



An Garda Síochána

Monthly Report to the Policing Authority

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

December 2023

An Garda Síochána

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



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-30694/23**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the twelfth report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of November 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,


SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE

15 December 2023

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

Message from the Commissioner

I want to begin this month's report by conveying my thoughts and prayers for the teacher, the three children and their families who were the victims of a terrible knife attack in Dublin City Centre on 23 November 2023.

I want to reassure the Policing Authority that our investigation into this horrific incident is progressing and we are not looking for anyone else in relation to this crime. I want to offer my sincere thanks to the people from Dublin and beyond who have shown their support for An Garda Síochána and to all those who assisted our enquiries by providing information or video footage.

Those involved in the subsequent violent disorder incident should be truly ashamed of their actions and the destruction they caused. An Garda Síochána is determined to bring them to justice. In the month of November, 38 people were arrested in connection with this matter. In addition, we are investigating those who we suspect are inciting serious public order incidents and hatred via social media.

I want to thank and pay tribute to the Gardaí who so bravely and professionally put themselves in harm's way to protect the people of Dublin.

An Garda Síochána has also announced a series of additional measures to support Gardaí in policing serious public order incidents and conducting criminal investigations, in order to keep people safe.

Bravery by Gardaí in different circumstances was also recognised this month at the National Bravery Awards. Garda Shane Smyth (Kildare) and Garda Padraig Marum (Laois) were involved in the rescue of a man from a burning car shortly after midnight on 7 September 2019, near Kill East in Co. Kildare. They were each awarded a Silver Medal and Certificate of Bravery.

Meanwhile, Garda Caitríona Munnely (Mayo) and Sergeant Brendan O'Toole (Meath) were similarly commended for their efforts to apprehend a male and the search of a house on fire near Ballivor, Co. Meath. For their actions, both Gardaí were awarded a Bronze Medal and a Certificate of Bravery.

Further matters of note that took place in November included the opening of our new Garda Immigration Office at Dublin Port, enabling us to strengthen our resources in the area of immigration and public service from this location. Also, the launch of the joint agency Christmas Road Safety Campaign took place at the National Rehabilitation Hospital, at which the need for all who use the roads to act responsibly for the collective good was stressed.

Delivering for the common good was recognised at the Garda National Youth Awards 2023. A variety of projects by young people were awarded for the great contribution they have made to helping individuals and communities across the country.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end Nov €'000	Remaining Dec €'000	Remaining %
Gross Total	2,249,610	2,047,106	202,504	9%
Appropriation in Aid (receipts)	104,206	122,419	-18,213	-17%
Net Total	2,145,404	1,924,687	220,717	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of November 2023, the total combined gross expenditure is €2.05b (91% of allocation), which is more than the end of November 2023 profiled spend by €22.99m, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.067b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in November 2023 was €127.63m and year to date is €1.3b. Expenditure on the salaries, allowances and Employer PRSI elements in November 2023 was €113.19m, and year to date is €1.16b, which is €28.45m under budget profile. Expenditure on overtime in November 2023 was €14.44m and year to date is €168.06m, which is €70.16m over budget profile. This sum includes overtime related to the visit of the US President. Overall, the pay subhead is over profiled budget at the end of November 2023 by €41.71m.

In respect of superannuation of €428.46m, expenditure in November 2023 was €35.93m and year to date is €387.29m, which is €2.9m under profile at the end of November 2023. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in November 2023 was €26.21m and year to date is €213.27m. Overall, non-pay expenditure is €13m over profile at the end of November 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including for the Garda College) in November 2023 was €40.31m and year to date is €123.02m. The capital subheads have a combined under profile spend of €28.83m to the end of November 2023.

Appropriations in Aid

Appropriations in Aid are €122.42m at the end of November 2023, €26.27m ahead of the estimated profiled receipts.

Estate Management November 2023

The following projects are currently onsite and are the subject of active engagement between the OPW and An Garda Síochána, with a view to progression and completion in the stated timeframes;

- **Clyde House, Dublin 15:** ICT and Telecoms teams finalising connectivity. Some snagging work to be completed. Personnel moved in late November 2023.
- **J-Block, Garda HQ:** Main contractor commenced onsite in Q3 2022 on the refurbishment of J-Block, to provide enhanced office accommodation and associated facilities. Due for completion in Q4 2023. Substantial Completion was achieved on 29 November 2023. Exclusions and snags currently being actioned and An Garda Síochána ICT fit out is due to commence on 5 December 2023, with personnel moving in early 2024.
- **Redevelopment of Portlaoise Garda Station:** Tender process for the enabling works package completed and contract awarded. Enabling works have commenced onsite and are progressing. The OPW is currently reviewing decant site options and anticipate this should be complete before year end.
- **Redevelopment of Slane Official Accommodation:** Contractor commenced onsite at the start of November 2023, with the project due for completion in Q1 2024. The works involve the conversion of the former married quarters into office space for use by DPSU.

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

- **Drogheda PEMS & Locker Room/Tallaght PEMS/Naas PEMS:** Substantial completion on the enabling works was achieved in July 2023. The main tender package for Drogheda PEMS and Locker Room has issued. Target to commence works onsite by Q1 2024, with a 12-month construction programme.
- **Cell Refurbishment Programme:** Schedule of works agreed for the remaining locations to be addressed with the Cell Refurbishment Programme. Works commenced on the cells at both Cobh and Athy Garda Stations, while work at Loughrea Garda Station is at substantial completion stage.
- **Clonmel:** Plans are progressing on the Clonmel Garda Station.
- **Macroom:** Plans are progressing on the Macroom Garda Station.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- Go live on RDMS recently completed in Laois/Offaly/Kildare on 27 November 2023.
- Go live on RDMS recently completed in Security and Intelligence, Garda National Economic Crime Bureau, and Garda National Drugs and Organised Crime Bureau in November 2023.
- The one remaining operational division, Louth/Cavan/Monaghan, due to go live on RDMS on 11 December 2023.
- A85s (record of duty, and claim form for overtime and other allowances) continue to be retired across live divisions, most recently in Meath/Westmeath on 24 November 2023, and DMR Roads Policing, and Command and Control on 27 November 2023.
- There are circa 14,000 Garda members using the RDMS for duty planning and to book on/off.

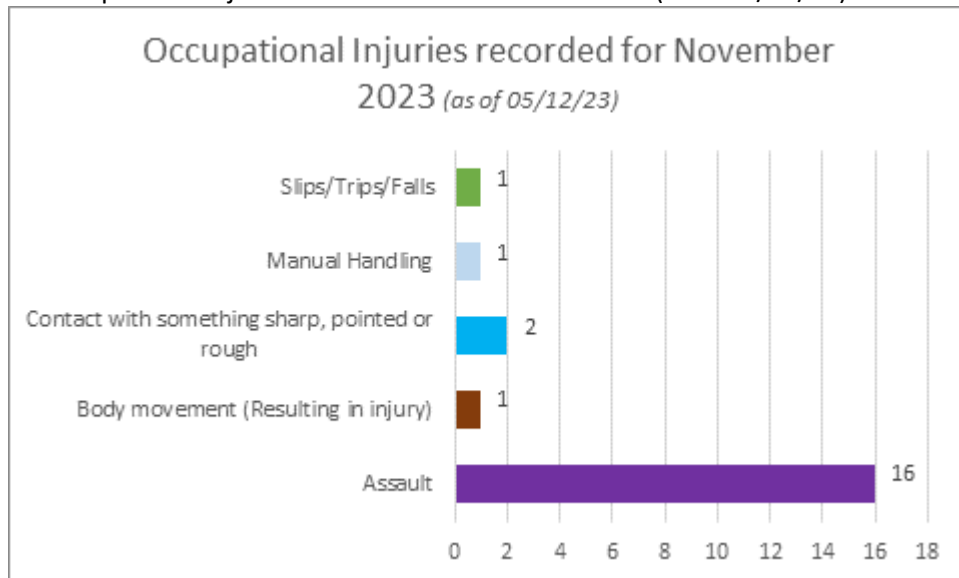
Employee Assistance Service (EAS)

Date	Work Type	Division/Region
01/11/2023	Emergency Response Coordination Committee Presentation	Waterford
02/11/2023	Emergency Response Coordination Committee Presentation	Waterford
02/11/2023	Chief Superintendent, Superintendent & Inspector DMR East - Welfare Meeting	DMR East
02/11/2023	Probationers Presentation	Wexford
03/11/2023	Wellness Days	Cork North
06/11/2023	Presentation on trauma after critical incident support	Blanchardstown
07/11/2023	Presentation on trauma after critical incident support	Balbriggan
07/11/2023 & 23/11/2023	Inspector Promotion Courses	Portlaoise
07/11/2023	Pre Tour Parade - Unit B	Enniscorthy
09/11/2023	Welfare meeting to offer support to Unit B	Donegal Town
14/11/2023	Welfare meeting to offer support to Unit D	Donegal Town
14/11/2023	Group Information Sessions for Psychological Support Programme	Westmanstown (for various areas/divisions)
15/11/2023	Probationer Presentation	DMR North Central
15/11/2023	Probationer Presentation	Athlumney House
16/11/2023	Group Information Sessions for Psychological Support Programme	Westmanstown (for various areas/divisions)
20/11/2023	Garda Retired Members Central Committee	Tullamore

20/11/2023	EAS Overview Presentation - DMR South	DMR South
21/11/2023	Wellness Days	Carlow
21/11/2023	EAS Overview Presentation - DMR East	DMR East
21/11/2023	Presentation on "Role of EAS"	Castlebar
21/11/2023 & 23/11/2023	Peer Support Training	Laois / Offaly (Portlaoise)
21/11/2023	Probationer Presentation	Ballymun
22/11/2023	Wellness Days	Maynooth
22/11/2023	DMR East Welfare Divisional Meeting. End of Year Divisional Safety meeting	DMR East
24/11/2023	Pre-Tour Parade following incident	DMR
24/11/2023	Conference	Mountjoy
27/11/2023	Wellness Day	Limerick (Specialist Unit, CHIS, Analysts - Garda all ranks)
28/11/2023 & 29/11/2023	Briefing with DPSU Child Specialist Interviewers, Incident room members, regular Unit C members	Mountjoy Fitzgibbon Street Store Street
29/11/2023	Presentation to Personnel attached to Garda Press Office	Garda HQ
30/11/2023	Presentation to Women's Network HQ	Garda HQ
30/11/2023	GRA Divisional AGM - Presentation	Enniscorthy

Health and Safety

- 21 occupational injuries recorded for November 2023 (as of 05/12/23).



- Number of National Incident Management System (NIMS) incidents created in November 2023: 131 (as of 05/12/23).
- Training carried out by the Health and Safety Unit in November 2023:
 - Safety Representative Training: Seven personnel were trained as safety representatives in the Galway Division.
- Total fire wardens trained to date in 2023 (as of 5 December 2023): 435
- Total safety representatives trained in 2023 (as of 5 December 2023): 92
- A Display Screen Assessment (DSE) Assessor course was developed and 15 personnel have been trained to date in 2023 (as of 5 December 2023).
- Scheduled Health & Safety Trainings for December 2023:
 - Safety Representative Training: Multiple divisions within the DMR.

Workforce Planning

- The Workforce Planning Team are continuing to engage with divisions nationwide.
- Operating Model implementation continues nationwide with staff at all grades being allocated to Business Services Functional Areas, Performance Assurance Functional Areas, and Community Engagement and Crime functions nationwide.
- Commissioning a Workforce Strategy in early 2024: The Strategic Workforce Plan and Horizon Scan is currently in development. Forecasting and planning the supply and demand of resources and business requirements is an ongoing exercise.
- Business Case Validation Framework: The Business Case Validation Framework continues to assist in the efficient assessment of business cases.
- The next Clearing House Meeting with the Department of Justice, the Policing Authority, and the Department of Public Expenditure NDP Delivery and Reform will take place in December 2023.
- Demand Meeting: The November Demand meeting was held on 20 November 2023 and the next meeting has been scheduled for 18 December 2023.
- Workforce Planning Quarterly Report: The Workforce Planning Quarterly Report was submitted to the Policing Authority on 8 November 2023.

Resourcing

- There are currently 21 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Open Clerical Officer competition: Results of the psychometric tests are due to be issued to candidates in early December 2023, with the first round of interviews to commence the week of 11 December 2023.
- Batch 3 for the Executive Officer competition commenced and the final panel has been approved. Offers are ongoing from across the EO panel.
- A panel remains in place for the internal Assistant Principal Officer competition. Two candidates took up positions in November 2023.
- Occupational Health Nurse: Two successful candidates have now taken up their position and the panel is now exhausted.
- Fleet Support Officer: Four candidates have accepted an offer, with one taking up their position in November. The remaining candidates are due to take up positions imminently, pending final clearance.
- Professional Accountant grade 2: One candidate is due to commence in December 2023. Three candidates remain on the panel.
- Director GSAS: The successful candidate has been appointed by the Policing Authority and commenced on 3 November 2023.
- Occupational Health Physician: Two candidates have accepted offers and are in the clearance process.
- Higher Executive Officer: Two candidates commenced in November 2023, with a further three candidates due to commence in December 2023.
- Principal Officer Finance: Interviews took place on 29 and 30 November 2023. A panel will be formed pending the result of these interviews.
- Internal Clerical Officer Competition: Panel in place and 74 permanent Clerical Officer contracts are issuing this week.
- Solicitor: Final candidate to commence in December 2023.

Garda Appointments/Recruitment

- 2022 Garda Trainee Competition:
 - 729 trainees have commenced in the Garda College since the 2022 competition commenced:
 - 92 in November 2022
 - 135 in February 2023
 - 154 in May 2023
 - 174 in July 2023
 - 174 in October 2023.
 - Invitations to candidates issued on 24 November 2023 for the next intake on 27 December 2023. Invites will continue to issue until the intake date.
- 2023 Garda Trainee Competition:
 - An Garda Síochána have received the names of 989 candidates so far who have been successful at interview and these candidates have commenced An Garda Síochána clearance process.

- There are 1,164 Garda Trainees and Probationers currently enrolled in the Foundation Training Programme across three phases, broken down as follows:
 - 493 Garda Trainees in Phase 1 training.
 - 671 Garda Probationers in Phase 2/Phase 3 training.
- Ongoing Garda Member Competitions:
 - There are currently 30 national, three regional, one overseas member and 54 divisional member competitions underway.

Equality, Diversity and Inclusion (EDI)

- During the month of November 2023:
 - A pilot launch of the addition of braille to Garda official ID/warrant cards was successful in the DMR North, with 805 Garda members of all ranks receiving the braille strip.
 - The EDI Office took part in the EO development course outlining the importance of equality, diversity and inclusion in the workplace, and the function of the EDI Office.
 - The Equality, Diversity and Inclusion Strategy 2023 – 2025 has received approval from the SLT. The strategy will be published pending engagement with representative bodies.

Dignity, Policy Administration Office

- Training was provided in respect of Garda Bullying and Harassment Policies, with specific focus on the role of the equality adviser/contact person. 174 Garda members and Garda Staff were trained. This brings the total trained in 2023 to 300 and includes the investigator training on the Dignity at Work Policy for grades of Principal Officer, Assistant Principal Officer and Higher Executive Officer.



Resource Allocation

- The following promotions took effect during the month of November 2023:
 - Promotions to Inspector rank: 17
 - Promotions to Sergeant rank: 41

Garda Reserve

- On 30 November 2023, HQ Directive 074/2023 was issued to An Garda Síochána. This directive sees the reduction of annual claim hours from 208 to 100 per calendar year, as recommended in the Garda Reserve Strategy 2021–2025. There is an opportunity for Garda Reserves to receive the €1,000 allowance in two stages if the required commitment of hours is completed, or a single payment at 100 hours.
- There is ongoing liaison between the Department of Justice and relevant sections within An Garda Síochána, to progress necessary amendments to the Garda Síochána (Reserve Members) Regulations 413 of 2006, in conjunction with the Policing, Security and Community Safety Bill 2023. The new recruitment campaign for the Garda Reserve will commence early in 2024.

Anniversary Mass 2023

- The Anniversary Mass for deceased Members of An Garda Síochána took place in the Church of the Holy Family, Aughrim Street, on Friday, 17 November 2023.



Human Resources and People Development Analytics and Data

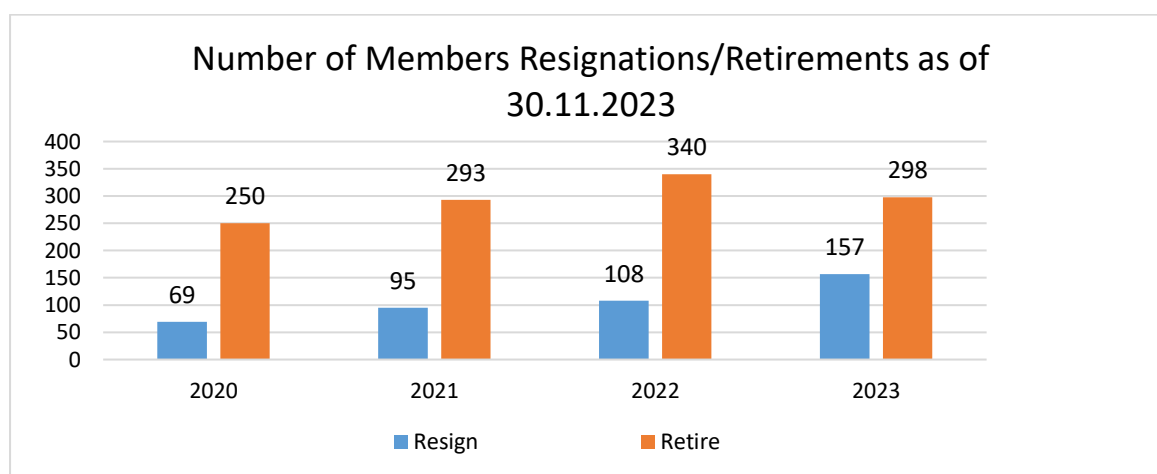
As at 30 November 2023, the Garda member strength stood at 13,882 (13,840 WTE) and the Garda Staff strength stood at 3,384 (3,192.9 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	As at 30 November 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	46	37	80	9	20	46
Superintendent	164	138	84	26	16	164
Inspector	475	378	80	97	20	475
Sergeant	2,147	1,618	75	529	25	2,146
Garda	11,039	7,760	70	3,279	30	10,998
Total	13,882	9,936	72	3,946	28	13,840

Of which	As at 30 November 2023	Male	%	Female	%
Career Breaks (incl. ICB)	36	21	58	15	42
Work-sharing	42	1.5	4	40.5	96
Secondments	61	43	70	18	30
Maternity Leave	32	0	0	32	100
Unpaid Maternity Leave	42	0	0	42	100
Paternity Leave	19	19	100	0	0
Available Strength	13,650	9,851.5	72	3,798.5	28

2.2 Garda Resignations/Retirements



Compulsory Retirements from An Garda Síochána to 2033

The number of retirement exits below the rank of Commissioner will increase steadily over the next 10 years with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,187 exits based on service in the coming years, irrespective of any other factors.

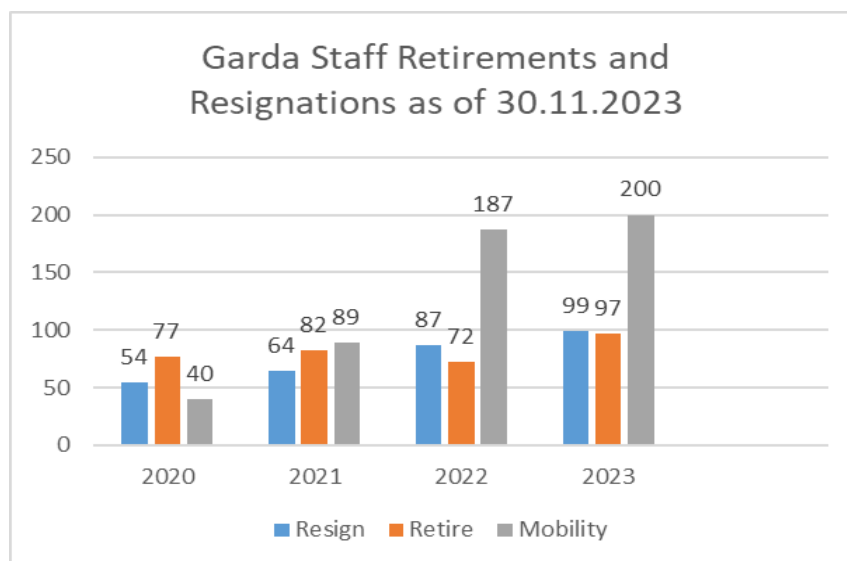
Rank	31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33
DC	0	1	0	0	0	0	0	0	1	0	0
AC	0	0	0	2	0	0	2	1	0	3	0
CS	0	7	2	2	4	0	3	8	1	3	6
SU	0	9	4	6	5	11	12	14	14	17	10
IN	0	10	12	9	8	13	22	19	28	35	31
SG	0	29	24	21	27	43	51	71	88	101	101
GD	0	63	36	38	58	75	126	151	202	264	283
Grand Total	0*	119	78	78	102	142	216	264	334	423	431

**All compulsory retirements processed to year end are included in the above. This figure may change subject to the current one (1) application for extension on hand pending approval for 2023 being approved.*

Applications to Extend Service

To date, 79 applications for extension of service (for members due to compulsorily retire in 2023 or 2024) have been made pursuant to the provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána, broken down as follows:

- 2023: 62
- 2024: 17



Garda Reserve Strength

Garda Reserve Strength As at 30 November 2023	Total*	Male	%	Female	%
	354	270	76	84	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	3	3	1	33	2	67	0	0
Director	1	1	1	100	0	0	0	0
PO	27	27	16	59	11	41	0	0
AP	89	89	38	43	51	57	0	0
HEO	206	205.4	81	39	125	61	0	0
AO	18	18	10	56	8	44	0	0
EO	808	796.3	235	29	573	71	0	0
CO	1,851	1,783.1	466	25	1,385	75	0	0
Total	3,008	2,927.8	850	28	2,158	72	0	0
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	59	58.4	34	58	25	42	0	0
Administrative **	3,007	2,926.8	849	28	2,158	72	0	0
Industrial/Non Industrial	318	207.8	102	32	216	68	0	0
Total	3,384	3,193	985	29	2,399	71	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	14	14	0	0	14	100	0	0
Unpaid Maternity Leave	7	7	0	0	7	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,362	3,171	984	29	2,378	71	0	0

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	268	80.8	5	2	263	98	0	0

*** Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	45	45	11	24	34	76	0	0

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

Parental Leave

01.11.2023–30.11.2023	Garda Members	Garda Staff
	139	100

Garda Staff assigned and commenced – as at 30 November 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2023*	87	49	55	66	62	38	79	41	53*	50	112	

*Adjustments to figure previously reported above may occur when promotions are notified at a later date. These include: backfills, new, reassignments and fractional reassignments.

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
112	99	88	13	12

*The total figure includes Garda Members and Garda Staff, including Probationers.

Garda Staff transfers out of An Garda Síochána for 2023 (up to 30/11/2023)

The record includes up to 30 November 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	125
Transfer out on promotion	47	66*	62
Open Competition	0	6**	13
Total	89	187	200

*3 additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion i.e. CO to CO w/shift allowance)

**6 additional leavers at equivalent grade via open competition i.e. CO to CO external dept.

3. Information and Communications Technology

The ICT Directorate continues to support the delivery of major priority projects as part of An Garda Síochána Modernisation Programme – this includes GardaSAFE (the new Computer Aided Dispatch system) which went live in the Dublin Metropolitan Region in November 2023, along with the continued deployment of mobile devices and enhanced mobile app functionality. In addition, ICT is progressing delivery of other key projects, including strengthening and modernising our cyber security and network infrastructure. ICT also continue to support and enhance the operational needs of the organisation, both in the workplace and working remotely, by enabling An Garda Síochána personnel access Garda information systems in a secure manner, particularly in the use of digital collaboration tools for desktop and mobile.

ICT Capacity

Progress is continuing in relation to the recruitment for over 100 approved posts in ICT. The tender to source a recruitment agency partner was published, responses have been evaluated and an agency has been selected. An introductory meeting took place between the agency and ICT in November 2023, and plans for the commencement of recruitment competitions in the New Year is underway, in conjunction with HR.

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

The organisation's new CAD System for managing calls for service from the public, GardaSAFE, is now operational across all regions, having gone live in Dublin (DMR) on Wednesday, 22 November 2023. It provides more efficient use of resources to enhance response calls for service. As well as the significant new technology support in the regional control centres, there are now over 6,000 users of the new CAD mobile app, which provides frontline members with key incident, intelligence and warning details, as well as turn by turn directions to the scene. How the public interacts with An Garda Síochána remains unchanged. All Garda stations remain open to the public and everyone can continue to contact An Garda Síochána in the normal way by phone, email or by visiting their local station. If a local Garda station thinks a call requires the dispatch of a Garda resource, the call will be transferred to a qualified call taker at the Regional GardaSAFE Control Centre. The eLearning for the new GardaSAFE is available for Garda members and front of house staff on the new An Garda Síochána learning management system; Garda Educational Training System (GETS). It will ensure all Garda members and front of house staff are trained on the new system, and the changes introduced by its launch, including the call transfer procedure.

Roster and Duty Management System (RDMS) Deployment

As previously reported, the RDMS system is being deployed on an incremental basis to Garda divisions and a number of specialist sections in accordance with local readiness to adopt same. Most recently, RDMS went live in Laois/Offaly/Kildare on 27 November 2023. Planning is continuing with the rollout of RDMS to the remaining divisions for completion in 2023.

The table below details the next rollout schedule.

<ul style="list-style-type: none"> • Garda National Drugs and Organised Crime Bureau • Liaison and Protection • Garda National Economic Crime Bureau • Security and Intelligence 	4 December 2023
Louth/Cavan/Monaghan	11 December 2023

As outlined in previous reports, the deployment of mobility devices is continuing to being managed in conjunction with RDMS rollout, to ensure the benefits of the RDMS App are realised. In addition, work is progressing on the integration of RDMS with GardaSAFE and mapping data between both systems.

Investigation Management System (IMS) Deployment

Following a recent major review of IMS and feedback from user-group workshops, work on the ongoing system adoption is progressing well, and continues the solid engagements with business owners and frontline users. This ongoing engagement seeks to listen to frontline members and supervisors, and implement changes suggested by user-groups based on the deployment of the system to date.

Mobile Device Deployment

To date, almost 14,300 devices have been deployed to frontline policing members. Deployments to DMR North Central, DMR South Central and DMR South Divisions were completed in November 2023. Deployments to DMR East and the Louth/Cavan/Monaghan Division are currently planned for Q1 2024. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.

Overall Device Deployment Figures

At 16/11/2023	Total Devices
Enrolled in MDM*	14,227

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

Mobile App Development

The latest version of the Person Search App, v2.0 was released in early November 2023. The updated mobility app introduces several significant improvements that will elevate the search experience. In v2.0, every search performed will now simultaneously search two crucial databases: the Schengen Information System (SIS) and PULSE. The inclusion of SIS is particularly noteworthy, as it contains alerts issued by Schengen Member States. If a hit is confirmed, the app will provide the user with clear guidance on the necessary next steps, ensuring a seamless and effective response.

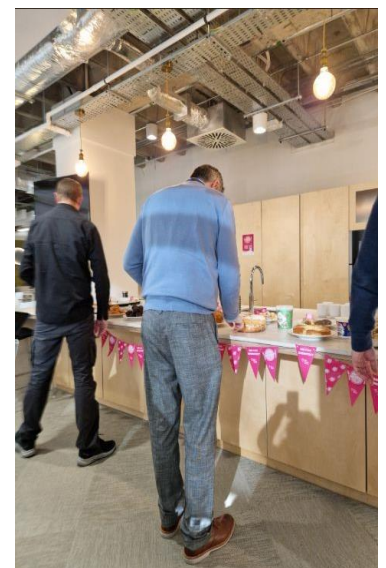
ICT Workstream to enable and support the new Garda Operating Model

The Operating Model was successfully deployed to the Meath/Westmeath Division on 19 November 2023 and the Louth/Cavan/Monaghan Division on 3 December 2023, supported by ICT changes to core information systems. Planning discussions are continuing for further deployments throughout Q1 2024. The table below details the next rollout schedule;

Waterford/Kilkenny/Carlow	28 January 2024
---------------------------	-----------------

ICT Big Pink Breakfast

ICT staff organised a coffee and cake morning on Tuesday, 7 November 2023 in the Phoenix House canteen in aid of Breast Cancer Awareness month. It was a successful and enjoyable morning for all involved. A letter of acknowledgement was received from the Irish Cancer Society stating: *“Thank you so much for your generous gift and for supporting cancer patients and their loved ones across Ireland. Our aim is to improve the lives of those affected by cancer, and we are striving for a future where no one’s life is cut short by cancer. Your fantastic donation of €1,348.00 from your wonderful Big Pink Breakfast fundraiser, will help us to achieve these goals. Because of you, we can continue to provide vital services across the country and offer support to anyone affected by cancer in Ireland and speed up our search for cures.”*



4. Corporate Communications

Throughout the month of November 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. On 23 November 2023, this office issued key high level communications in respect of a serious stabbing incident which occurred in Parnell Square and resulted in multiple casualties, including three young children and their care worker. Regular media updates in respect of the incident were circulated as more information became available and to make appeals for information. In the hours that followed, the Office of Corporate Communications also supported colleagues in communicating the organisation's response to the serious public order incident that arose in Dublin City Centre in the aftermath. In addition to proactive communications, the Garda Press Office dealt with a myriad of media queries and calls related to both matters. Communications were circulated internally on Newsbeat, in which Commissioner Harris issued a statement thanking personnel for their great work and encouraging the use of internal welfare supports.

Further to this work, the Office of Corporate Communications conducted a number of high profile media briefings, campaigns, events and promotional activity during the month of November. These included the promotion of the Garda National Youth Awards 2023 which was held in Portlaoise, Co. Laois on 4 November 2023; a media briefing with Commissioner Harris at the opening of the new Garda Immigration Office at Dublin Port on 9 November 2023; a series of fraud awareness briefings during International Fraud Awareness Week; and a media briefing at a Garda joint cross-border road traffic checkpoint on 16 November 2023.

Media Briefings: Parnell Street Incident and Subsequent Public Disorder 23 November 2023





Supporting the investigation team as they dealt with this shocking attack on young school children and their childcare provider, the Office of Corporate Communications held a number of media briefings delivered by Press Officer Superintendent Liam Geraghty and Commissioner Harris, and issued regular media updates in respect of the incident, as more information became available and to make public appeals for information. Arising from the serious public order incident, this office utilised social media channels to provide real-time information as to the Garda response, to provide public reassurance and keep the public in Dublin City Centre at the time informed. This included sharing images of the deployment of Gardaí in particular areas and illustrating when calm had been restored.



Furthermore, when calm was restored, this office prepared and issued a video statement providing reassurance to the public from Chief Superintendent Patrick McMenemy, DMR North Central. Subsequently, an early morning briefing was held with Commissioner Harris at Garda Headquarters the following day, providing an update on arrests and further actions being taken. On 27 November 2023, Commissioner Harris appeared at the Dublin City Joint Policing Committee, which was available to media, and provided an update on the serious public order incident. Afterwards, the Commissioner conducted an interview with RTÉ. Immediately following Garda senior management appearing at the Oireachtas Justice Committee on the serious public order incident on 29 November 2023, the Commissioner's statement and a series of measures to provide additional supports to Gardaí in dealing with public order incidents were provided to the media. There was an outpouring of support for Gardaí following the incidents of 23 November 2023. This office also worked to promote the public's good wishes and thanks to all those involved in keeping people safe.

Opening of the Garda Immigration Office, Dublin Port on 9 November 2023



On Thursday, 9 November 2023, Garda Commissioner Harris, together with Minister for Justice Helen McEntee, formally opened the new Garda Immigration Office at Dublin Port. The Office of Corporate Communications facilitated a media briefing with Commissioner Harris at this event, as well as promoted its opening through the issue of a press release and social media content.

Media Campaigns: International Fraud Awareness Campaign 15, 16 and 17 November 2023



The Office of Corporate Communications facilitated three media briefings to support a campaign during International Fraud Awareness Week. These were delivered by Detective Superintendent Michael Cryan, who provided public information on topics such as investment fraud, smishing/vishing/account takeover and business email compromise. To support the fraud awareness campaign, this office supported the creation and dissemination of a series of graphics on these topics. These were shared on our social media platforms, highlighting important information, and providing crime prevention advice and assistance for victims of fraud.

Investment Fraud

Investment fraud is where criminals posing as investment managers fool someone into investing money in schemes and projects that do not exist

An Garda Síochána
www.garda.ie

Account Takeover Fraud

48% ↓ To date in 2023
Amounting to almost €7 million

- Fraudsters seek victim's details via text (smishing) and calls (vishing)
- 62% of victims are aged 26 -60

An Garda Síochána
www.garda.ie

Business Email Compromise Fraud

1. Always be suspicious when asked to send money to a new bank account
2. Delay the transfer while you phone the company to double-check
3. If caught out, ask your bank to do a recall ASAP then call the Gardai

An Garda Síochána
www.garda.ie

Community Engagement: National Youth Awards, 4 November 2023



The Office of Corporate Communications helped promote the National Youth Awards, which was held in Portlaoise on 4 November 2023. A press release was issued detailing the event, which recognises exceptional young people aged 13-21 who have positively contributed to their community. This year's event took place at the Midlands Park Hotel, Portlaoise and acknowledged the remarkable contributions made in a number of Garda divisions which included Offaly, Dublin, Kerry, Cork, Sligo/Leitrim, Mayo/Roscommon, Longford and Donegal. The winners, of which there were 25, were featured in posts across our social media channels, providing further recognition to the positive contributions made by the winners to their communities.

Communicating with our Gaeltacht and Irish Speaking Communities

The Office of Corporate Communications issued a number of communications in Irish and/or bilingually during the month of November 2023. This month, as part of the 16 Days of Activism campaign, posts were issued in Irish across our social media channels creating awareness of domestic violence and gender based violence, and encouraging victims to seek assistance. This is a multilingual campaign spanning 16 days beginning at the end of November 2023 and running until mid-December 2023.

Further to this, the Office of Corporate Communications continues to promote community based activities across the country and a number of posts were issued in Irish on our social media channels, supporting this great work.



Further interviews with media in November 2023 included:

The Office of Corporate Communications was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

Organisation / Media Briefing	Subject	Spokesperson	Publication / Broadcast Date
RTÉ Prime Time	Money mules	Det Supt Michael Cryan	01/11/2023
RTÉ Today Show	Garda Dog Unit and retired Garda dog Laser with Rex & Wilson	Garda Patrick Harrington	02/11/2023
Irish Independent	National Bravery Awards 2023	Garda Shane Smyth	10/11/2023
Irish Independent	National Bravery Awards 2023	Garda Padraig Marum	07/11/2023
Laois Today	National Bravery Awards 2023	Garda Padraig Marum	08/11/2023
RTÉ News	Racism and hate crime	Chief Supt Padraic Jones	07/11/2023
Drivetime RTÉ	Opening of Immigration Office at Dublin Port	Commissioner Harris (soundbite used)	09/11/2023
Newstalk	Work of Garda National Cyber Crime Bureau	Det Supt Michael Cryan	15/11/2023
Irish Times	Joint Cross-Border Road Traffic Checkpoint at Bridge End village Co. Donegal	Supt David Kelly and Insp Seamus McGonigle	16/11/2023
KCLR FM	Operation Twin Tracks in Carlow train station	Sgt Conor Egan	16/11/2023
Bauer Media	Operation Twin Tracks in Dublin	Supt Sean Fallon	16/11/2023
RSVP magazine	Online or phone scams in the Christmas season	Det Supt Michael Cryan	16/11/2023
Virgin Media News	Operation Twin Tracks in Dublin	Supt Sean Fallon	16/11/2023
Morning Ireland	Smishing, vishing and account takeover	Det Supt Michael Cryan	16/11/2023
Shannonside FM	Phone and investment scams	Det Supt Michael Cryan	16/11/2023
LM FM Radio	Account takeover fraud	Det Supt Michael Cryan	16/11/2023
RTE News	Jozef Puska sentencing at CCJ	Senior investigator	16/11/2023

Garda Press Office Activity:

The Garda Press Office operates 7am-11pm seven days a week responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms. Further to those already outlined, this month's activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation, including drug and cash seizures, such as the seizure of €2million of suspected cocaine, along with suspected cannabis and firearms during a GNDOCB operation on 3 November 2023, in searches of vehicles in Finglas and at addresses in Kilkenny, Waterford, Tallaght and Ashbourne.
- 191 press releases were issued during the month of November 2023.
- Christmas Road Safety Campaign Launch by Assistant Commissioner Hilman, National Rehabilitation Hospital on 30 November 2023.
- Arrests in the robbery of a post office in Dublin 10 on 23 November 2023.
- Serious Public Order Incident in Dublin City Centre on 23 November 2023.
- Serious Incident at Parnell Square East, Dublin 1 on 23 November 2023.
- Arrest of a man in Co. Louth on foot of a Swedish European Arrest Warrant on 19 November 2023.
- Search and arrest operation targeting organised crime in Co. Westmeath on 21 and 22 November 2023.
- Launch of An Garda Síochána winter phase (2023/2024) of Operation Thor on 22 November 2023.
- GNBCI search and seizure of counterfeit currency and documentation in West Dublin on 21 November 2023.
- Firearm and criminal damage incidents in Jobstown, Tallaght, Dublin 24 on 21 November 2023.
- GNECB Operation Skein romance fraud arrest on 20 November 2023.
- Announcing the refurbishment of Cashel Garda Station, Co. Tipperary on 23 November 2023.
- An Garda Síochána operation targeting national and international money laundering and smishing.
- Fatal shooting incident in Finglas, Dublin 11 on 18 November 2023.
- National Slow Down Day cross-border briefing in Donegal on 16 November 2023.
- GNPSB arrest operation - international investigation into human trafficking on 16 November 2023.
- Fraud awareness briefings on 15, 16 and 17 November 2023.
- Operation Twin Tracks - day of action aimed at preventing and detecting anti-social behaviour on DART, LUAS and Irish Rail services on 16 November 2023.
- Briefing An Garda Síochána joint cross-border road traffic checkpoint on 16 November 2023.
- National Cyber Crime Exercise, National Emergency Coordination Centre (NECC) on 15 November 2023.
- Discovery of two bodies at a domestic residence near Corofin, Co. Clare on 9 November 2023.
- Appeal for information – managed containment operation in Cork on 8 November 2023.
- Man arrested and charged in connection with a number of burglary incidents in Limerick City on 7 November 2023.
- Four persons arrested in connection with violent disorder incident in Ballinasloe, Co. Galway on 4 November 2023.
- Fatal assault in Garryowen, Co. Limerick on 4 November 2023.
- A number of training courses were provided, including:
 - 09/11/23 - Major Emergency Media Liaison Training, Galway.
 - 10/11/23 - Local Radio Presenters Seminar, Galway, Radio na Gaeltachta.
 - 21/11/23 - Major Emergency Media Liaison Training, Limerick.
- Arranging of upcoming media events/briefings on behalf of the organisation.

- Ongoing maintenance of data and statistics on the Garda webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

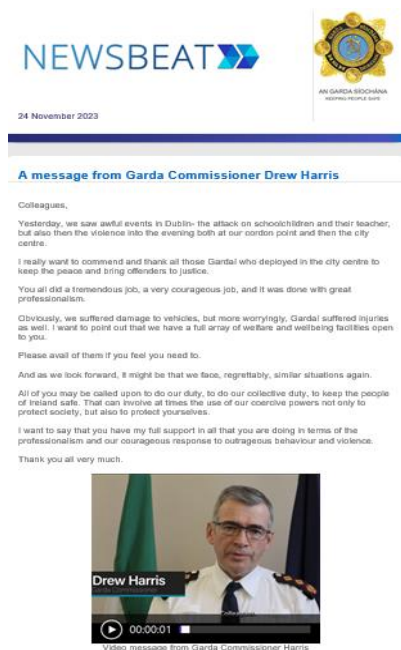
Internal Communications

In November 2023, the Internal Communications team delivered a comprehensive set of ten Newsbeat updates, including one Newsbeat special. The readership consistently stood at approximately 60%.

Newsbeat Special

This special edition included a video message from Garda Commissioner Harris addressing a serious public order incident in Dublin City Centre, thanking Gardaí for the professionalism and dedication shown on the day, and outlining available health and wellbeing support for all personnel.

Newsbeat



Key highlights included updates on the serious public order incident in Dublin City, the release of the 2022 Garda Annual Report, An Garda Síochána engagement in Public Services Transformation Week and active participation in the Movember campaign for men’s health awareness. Readers were informed about the Strategic Plan for 2025-2027, with a call for survey participation and received updates on enhanced features in mobility apps. Commissioner Harris and SLT colleagues’ appearance before the Oireachtas Committee on Justice was detailed, covering topics like the Policing Plan 2023, Dublin City Centre policing, rosters, roads policing and more. Additional updates encompassed improved functionality in Pulse, changes to The Sex Offenders (Amendment) Act 2023 and an article highlighting how 30 Gardaí were honoured for their bravery for near-drowning rescue assistance. An update was also included on the commencement of An Garda Síochána Mental Health First Aid Programme.

Garda Portal

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

- Information on the criminal intelligence page on the portal.
- Update on the Operating Model.
- Invitation to all personnel to join An Garda Síochána Women’s Network.






Additionally, the LifeSaver Project was prominently highlighted




Social Media Activities




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

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


Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	393,213	2.2%
 X- @GardaInfo	281,395	3%
 X - @GardaTraffic	603,595	4%
 Instagram - @GardaInsta	189,176	3.6%
 LinkedIn – An Garda Síochána LinkedIn	37,159	13.4%

Top Monthly Posts



 Facebook - @AnGardaSíochána
Post Engagement / Reach: 274,804




 An Garda Síochána 
Published by Michael Staines · 3d · 

This special girl and her Mam came into Dublin City yesterday with a bunch of flowers so that she could give a little purple flower to each one of us that she saw.
Your kind words of support, and each one of you that have taken the time to stop and say hello to us in recent days have lifted our spirits and made us smile.
And it isn't all that often that we get big warm hugs little this little guy's!
Thank you all.
[#HereToHelp](#)





[See insights and ads](#) [Boost post](#)

  9.4K 628 comments 392 shares

 Like  Comment  Share

[View more comments](#)

 Trena Tuíte
Absolutely lovely to see,, and so well deserved after all you guy's went through,, very heartwarming ❤️❤️
3d [Like](#) [Reply](#) [Hide](#)  68



X - @GardaInfo

Post Engagement / Reach: 361,000 views



Garda Info @gardainfo · Nov 29

Promote



We are appealing to the public for footage following last week's events. Email your contact details to: store.street.public@garda.ie

Please share this message.

Following last Thursday's serious public disorder in Dublin City Centre, the Garda investigation team are now requesting that anyone present who may have video footage or images, in any format, to please contact Store Street Garda Station via email.

The public are not requested to submit any footage at this time, but provide their contact details only.

Members of the investigation team will make contact directly to arrange the collection of any content.

www.garda.ie
In an emergency call 999 / 112

 **An Garda Síochána**
Ag Coimeáil Éiceime Sábhaíle - Keeping People Safe

Department of Justice 

988

424

729

360K






X - @GardaTraffic

Post Engagement / Reach: 626,000 views

An Garda Síochána @GardaTraffic · Nov 23 Promote ...

Frontline Gardaí backed up by Public Order Units are deployed in large numbers in Dublin City Centre.

Gardaí are advising members of the public to avoid the North City Centre at this time.




429 386 2.9K 626K

An Garda Síochána @GardaTraffic · Nov 23 ...

Dublin City Centre streets are now mainly calm.

Gardaí continue to be present and on patrol the city centre in large numbers.



131 198 1.3K 330K

An Garda Síochána @GardaTraffic · Nov 23 ...

Dublin City continues to be calm.

[@Luas](#) and [@dublinbusnews](#) services are unlikely to resume this evening.

Gardaí continue to patrol and monitor the situation.



Instagram - @GardaInsta
Post Engagement / Reach: 181,717

The image shows a night-time street scene in Dublin, Ireland, with Gardaí (Irish police) in uniform standing in a line across the road. A Gardaí van with flashing blue lights is visible on the left. The street is wet, reflecting the city lights. The caption and comments are on the right side of the post.

gardainsta
Dublin, Ireland

Frontline Gardaí backed up by our Public Order Units are currently deployed in large numbers in Dublin City Centre. We are advising the public to avoid the North City Centre and the South City Quays at this time. @dublinbusnews and LUAS services are currently suspended. Crowds on O'Connell Street and the surrounding streets are being dispersed by Public Order Units and uniform Gardaí. If you are in an emergency please call 999/112. Edited · 1 w

sincerely_chelsey Stay safe ❤️
1 w · 8 likes · Reply

helen1190 Thank you ❤️ You shouldn't have to do this. Stay safe out there.
1 w · 1 like · Reply

the.becs.files Stay safe ❤️
1 w · 1 like · Reply

janette_wade96 Send the guards and fire service and their families nothing but peace, love and gratitude! Stay safe 10000
1 w · 1 like · Reply


caitronaagnew Keep safe 🙏
1 w · 1 like · Reply

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

18,416 likes
7 days ago



LinkedIn – An Garda Síochána LinkedIn
Post Engagement /Reach: 62,025



An Garda Síochána
37,160 followers
3d • 🌐

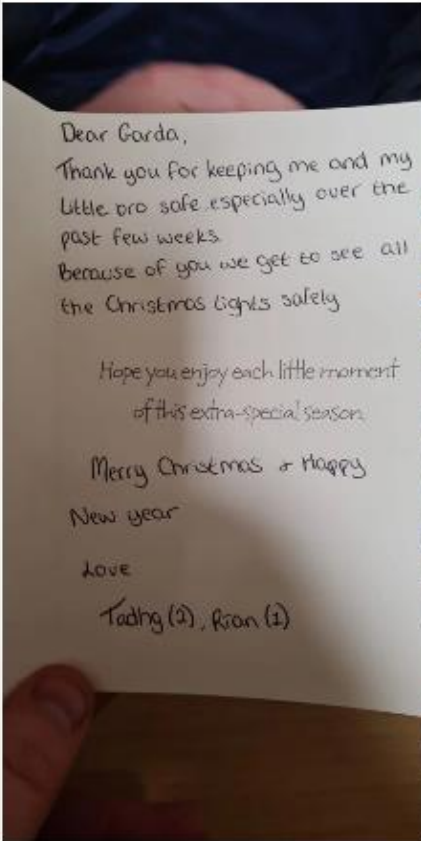
Gardaí on patrol in Dublin today were handed this card by a very young gentleman with a lovely message.

Tadgh and Ríán, we absolutely agree!

Dublin is open for business and looking festive 🍷🎄

Some days are better than others!

[#ItsAJobWorthDoing](#)
[#KeepingPeopleSafe](#)






Dear Garda,
Thank you for keeping me and my little bro safe especially over the past few weeks because of you we get to see all the Christmas lights safely

Hope you enjoy each little moment of this extra-special season





Merry Christmas + Happy New year

Love
Tadgh (2), Ríán (2)



  Laura Griffin MEIC and 1,497 others

34 comments • 25 reposts

  Like  Comment  Repost

Organic impressions: 62,025 Impressions Preview results ▾

5. Implementation of Cultural Change

Culture Reform Programme

- In October 2023, the Sergeant and HEO from GECB travelled to the United Kingdom to attend the NPCC (National Police Chiefs Council) pilot project – “Equipping Leaders with the Skills and Knowledge to Set an Example and Build Inclusive Teams”.
- Leading Ireland’s Future Together (LIFT) was launched in 2018 and is a ‘social enterprise initiative aimed at increasing the level of positive leadership in Ireland’. It utilises small group learning based on key leadership values. Superintendent GECB met with the CEO of LIFT on 13 October 2023 and discussed the potential for An Garda Síochána to have a pilot partnership with LIFT, in order to trial the LIFT process towards an initial four-month pilot programme.

6. Risk Management

An Garda Síochána Corporate Risk Register captures ten principal risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, Risk and Policy Committee and supported by the Garda Risk Management Unit (GRMU).

- A recent meeting of the Risk and Policy Committee took place on 28 November 2023. The next meeting is scheduled to take place on 27 February 2024. Updates to corporate risks were discussed and agreed as outlined below:
 - The risk rating for corporate risk '*CRR7/17: Challenges Surrounding Data Management & Data Quality*' was reduced from a 'Very High' (25) to a 'Very High' (20).
 - New corporate risk '*CRR3/23: Capacity and Capability of the Finance Section to Deliver Effective Financial Services in An Garda Síochána*' was added to the Corporate Risk Register, with a risk rating of 'Very High' (20).
- Compliance rates at local level for Q2 2023 remained consistently high at 95%. Compliance rates for Q3 2023 are currently being collated.

During the month of November 2023, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all corporate risk owners and support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Made significant progress in relation to the Risk Management IT System (RMITS), which is currently in testing. GRMU continue to provide assistance in testing to ensure the timely delivery of the new system. It is anticipated that Phase 1 rollout of the system will commence in late January 2024, delivered to the local risk environment.
- Engaged with STO and Deloitte consultants in relation to proposed governance arrangements under the Policing, Security and Community Safety (PSCS) Bill.
- Continued to provide support and guidance to risk managers and support staff via Microsoft Teams, teleconferencing, phone, email and face to face meetings.
- Provided risk management training as part of the Garda Inspector's Development Programme.
- Conducted a risk register development workshop with members of the Kerry Division.
- Superintendent GRMU attended a meeting of the Audit and Risk Committee.

Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for October 2023 and November 2023.

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

Category	Oct-23	Nov-23	Increase/ Decrease	% Change
Total UOF for Month	959	825	-134	-13.97%
Civilians Injured	30	21	-9	-30.00%
Garda Members Injured	22	16	-6	-27.27%
Pepper Spray Deployed	79	76	-3	-3.80%
Batons	23	21	-2	-8.70%
Handcuffs	815	682	-133	-16.32%
Anti-spit guard	0	1	1	N/C
Unarmed Restraint	219	120	-99	-45.21%
Taser	1	3	2	200.00%
Less Lethal Firearm	1	0	-1	-100.00%
Firearm	0	1	1	N/C
Gender Subject to Force - Male	739	609	-130	-17.59%
Gender Subject to Force - Female	109	91	-18	-16.51%
Drugs Involved	271	236	-35	-12.92%
Alcohol Involved	525	438	-87	-16.57%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	53.40%	46.70%	-6.70%	-12.55%

* NC – Percentage figure of 0 is not calculable.

[Data for Thursday 23/11/23 is not captured in this report. This use of force data will be provided, in due course, as part of the ongoing investigation into these events.]



Reported Use of Force

November 2023

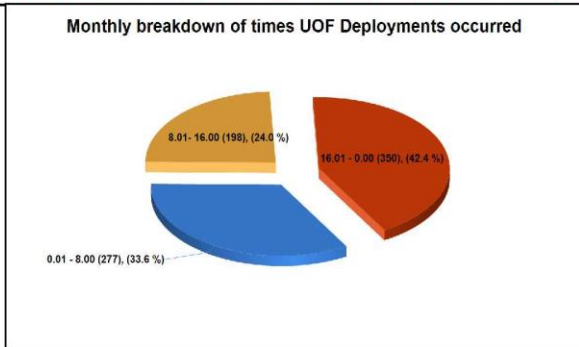
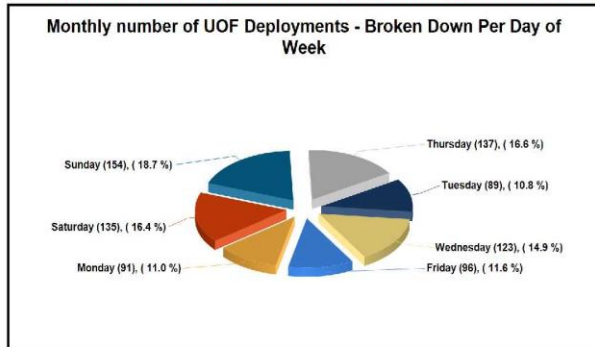
THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF December 6, 2023 at 8:30:35. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	762	YTD	10,660
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	825	YTD	11496

Number of Incidents on PULSE	Month	111,534	YTD	1,300,086
% of Incidents involving Use of Force	Month	0.6832%	YTD	0.8199%

"Data for Thursday 23/11/23 is not captured in this report. This Use of Force Data will be provided, in due course, as part of the ongoing investigation into these events."



Civilians injured during UOF Incident

Month	YTD
21	288

Garda Members injured during UOF Incident

Month	YTD
16	283

Pepper Spray*

Month	YTD
76	913

Baton (Used)

Month	YTD
21	261

Handcuffs (Used)

Month	YTD
682	9771

Anti Spit Guard (Used)

Month	YTD
1	9

Unarmed Restraint Used

Month	YTD
120	2295

Taser (Used)

Month	YTD
3	34

Less Lethal Firearm

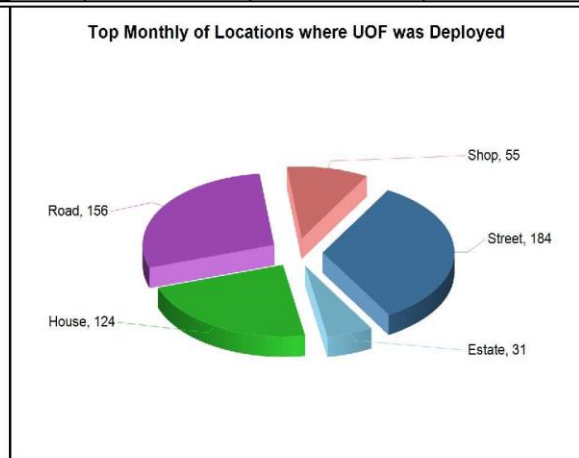
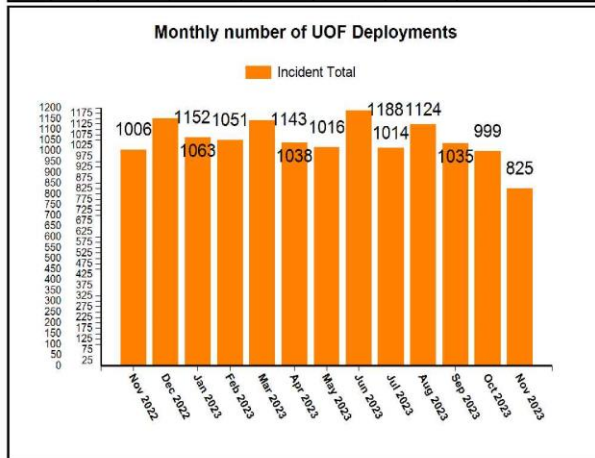
Month	YTD
0	7

Firearm (Used)**

Month	YTD
1	2

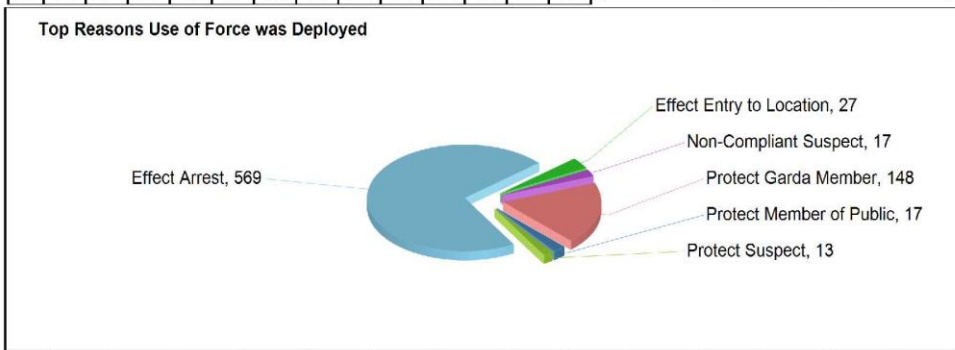
	Sun	Mon	Tue	Wed	Thu	Fri	Sat
2023 YTD	2111	1489	1369	1489	1455	1623	1960
2022 YTD	2598	1613	1486	1560	1560	1820	2313

	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2023	3446	2648	5402
2022	4087	2721	6142

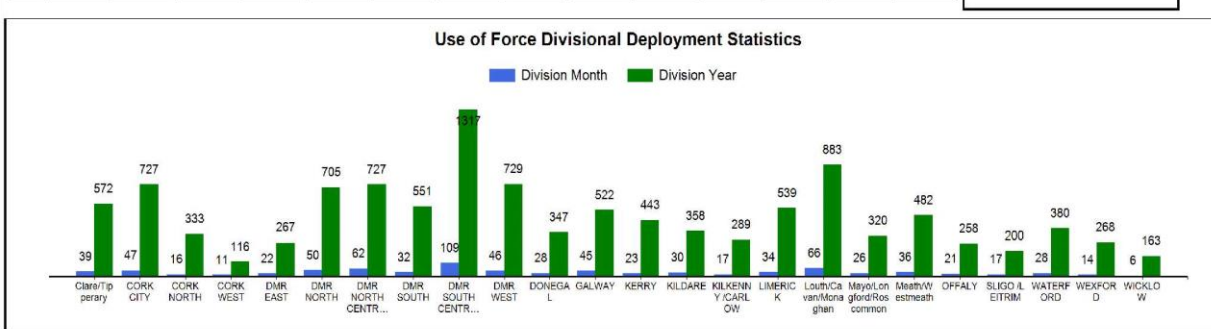
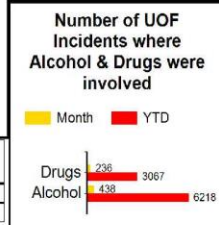
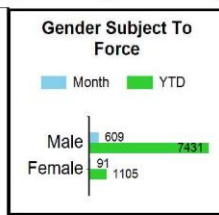


	Nov 2022	Dec 2022	Jan 2023	Feb 2023	Mar 2023	Apr 2023	May 2023	Jun 2023	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023
Total	1006	1152	1063	1051	1143	1038	1016	1188	1014	1124	1035	999	825

	Estate	House	Road	Shop	Street
2023	31	124	156	55	184



	Effect Arrest	Protect Garda Member	Effect Entry to Location	Non-Compliant Suspect	Protect Member of Public	Protect Suspect	Carry Out Search	Armed Suspect	Prevent Escape	Violent Person	Protect Property	Other	Vehicle Falling to Stop	Covid-19
Month	569	148	27	17	17	13	10	10	7	5	1	1	0	0
YTD	8054	2045	349	267	160	170	142	75	113	46	6	53	16	0



	Clare/Tipperary	CORK CITY	CORK NORTH	CORK WEST	DMR EAST	DMR NORTH	DMR NORTH CENTRAL	DMR SOUTH	DMR SOUTH CENTRAL	DMR WEST	DONEGAL	GALWAY	KERRY	KILDARE	KILKENNY/CARLOW	LIMERICK	Louth/Carmonaghan	Mayo/Longford/Roscommon	Meath/Westmeath	OFFALY	SLIGO LITRIM	WATERFORD	WEXFORD	WICKLOW
Month	39	47	16	11	22	50	62	32	109	46	28	46	23	30	34	66	26	36	21	17	28	14	6	
YTD	572	727	333	116	267	705	727	551	1317	729	347	522	443	358	289	539	883	320	482	258	200	380	268	163
AVG	52.00	68.09	30.27	10.55	24.27	64.09	66.09	50.09	119.73	66.27	31.55	47.45	40.27	32.55	28.27	49.00	80.27	29.09	43.82	23.45	18.18	34.55	24.36	14.82

NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force Incidents can be created outside of the monthly parameters.
 *Use of Force incidents can include multiple persons subject to force
 **This report is generated from information contained on the Garda Síochána PULSE system as per report issue date.
 ***UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

8. Data Quality and Operational Value of Data

Information-led Policing: Data in support of Policy Development and Performance Monitoring

- PULSE Release 7.8.3 went live on 12 November 2023 which introduced a number of data quality enhancements and changes, including rolling out incident outcomes nationally.
- Six new call takers joined GISC and commenced training on 6 November 2023.
- Refresher training was provided to GISC staff on incident narratives and searching, as well as on PULSE changes which were introduced under Release 7.8.3 on 12 November 2023.
- GISC implemented one additional data quality coherency check during November 2023. Further information is available at the link to the data quality metrics below.

Data Quality and Operational Value of Data

The November 2023 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 30 November 2023 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-30-November-2023)

Garda National Vetting Bureau Statistics

- Garda standard vetting average turnaround times continue at their long-term figure of 7-8 working days once an application is received.
- 555,594 Garda vetting applications received to the end of November 2023.
- 7.4% year on year increase on vetting applications received to the end of November 2022

Crime Trends

GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-Covid levels.

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

The equivalent 12-month period a year ago

%(+/-) vs Prev 12m

The equivalent period from 2018/2019
(representing a pre-COVID period)

%(+/-) vs Pre Cov

Increase of +20% or more



Increase of +5% to +20%



Increase or decrease of up to 5%



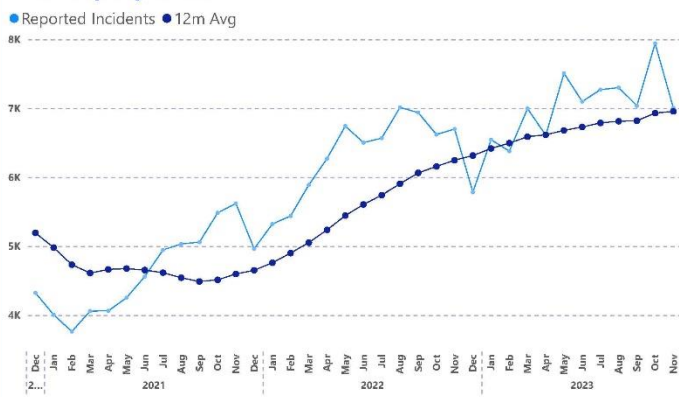
Decrease of -5% to -20%



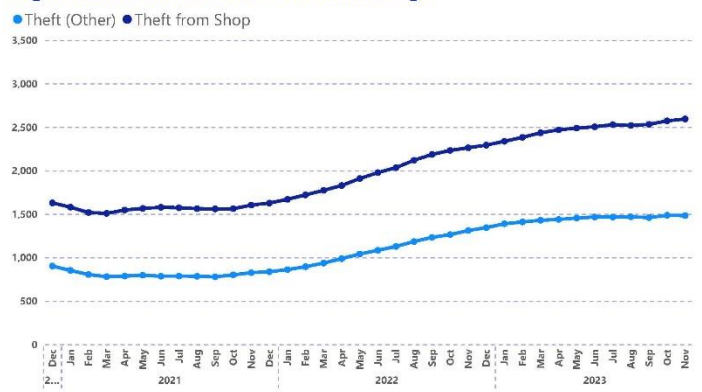
Decrease of -20% or more



Total Property Crime



High Volume Theft Offences (12 Month Avg)



Burglary (12 Month Avg)



	%(+/-) vs Prev 12M		%(+/-) vs Pre Cov	
Property Crime (Burglary)	-1.7%	→	-45.1%	↓
Non-Residential	+18.5%	↗	-34.5%	↓
Residential	-9.4%	↘	-49.2%	↓
Property Crime (Other)	+25.1%	↑	+10.6%	↗
Property Crime (Theft Offences)	+11.5%	↗	+3.6%	→
Property Crime (UT/Interference - Vehicle)	+25.6%	↑	+57.9%	↑
Total	+11.3%	↗	-2.6%	→

ICCS Classification Grouping

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

Nov 2023

Total Crimes Against the Person

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Crimes Against the Person (Assault)	-1.8% →	+4.5% →
Non-Residential	-2.0% →	+0.6% →
Residential	-1.4% →	+13.2% ↗
Crimes Against the Person (Other)	-12.3% ↘	+1.3% →
Total	-3.8% →	+3.9% →

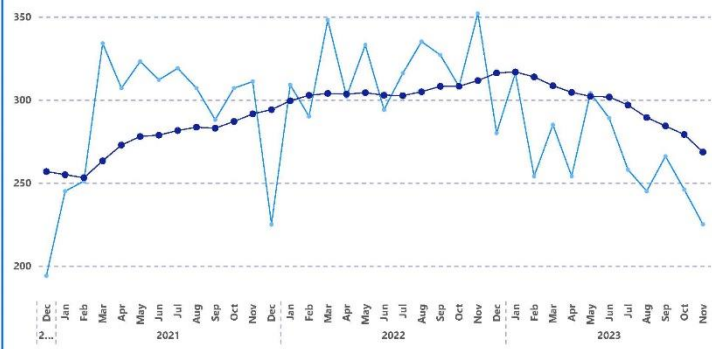
ICCS Classification Grouping

Crimes Against the Person (Assault)
032 - Assaults

Crimes Against the Person (Other)
011 - Murder/Manslaughter/Infanticide
031 - Attempts/Threats to Murder
033 - Harassment and Related Offences
042 - Other Dangerous or Negligent Acts
051 - False Imprisonment, Abduction
063 - Hijacking Offences

Sexual Offences & Child Pornography

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Sexual Offences (Child Pornography Offences)	-48.6% ↓	-45.0% ↓
Sexual Offences (Rape/Sexual Assault)	-7.8% ↘	+0.5% →
Total	-13.8% ↘	-6.4% ↘

ICCS Classification Grouping

Sexual Offences (Child Pornography Offences)
0222 - Child pornography offences
0223 - Child pornography - obstruction of warrant

Sexual Offences (Rape/Sexual Assault)
021 - Rape and Sexual Assault
022 - Other Sexual Offences (excl. Child Pornography)

Criminal Damage

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Criminal Damage	+2.6% →	+1.0% →
Non-Residential	+1.0% →	-4.0% →
Residential	+4.7% →	+8.5% ↗
Total	+2.6% →	+1.0% →

ICCS Classification Grouping

Criminal Damage
1211 - Arson
1212 - Criminal damage (not arson)

Total Public Order

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Public Order (Drunkness)	-4.6% →	-6.3% ↘
Public Order (Public Order Offences)	-7.9% ↘	-15.7% ↘
Total	-6.6% ↘	-12.3% ↘

ICCS Classification Grouping

Public Order (Drunkness)
1313 - Drunkness offences
Public Order (Public Order Offences)
1312 - Public order offences

9. Policing Successes

Throughout the month of November 2023, 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 national units. A synopsis of some of those incidents that occurred throughout the month of November 2023 are set out hereunder:

On 3 November 2023, as part of an ongoing intelligence-led operation targeting the activities of an organised crime group involved in drug importation and distribution, personnel attached to the Garda National Drugs and Organised Crime Bureau effected a controlled stop and search of a vehicle, during which suspected cocaine with a value of €20,000 was recovered. A secondary pre-planned search of a private premises was then undertaken, during which 26kg of suspected cocaine, 1kg of suspected cannabis herb, along with three semi-automatic pistols and an imitation firearm were recovered and seized. Two further ancillary searches were subsequently undertaken with assistance from Divisional Drug Units, resulting in seizures of 1kg and 0.72kg of suspected cocaine. The total value of suspected drugs seized for this operation was €1,960,000. Four suspects were arrested under the provisions of the Misuse of Drugs Act and subsequently detained under Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. All four suspects were later charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act and one suspect was further charged with offences under Section 27 of the Firearms Act, 1964.

On 10 November 2023, while on proactive patrol, Gardaí observed two suspects open the back of a parked ambulance and take two medical bags from the vehicle. Gardaí apprehended both suspects and arrested them at the scene. Both suspects were charged and are currently before the District Courts. All of the stolen property was recovered.

On 14 November 2023, Gardaí received reports that a lone person was approached by a suspect who demanded they hand over their mobile phone, assaulted them with an implement and stole their phone. The injured party received physical injuries and required hospital treatment. Gardaí immediately attended to the injured party, who provided a description of the suspect which matched a suspect known to Gardaí. Following a search of the area, the suspect was located near their home and arrested for the robbery, contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001, and subsequently detained. A search of the scene resulted in the location of the alleged implement used during the robbery and the stolen mobile phone. The suspect was later charged with robbery and appeared before the District Court, where they are remanded on their own bond to future court sittings.

On 23 November 2023, Gardaí responded to reports that three suspects, armed with a sledgehammer and a firearm, entered a post office, where they took a large sum of cash before making good their escape in a stolen vehicle. Gardaí immediately began searches in the locality and apprehended the three suspects after they left the vehicle on foot. During a follow up search of the vehicle, an imitation firearm and substantial amount of cash were recovered. The three suspects were detained and subsequently charged with a number of offences, including robbery of an establishment, producing a weapon capable of inflicting serious injury while committing an offence and criminal damage. All three suspects were brought before the District Court and, following bail objections, they were remanded in custody.

In addition, over a two-week period in November 2023, the Garda National Cyber Crime Bureau attended the 13th Victim ID Task Force in The Hague. This was an intensive working group and was the largest and most successful of its kind. A large volume of child sexual abuse material was examined and a number of specific referrals have been sent to law enforcement agencies, which it is envisioned will lead to children being removed from harm.

Also on 29 November 2023, as part of an ongoing investigation into the trafficking of illegal immigrants into the State and exiting the State to the UK, personnel attached to the Garda National Immigration Bureau conducted multiple searches. During the searches, two people were arrested for an offence contrary to Section 72 of the Criminal Justice Act, 2006, as amended by Section 6 of the Criminal Justice (Amendment) Act, 2009, for the schedule offences of Section 6 and 7 of the Criminal Justice (Smuggling of Persons) Act, 2021. Both persons were subsequently conveyed to a local Garda station and released following questioning. Additional follow up searches were conducted, during which digital devices, documentation, a large sum of cash and gold jewellery were seized. Further enquiries are currently being conducted with a view to a file being submitted to the DPP.

In addition, during the month of November 2023, the Criminal Assets Bureau conducted searches targeting the assets of organised crime groups suspected of being involved in people trafficking, prostitution, theft and fraud offences, and drug trafficking, during which two tonnes of car batteries, a stolen caravan and high-value watches were seized, and funds of €193,000 were restrained. Also during November 2023, the Criminal Assets Bureau secured orders pursuant to Section 2 and Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of three residential properties and seven high-value watches. Finally, during November 2023, the Criminal Assets Bureau high-value goods auction was concluded. 98 lots of high-value goods, including watches, jewellery, gold bars and handbags, were auctioned by Wilson's auctioneers on behalf of the Criminal Assets Bureau. All of the lots reached their reserve and were sold, yielding €446,000 for the exchequer.

10. Community Engagement and Organisational Initiatives

The Strategic Retail Theft Forum

On 14 November 2023, the Garda National Crime Prevention Unit hosted the Strategic Retail Theft Forum. The Strategic Retail Theft Forum falls under Strategic Objective 1 of the Crime Prevention and Reduction Strategy 2022–2024, and aims to reduce crime and the fear of crime, in partnership with key internal and external stakeholders, including the commercial sector, communities and statutory agencies. The forum provides An Garda Síochána and retailers an opportunity to discuss various topics and issues experienced by retailers, in an effort to take a collaborative approach to tackling retail theft.

4th National Slow Down day

On 16 November 2023, An Garda Síochána, in liaison with the PSNI, held the fourth National Slow Down Day of the year, which was launched at a joint checkpoint held at a border crossing. There were 593 detections recorded at traffic stops by members of An Garda Síochána and through mobile camera enforcement.



Motor Insurers' Bureau of Ireland

Also on 16 November 2023, the Motor Insurers' Bureau of Ireland (MIBI) began providing insurance details to An Garda Síochána on a daily basis, following the signing of a data-sharing agreement between the two organisations. An Garda Síochána will now receive comprehensive insurance records every night, providing a real-time picture of the insurance details for every private vehicle in the country.



Day of Action – Operation Twin Tracks

In addition, on 16 November 2023, An Garda Síochána, in liaison with Transdev Ireland (LUAS) and Iarnród Éireann (Irish Rail), coordinated a day of action under Operation Twin Tracks, which is aimed at the prevention and detection of anti-social behaviour on DART, Luas and rail routes. The two primary elements to the plan were 'Community Engagement' and 'Rail Safety', and were achieved by high visibility public engagement and delivery of crime prevention advice. High visibility patrolling concentrated on rail and light rail transport within the DMR Region, and nationwide on intercity routes.



The Longford Community Safety Partnership Annual Public Meeting and Crime Prevention Expedition

On 28 November 2023, the Longford Community Safety Partnership Annual Public Meeting and Crime Prevention Expedition was held in the Longford Arms Hotel. This was a large-scale community engagement event attended by over 150 people from 19 different community groups consisting of people of all ages and diverse backgrounds. Two new initiatives were launched; “See Something Say Something” and the “Garda Older Persons Digital Register”. Gardaí also had a number of information stands highlighting various community engagement initiatives.



Counter Human Trafficking Study Trip to Romania

A counter human trafficking study trip to Romania took place between 12 and 15 November 2023, and was undertaken by Detective Chief Superintendent Colm Noonan and Detective Superintendent Derek Maguire of the Garda National Protective Services Bureau.

This counter human trafficking study trip was arranged by the UN International Organisation for Migration (IOM) Ireland, in conjunction with IOM Romania and was fully funded by the Department of Justice. Alongside the participants from An Garda Síochána were two senior officers from the office of the DPP. Representatives from IOM accompanied the participants throughout.

The trip was extremely successful. The engagement and connections made will significantly assist current and future operations and investigations.

11. Operating Model

Business Services and Performance Assurance Functional Areas

Nineteen divisions have commenced the implementation of the Business Services Functional Area. Following successful deployment of the Operating Model into the Meath/Westmeath Division on 19 November 2023, nine divisions have now successfully transitioned to the Operating Model Divisional Functional Area structure, having implemented both Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA), and the deployment of PULSE 7.8. Engagement and support for the nine fully commenced divisions is ongoing, including meetings with Superintendents and PAF Administrators.

Progress continues with BSFA and PAFA implementation across the remaining 12 divisions, with preparation continuing to transition the Louth/Cavan/Monaghan Division to the Operating Model structure on 3 December 2023. The implementation of PAFA standardised processes in the nine fully commenced Operating Model divisions is ongoing. In addition, Superintendents have been assigned to the PAFA in the DMR North Central, Waterford/Kilkenny/Carlow, Louth/Cavan/Monaghan, Laois/Offaly/Kildare and Wexford/Wicklow Divisions. They have commenced utilising PAFA standardised processes and are at various stages of implementation within these divisions.

Crime and Community Engagement Functional Areas

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford, DMR South, DMR South Central, Clare/Tipperary and Meath/Westmeath Divisions are operating in the four Functional Area structure. These nine divisions have commenced their Community Engagement and Crime Functional Areas. This means:

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

The commencement of the Community Engagement and Crime Functional Areas will not proceed in DMR North Central Division on 3 December 2023 due to critical staffing shortages at Executive Officer and Clerical Officer grades. A revised commencement date for the DMR North Central Division is currently being considered.

Current Status

Planning and implementation preparation is underway for the continued rollout of the remaining divisions in 2023/24, allowing for the alignment of other transformation projects, including RDMS, CAD 2 and IMS. Engagement and support for the nine fully commenced divisions is ongoing.

Process development work for Community Engagement and Crime processes is still underway, with significant progress made to date. The Operating Model team is continuing to support and engage with divisions yet to go live with PULSE 7.8 and establish the Operating Model Four Functional Area structure, to ensure divisional readiness and aid with their transition to the Operating Model Functional Area structure.

12. Garda Occupational Health and Wellbeing Office

Health and Wellbeing Supports in An Garda Síochána



KOPS Wellbeing App Updates and Review

- The KOPS App ensures that there is a resource available for all Garda personnel to access information, advice and signposting to speak to someone 24 hours a day, 365 days a year.
- The KOPS App is automatically installed on the work side of active mobility devices and is available to install on personal devices as well as on the personal side of active mobility devices.
- Insights:
 - 15,000 users – November 23.
 - The most visited pages – ‘Useful Contacts’ followed by ‘Common Concerns’.
 - There has been over 174k page views across the app.
- The app is updated on a monthly basis with new content – examples outlined below:

September 2023

- World Heart Month with link to the Irish Heart Foundation.
- Mental Health Campaign.
- World Suicide Prevention Day with link to HSE’s Your Mental Health page.
- National Walking Day with link to Get Ireland Walking page.
- The Great Dublin Bike Ride with link to Cycling Ireland.

October 2023

- Breast Cancer Awareness Day with link to Marie Keating Foundation.
- World Mental Health Day with link to WHO Mental Health Day Campaign.
- European restart a heart day with link.
- World Menopause Day with link.

November 2023

- Keep Well this Winter.
- Movember – Prostate Awareness Month.
- World Kindness Day.
- World Diabetes Day.
- International Men’s Health Day.

Following a full review of the KOPS App in 2023, An Garda Síochána will be working with the platform providers to launch Version 2.0.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	1	0	0	8
Superintendent	1	2	5	1	2	2	0	0	0	2	2	2	2	19
Total	1	4	6	3	2	4	1	0	0	2	3	2	2	28

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of November 2023</i>													
Rank	ECF	Position at end of last month Oct 2023	Appointed in Month – November 2023	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	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	0	0	0	0	1	0	0	0	-1	46	1
Superintendent	168	166	0	0	0	0	1	1	0	0	-2	164	4
Total	223	221	0	0	0	0	2	1	0	0	-3	218	5

Appendix C – Breakdown of Garda Leave – Garda Members

Data as at the end of November 2023									
As at 30.11.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	21	0	0	18	24	2	0
	Female	80	14	28	36	0	98	4	3
Sergeant	Male	1	0	0	0	1	3	0	0
	Female	1	1	3	6	0	14	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	21	0	0	19	27	2	0
	Total Female	81	15	32	42	0	112	4	3
	Total	84	36	32	42	19	139	6	3

Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 30.11.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	4	8	0	0	7	1	0	0
	Female	219	22	6	7	58	0	0	3
EO	Male	1	2	0	0	3	0	0	1
	Female	39	10	4	0	19	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	3	1	0	0	9	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	0	1	2	0	1	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	0	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	0	1	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	1	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	6	11	0	0	2	1	0	1
	Total Female	268	34	14	7	88	0	0	6
	Total	274	45	14	7	100	1	0	7

Appendix E – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members – unavailable for duty due to sick leave *OI = Ordinary illness **IOD = Injury on duty

	Garda		Sergeant		Inspector & above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
November 2023	1,741	209	143	11	17	3	1,901	223
October 2023	1,835	186	138	12	13	3	1,986	201
September 2023	1,737	194	147	12	7	3	1,891	209
August 2023	1,684	198	139	13	9	4	1,832	215
July 2023	1,566	202	123	13	14	4	1,703	219
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
April 2023	1,515	194	103	11	13	3	1,631	208
March 2023	1,755	196	146	10	13	2	1,914	208
February 2023	1,581	180	138	10	20	2	1,739	192
January 2023	1,830	185	162	12	22	2	2,014	199
December 2022	1,833	185	171	12	19	2	2,023	199
November 2022	1,802	178	153	12	22	2	1,977	192

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
November 2023	1,903	210	152	11	17	3	2,072	224
October 2023	1,990	189	144	12	13	3	2,147	204
September 2023	1,894	194	152	12	7	3	2,053	209
August 2023	1,829	200	148	13	9	4	1,986	217
July 2023	1,703	203	129	14	15	4	1,847	221
June 2023	1,726	196	138	11	18	2	1,882	209
May 2023	1,890	187	147	13	15	2	2,052	202
April 2023	1,618	196	107	11	13	3	1,738	210

March 2023	1,902	198	152	10	14	2	2,068	210
February 2023	1,694	180	147	11	23	2	1,864	193
January 2023	1,977	185	168	12	23	2	2168	199
December 2022	1,970	188	182	12	20	2	2,172	202
November 2022	1,939	180	167	12	23	2	2,129	194

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Nov 2023	14,065	5,889.5	1,362.5	319	209	90	15,636.5	6,298.5
Oct 2023	16,376	5,496.5	1,444.5	338	166	93	17,986.5	5,927.5
Sept 2023	15,491	5,533.5	1,407.5	360	128	90	17,026.5	5,983.5
Aug 2023	15,046	5,956	1,413.5	373	167	106	16,626.5	6,435
July 2023	14,015	5,938.5	1,579.50	369	163	124	15,757.5	6,431.5
June 2023	13,091	5,440	1,397.5	326	250	60	14,738.5	5,826
May 2023	14,824.5	5,369	1,324.5	350	237	62	16,386	5,781
April 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
March 2023	14,652.5	5,553	1,378	310	175	62	16,205.5	5,925
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Nov 2023	15,636.50	-2,350.00	-13.07%
Oct 2023	17,986.50	960.00	5.64%
Sept 2023	17,026.50	400.00	2.41%
Aug 2023	16,626.50	869.00	5.51%

July 2023	15,757.50	1019.00	6.91%
June 2023	14,738.50	-1647.50	-10.05%
May 2023	16,386.00	1270.50	8.41%
April 2023	15,115.50	-1090.00	-6.73%
March 2023	16,205.50	1700.00	11.72%
Feb 2023	14,505.50	-2660.00	-15.50%
Jan 2023	17,165.50	-1521.50	-8.14%
Dec 2022	18,687.00	1575.00	9.20%
Nov 2022	17,112.00	-1391.00	-7.52%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Nov 2023	6,298.50	371.00	6.26%
Oct 2023	5,927.50	-56.00	-0.94%
Sept 2023	5,983.50	-451.50	-7.02%
Aug 2023	6,435.00	3.50	0.05%
July 2023	6,431.50	605.50	10.39%
June 2023	5,826.00	45.00	0.78%
May 2023	5,781.00	-48.00	-0.82%
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%

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

Month	No. of Days Absent	LTR
Nov 2023	15,636.50	4.23%
Oct 2023	17,986.50	4.84%
Sept 2023	17,026.50	4.61%
Aug 2023	16,626.50	4.48%
July 2023	15,757.50	4.24%

June 2023	14,738.50	3.97%
May 2023	16,386.00	4.48%
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%

Garda Staff – Numbers who availed of sick leave

Date	No.
Nov 2023	447
Oct 2023	398
Sept 2023	400
Aug 2023	364
July 2023	368
June 2023	379
May 2023	405
Apr 2023	291
Mar 2023	435
Feb 2023	371
Jan 2023	496
Dec 2022	528
Nov 2022	457

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Nov 2023	481	3	484
Oct 2023	425	5	430
Sept 2023	424	5	429
Aug 2023	379	5	384
July 2023	382	4	386
June 2023	401	8	409
May 2023	433	7	440

Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Nov 2023	4,101.50	61	4,162.50	-10.50	-0.25%
Oct 2023	4,099.00	74	4,173.00	99.50	2.44%
Sept 2023	3,989.50	84	4,073.50	42.50	1.05%
Aug 2023	3,949.00	82	4,031.00	-204.00	-4.82%
July 2023	4,167.00	68	4,235.00	176.50	4.35%
June 2023	4,003.00	55.5	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.50	67	4,263.50	611.00	16.73%
Feb 2023	3,568.50	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%

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

Date	Days Absent	LTR
Nov 2023	4,162.50	5.22%
Oct 2023	4,173.00	5.35%
Sept 2023	4,073.50	5.21%
Aug 2023	4,031.00	5.14%
July 2023	4,235.00	5.42%
June 2023	4,058.50	5.22%

May 2023	4,059.50	5.23%
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.50	5.48%
Feb 2023	3,652.50	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%

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
Nov 2023	9	215
Oct 2023	11	225
Sept 2023	11	309
Aug 2023	13	349
July 2023	15	389
June 2023	14	408
May 2023	15	413
April 2023	17	357
March 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468

Sick leave statistics as recorded on SAMS. These are compiled using the mental health illness subcategory, based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.

Sick Leave as at 30 November 2023

Personnel on sick leave on 30 November 2023

- Total number of Garda members on sick leave: 841 (205 IOD) (6.06%).
- Total number of Garda Staff on sick leave: 149 (3 occupational injury/illness) (4.86%).
- Overall personnel on sick leave: 990 (5.84%).

Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 493 (201 IOD) (3.55%).
- Total number of Garda Staff on long term sick leave: 82 (3 occupational injury/illness) (2.67%).
- Overall personnel on long term sick leave: 575 (3.39%).
- The percentages show the number of personnel on sick leave as a percentage of the total strengths.

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

- Per the most recent return to the end of Q3 2023, the total number of members on light duties/reasonable accommodations is 648.

Overview of Sick Absence November 2023

