

An Garda Síochána

Oifig Saoráil Faisnéise
An Garda Síochána
Teach áth Luimnigh
Lárionad Gnó Udáras Forbartha Tionscail
Baile Sheáin
An Uaimh
Contae na Mí



Freedom of Information Office
An Garda Síochána
Athlumney House
IDA Business Park
Johnstown
Navan
Co Meath

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website: www.garda.ie

Bí linn/Join us  

Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000112-2016 Request Partially Granted

Dear

I refer to the Freedom of Information Act 2014 (FOI Act) and your submission to this body, dated and received on the 18th of March 2016. I also refer to correspondence received on the 3rd of April 2016 in which you further clarified your request.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency “*insofar as it relates to administrative records relating to human resources, or finance or procurement matters*”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request:

- *The number of non-Irish nationals employed by An Garda Síochána.*
- *A list of the 10 nationalities other than Irish that make up the largest number of gardaí, along with the number of gardaí for each nationality.*
- *The 10 divisional areas where the largest number of non-Irish gardaí are employed along with the number of gardaí in these areas.*

I wish to inform you that your request is **partially granted**.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reason for decision.

In the first part of your request, you have sought ‘*the number of non-Irish nationals employed by An Garda Síochána*’.

There are currently 57 non-Irish nationals serving as members of An Garda Síochána and Garda Trainees. It should be noted that this figure refers to those recruited since November 2006 as records prior this were not maintained.

There are currently 54 non-Irish nationals serving as members of the Garda Reserve.

In relation to the number of civilian members of An Garda Síochána who are non-Irish nationals, I am refusing your request on the basis that the record you seek does not exist in the format you have requested. It should be noted that it is not mandatory for civilian members to provide this information.

Section 15(1)(a) of the FOI Act is as follows:

Refusal on administrative grounds to grant FOI requests

15. (1) A head to whom an FOI request is made may refuse to grant the request where—

(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken,

I am refusing your request under Section 15(1)(a) of the FOI Act.

To compile a single record identifying the number of civilian members who are non-Irish nationals would require a disproportionate expenditure of Garda time and resources. Whilst certain records may exist on individual Human Resource files, they would require manual retrieval as this particular record cannot be sourced electronically. It is not possible to extract each record without significant disruption to the daily working of a particular Human Resource Section. I am therefore refusing your request by reason that the nature or volume of the records sought would cause a disruption to the working of a particular Section of An Garda Síochána.

Section 15(1)(c) of the FOI Act is as follows:

Refusal on administrative grounds to grant FOI requests

15. (1) A head to whom an FOI request is made may refuse to grant the request where—

(c) in the opinion of the head, granting the request would, by reason of the number or nature of the records concerned or the nature of the information concerned, require the retrieval and examination of such number of records or an examination of such kind of the records concerned as to cause a substantial and unreasonable interference with or disruption of work (including disruption of work in a particular functional area) of the FOI body concerned,

I am refusing your request under Section 15(1)(c) of the FOI Act.

In the second part of your request you seek 'a list of the 10 nationalities other than Irish that make up the largest number of gardai, along with the number of gardai for each nationality.'

Please see table below outlining this breakdown. This includes both serving and trainee Gardaí:

Nationality	Total
South African	1
American	7
Canadian	1
Chinese	20
Danish	1
Dutch	1
Greek	1
Polish	12
Romanian	4
Lithuanian	1
Bosnian	1
English	4
Welsh	1
German	2

In the third part of your request you seek *'the 10 divisional areas where the largest number of non-Irish gardaí are employed along with the number of gardaí in these areas'*

Please see table below outlining this breakdown:

Division	Total
DMR South Central	8
DMR East	8
Garda College (Garda Trainees)	7
DMR South	6
DMR North Central	5
DMR West	4
DMR North	4
Waterford	3
Cork City	3
Limerick	2

I am refusing *'the number of Gardai in these areas'* under Section 15(1)(d) of the FOI Act as this information has already been published and is available on the Decision Log of the Freedom of Information page of the Garda website. You may access same by following the attached link:

<http://www.garda.ie/Documents/User/FOI-000010-2016%20Decision.pdf>

Section 15(1)(d) of the FOI Act is as follows:

Refusal on administrative grounds to grant FOI requests

15. (1) A head to whom an FOI request is made may refuse to grant the request where—
- (d) the information is already in the public domain,

I am refusing your request under Section 15(1)(d) of the FOI Act.

For our most recent recruitment campaign earlier this year there was a strong focus on encouraging more women and non-Irish nationals to join An Garda Síochána.

This included producing videos of Garda members and Garda reserves from minority communities discussing how rewarding a career in policing had been for them, as well as direct contact with individuals and groups from minority communities.

At the time of the launch of the recruitment campaign, Commissioner O'Sullivan said the following:

"When I joined An Garda Síochána in 1981, I was one of a tiny minority of women. Now, over a quarter of Gardaí are women. I hope that trend continues, just as I hope we get lots of applications from every strand of Irish society. Why? Because we are of the community and should reflect the changes in our communities. We already have different nationalities and backgrounds represented in An Garda Síochána, but not enough. I want people of every background, right throughout the country, to think about joining us and help to make us a beacon of modern policing."

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **F01-000112-2016**.

Freedom of Information Office,
An Garda Síochána,
Athlumney House,
IDA Business Park,
Johnstown,
Navan,
Co. Meath
C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

Account Name: Garda Síochána Finance Section Public Bank Account
Account Number: 10026896
Sort Code: 900017
IBAN: IE86B0F190001710026896
BIC: BOFIE2D

You must ensure that your FOI reference number is included in the payment details.

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie.

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,

Helen Deely SUPERINTENDENT
HELEN DEELY
FREEDOM OF INFORMATION OFFICER

15th April 2016