed the stolen vehicle close to the premises. One male was arrested and following a trawl of CCTV, a second suspect was identified and arrested. Both suspects were detained at Henry Street Garda Station and subsequently charged with a number of offences including Burglary and Unauthorised Taking and appeared before the Courts, where they were remanded in custody.

Also on 21 August 2020, in the course of an ongoing investigation concerning suspected international invoice re-direction fraud, personnel assigned to the GNECB arrested and detained a suspect at Blanchardstown Garda Station, pursuant to the provisions of section 4, Criminal Justice Act 1984, for the proper investigation of the offence, namely money laundering, contrary to the provisions of section 7 of the Criminal Justice (Money Laundering and Terrorist Offences) Acts, 2010 to 2018. He was subsequently released from custody, pending the preparation of an investigation file for submission to the Director of Public Prosecutions.

On 25 August 2020, the Criminal Assets Bureau undertook a search operation in Co. Leitrim in the course of an on-going operation targeting the activities of a suspected Organised Crime Group (OCG). A high-end vehicle was located and will be the subject of a Criminal Assets Bureau money laundering and proceeds of crime investigation.

12. Community Engagment and Organisational Initiatives

Kerry Goes Pink For Livie

On 2 August 2020, a member of An Garda Síochána organised “Kerry Goes Pink for Livie” to raise funds for the “A Better Life for Livie” campaign, in support of Olivia “Livie” Mulhern who was diagnosed with a rare and serious genetic neuromuscular condition and requires specialist treatment abroad. A virtual walk/run was held in Blennerville, Co. Kerry and later that evening a Beard Shave took place at Tralee Garda Station. To date, over €7,000 has been raised from the run/walk and Beard Shave, with sponsorship still coming in.



Online Diversity and Hate Crime Training

On 25 August 2020, the Garda National Diversity and Inclusion Unit (GNDIU) contributed to a joint video, under development by the Traveller Mediation Service (TMS), to highlight the work being done in partnership with An Garda Síochána, to affect mediation, engage conflict resolution strategies, de-escalate feuds and promote positive engagement between the Traveller Community and An Garda Síochána. The video will be used by the TMS and in conjunction with the Online Diversity and Hate Crime Training.



Protect your Smartphone

The Garda National Crime Prevention Unit (NCPU) and the Garda National Community Policing Unit have updated the crime prevention advice and resources for users of smart phones. An info graphic was developed to complement a national campaign to reduce mobile phone theft, with the public being encouraged to download 'Find my phone'. The National Crime Prevention Unit supported Divisional Crime Prevention Officers who provided media interviews and social media content for the national campaign.



An Garda Síochána
Protect Your Smartphone

Facts

- Over 11,000 phones stolen in 2019
- Only 1,176 of these were recovered
- The most common place to have your phone stolen is out in public or in a licensed premises

Tips


- Download a location finder application on your smartphone
- Dial *#06# and save a screenshot of your IMEI number and take note of the number
- Keep your phone locked and enable the PIN security and phone finder features
- Keep your phone out of public view and don't leave your phone behind in the car
- Be aware of your surroundings and mind your property. Plan your night out. Avoid walking alone in dark places

IMEI
123456789012345

*#06#

1 2 3
4 5 6
7 8 9
* 0 #

An Garda Síochána



Reports of Hate Crime

GNDIU developed a one-page information leaflet for Garda Members and GISC call takers to provide advice when responding to reports of Hate Crime. These leaflets were distributed to Divisional Offices on 14 September 2020.

HATE CRIME CONSISTS OF BASE OFFENCE + PERCEPTION



REPORT - RECORD - INVESTIGATE - PROSECUTE

DEFINITION OF A HATE CRIME

Any criminal offence which is perceived by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.

WHAT IS REQUIRED?

A Base Offence - any existing Criminal Offence (e.g. public order, criminal damage assault, harassment).
The Perception Test - once the victim, or any other person (e.g. Garda, witness, family member, person with knowledge of the incident) **perceives** the crime to be motivated by hostility or prejudice, based on one of the protected characteristics (age, disability, etc.), the crime will be recorded as a Hate Crime. The perception alone determines whether a crime is recorded as a Hate Crime. **No corroborating evidence is required in order to take a report.**

HOW DO I RECORD A HATE CRIME?

Record the incident as normal on PULSE. Ensure the correct Motive is selected on the Incident (e.g. Racism, Homophobia, Anti Traveller etc) and that the narrative reflects the chosen motive).

HOW DO I INVESTIGATE A HATE CRIME?

Investigate the base offence as normal. Pay particular attention to evidence of **Bias Motivation** such as hate-related words, gestures, graffiti, etc. Ensure the victim is fully supported during the criminal justice process. Seek the assistance of the Garda National Diversity and Integration Unit if required: Diversity@garda.ie.

HOW DO I PROSECUTE A HATE CRIME?

Prosecute as normal. On conviction, inform the Court that the incident was investigated as a Hate Crime. For example, "Judge, this matter was recorded as a Hate Crime on the basis of the perception of the victim" "
** or any other person (e.g. Garda, witness, family member, person with knowledge of the incident, etc.)*
Alternatively consider prosecution under the Prohibition of Incitement To Hatred Act, 1989.

WHY IS THE REPORTING AND RECORDING OF HATE CRIME IMPORTANT?

A Hate Crime is a **Signal Crime** – meaning its impact is damaging and lasting not only on the individual victim but the victim's entire community. Hate Crime victims are targeted because of characteristics they cannot change. Hate Crime creates fear and tension and can lead to reprisal or escalation in violence.

Garda National Diversity & Integration Unit,
Harcourt Square, Dublin 2.
(01)6663150 diversity@garda.ie

  Part Funded by
EU Internal Security Fund Police

 **An Garda Síochána**
Keeping People Safe

Appendix A – Policing Plan 2020 – Performance at a glance, August 2020

Priority 1. Community Policing

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

Priority 2. Protecting People

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

Priority 3. A Secure Ireland

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

Priority 4. A Human Rights Foundation

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

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	Green	96	Industrial Relations Structures	Green
74	Training in Pandemics	Green	97	Staff Cultural Engagement	Green
75	Garda Staff Training	Green	98	Cultural Audit Roadmap	Green
76	Garda Probationer Monitoring	Green	99	Cultural Audit Process	Green
77	Garda Probationer Training	Red	100	Innovation Programme	Green
78	Garda Staff Induction Training	Green	101	PALF Usage Review	Green
79	Learning & Development Director	Yellow	102	PALF Usage	Yellow
80	Learning & Development Reporting	Green	103	Performance Management for Garda Staff	Yellow
81	Learning & Development Strategy	Green	104	Attested Probationer Supervision	Green
82	Electronic Training Management System	Red	105	Guidance & Support for Attested Probationers	Green
83	New Uniform Procurement	Green	106	Frontline Policing Recognition	Green
84	Property & Exhibit Management System eLearning	Green	107	Discipline Regulation Statutes	Green
85	Gardai Recruitment	Red	108	Anti-Corruption Unit	Yellow
86	Garda Staff Recruitment	Yellow	109	Health & Wellbeing Strategy	Green
87	Human Resources Operating Model	Yellow	110	Post-traumatic Incident Support	Yellow

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

Priority 6. Transforming our Service

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

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3	1			10
Superintendent		1	1	7			7		15	2			33
Total	0	2	2	8	0	0	12	0	18	3	0	0	45

Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9										9	0
Chief Superintendent	47	47										47	0
Superintendent	168	166										166	2
Total	224	222	0	0	0	0	0	0	0	0	0	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 31.08.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	26	0.22%	0.31%							12	0.10%	0.14%	18	0.15%	0.21%
	Female	99	0.83%	2.89%	32	0.27%	0.93%	72	0.60%	2.10%	32	0.00%	0.00%				77	0.65%	2.24%
Sergeant	Male	1	0.05%	0.06%	1	0.05%	0.06%							1	0.05%	0.06%	2	0.10%	0.12%
	Female	4	0.19%	0.85%	2	0.10%	0.42%	10	0.48%	2.12%	7	0.33%	1.49%				3	0.14%	0.64%
Inspector	Male																		
	Female																		
Superintendent	Male																		
	Female										1	0.60%	5.88%						
	Total Male	3	0.02%	0.03%	27	0.18%	0.25%							13	0.09%	0.12%	20	0.14%	0.19%
	Total Female	103	0.70%	2.57%	34	0.23%	0.85%	82	0.56%	2.05%	40	0.00%	0.00%				80	0.55%	2.00%
	Total	106	0.72%		61	0.42%		82			40	0.00%		13	0.09%		100	0.68%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.08.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.42%	1.70%	3	0.16%	0.64%										7	0.37%	1.49%
	Female	263	13.76%	18.24%	13	0.68%	0.90%	12	0.63%	0.83%	3	0.16%	0.83%				49	2.56%	3.40%
EO	Male																1	0.79%	1.96%
	Female	43	5.73%	7.78%	6	0.80%	1.08%	10	1.33%	1.81%	2	0.27%	0.36%				10	1.33%	1.81%
HEO	Male				2	1.59%	3.92%												
	Female	4	3.17%	5.33%	2	14.29%	33.33%	3	2.38%	4.00%							5	3.97%	6.67%
AP	Male																1	7.12%	12.50%
	Female																4	5.71%	10.53%
Chef de Partie	Male																		
	Female																		
Teacher	Male																		
	Female	2	17.65%	33.33%													1	5.88%	11.11%
Cleaner	Male																		
	Female	3	0.43%	0.45%	1	0.43%	0.45%	2	0.85%	0.90%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.86%	5	0.15%	0.54%										9	0.27%	0.97%
	Total Female	316	9.45%	13.06%	22	0.66%	0.91%	27	0.81%	1.12%	5	0.15%	0.21%				69	2.06%	2.85%
	Total	324	9.69%		27	0.81%		27	0.81%		5	0.15%					78	2.33%	

Appendix F – HR and Trend Data on Sick Leave

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
August 2020	1095	144	83	10	11	1	1189	155
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165
December 2019	1708	154	159	12	17	0	1884	166
November 2019	1593	154	135	11	8	0	1736	165
October 2019	1704	155	120	11	7	1	1831	167
September 2019	1619	165	129	10	10	0	1758	175

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
August 2020	1149	145	84	10	11	1	1244	156
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160
March 2020	1284	161	108	10	12	0	1404	171
February 2020	1628	151	132	11	11	0	1771	162

January 2020	1938	156	182	11	17	0	2137	167
December 2019	1842	154	167	12	17	0	2026	166
November 2019	1723	158	145	11	8	0	1876	169
October 2019	1830	156	125	11	7	1	1962	168
September 2019	1741	165	137	10	10	0	1888	175

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
August 2020	10731.5	4108	1000	298	161	17	11892.5	4423
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
August 2020	11892.50	1011	9.29%
July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%

May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%
September 2019	14310.50	579.50	4.05%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
August 2020	4423.00	-30.50	-0.68%
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%
September 2019	4591.50	-180.50	4.05%

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

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

April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

Garda Staff - Numbers who availed of sick leave

Date	No.
August 2020	206
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515
December 2019	407
November 2019	396
October 2019	418
September 2019	333
August 2019	269

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
August	213	1	214
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580
December 2019	434	6	440
November 2019	435	7	442
October 2019	449	11	460
September 2019	348	4	352

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
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August 2020	2654	31	2685
July 2020	2688.5	19	2707.5
June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5
January 2020	3792	62	3854
December 2019	3559.5	70	3629.5
November 2019	3148	78	3226
October 2019	3153	100	3253
September 2019	3096.5	64	3160.5

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
August 2020	2685.00	-22.50	-0.83%
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
August 2020	2685.00	3.25%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
July 2020	2707.50	3.32%	
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	
September 2019	3160.50	4.14%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).
- Standard Working Month = 229 days/12 = 19.08.
- Whole Time Equivalent does not factor other leave types, such as Maternity, Career Break etc.

- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Commentary on Sick Absence in August 2020

Sick Absence for Garda Members has seen a month on month increase in Ordinary Illness in August 2020, while showing a small decrease for Garda Staff. Instances and numbers availing of sick absence leave show marginal movement for Garda Members and a significant decrease for Garda Staff. Comparing August 2020 to August 2019, year on year Ordinary Illness days have decreased for Garda Members and Garda Staff both, by a noteworthy 13%. Injury on Duty sick absence shows a marginal decrease in the month. Comparing August 2020 to August 2019, year on year Injury on Duty has decreased by 7%. The number of days in the respective months is a contributory factor in variances month on month. Sick Absence is broadly categorized as Injury on Duty (members only) and Ordinary Illness (members and staff).

Injury on Duty

Overall, Injury on Duty for Garda Members shows a slight decrease in the last month over the number of sick absence days, while showing almost no change in the instances of sick absence and the number of Garda Members availing of this sick absence leave.

Ordinary Illness

The number of sick absence days month on month shows an increase of 9% for Garda Members and less than 1% decrease for Garda Staff. The instances of sick absence month on month for Garda Members show almost no change, while for Garda Staff the decrease can be seen at 15%. 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 with almost no movement for Garda Members and a 12% decrease for Garda Staff.

COVID-19 Pandemic

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

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