

# An Garda Síochána

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

Teileafón/Tel: [Tel No Unit]

Bí linn/Join us  



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

Láithreán Gréasain/Website: [www.garda.ie](http://www.garda.ie)

Ríomh-phoist/Email: [foi@garda.ie](mailto:foi@garda.ie)

## Re: Freedom of Information Request FOI-000143-2016 Request Partially Granted

Dear

I refer to the Freedom of Information Act 2014 and your submission to An Garda Síochána dated 14<sup>th</sup> April 2016 and received on the 14<sup>th</sup> April 2016.

Part 1(n) of Schedule 1 of the Freedom of Information Act 2014 states that An Garda Síochána is listed as a partially included agency “insofar as it relates to administrative records relating to human resources, finance or procurement matters”. Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request is shown below:

- 1) The number of staff sick days for the calendar years 2014, 2015 and so far for 2016.*
- 2) The cost of temporary/ substitute cover, if any, for those on sick leave during the periods specified above.*

I, Helen Deely, Superintendent wish to inform you that your request has been **partially granted**.

The purpose of this letter is to explain that decision.

## 1. Findings, particulars and reasons for decisions to deny access

Members of An Garda Síochána who avail of sick leave of more than one day absence are required to provide a medical certificate from their GP.

The new Public Service Sick Leave Scheme was introduced from 31<sup>st</sup> March 2014. The Public Service Management (Sick Leave) Regulations 2014, made by the Minister for Public Expenditure and Reform, set out the terms of the new Public Service Sick Scheme.

The rationale for the new scheme is to increase productivity, and lower the cost of sick leave by reducing the periods during which paid sick leave will be available and capping the period during which “temporary rehabilitation remuneration”, formerly “pension rate of pay”, may be paid.

Under the terms of the new Public Service Sick Leave Scheme entitlement to paid sick leave is calculated over a rolling four year period. This did not previously apply to members of An Garda Síochána.

The first part of your request is seeking:

*The number of staff sick days for the calendar years 2014, 2015 and so far for 2016*

The table below sets out the total number of days lost due to illness by **Garda** members of An Garda Síochána in the years 2014, 2015 and in 2016 (1 January – 31 March) –

Sick Leave Statistics for Garda Members - 2014, 2015 and 2016 (1 Jan – 31 March)			
YEAR	Ordinary Illness/Injury off Duty	Occupational Illness/Injury arising from Duty	Total number of days recorded*
2014	139,937	36,145	176,082
2015	112,999.5	44,864.5	157,864
2016 (Jan – Mar)	32,099	9,835	41,934

\*The Total No. of Sick Days recorded on SAMS (Sickness Absence Management System), are the number of calendar days that staff are absent, including those members who are absent due to being injured on duty and may also include weekends and rest days.

Sick Leave Statistics for 2014 as recorded on SAMS and reported @ 04.02.2015

Sick Leave Statistics for 2015 as recorded on SAMS and reported @ 03.02.2016

Sick Leave Statistics for 2016 (1 Jan – 31 March) as recorded on SAMS and reported @ 18.04.2016

The table below sets out the total number of days lost due to illness by **Civilian** members of An Garda Síochána in the years 2014, 2015 and in 2016 (1 January – 31 March) –

Sick Leave Statistics for Civilian Members - 2014, 2015 and 2016 (1 Jan – 31 March)	
YEAR	Total number of days recorded*
2014	24,741
2015	25,267
2016 (Jan – Mar)	5,955

\*The Total No. of days recorded on PeopleSoft (HRMS) shows the actual working days lost. The figures shown are for Garda Civilian Staff excluding part-time cleaners and service attendants. Weekends and adjustments for employees on work-sharing patterns are discounted.

Sick Leave Statistics for 2014 as recorded on HRMS and reported @ 04.02.2015

Sick Leave Statistics for 2015 as recorded on HRMS and reported @ 03.02.2016

Sick Leave Statistics for 2016 as recorded on HRMS and reported @ 04.04.2016

You subsequently sought *the cost of temporary/ substitute cover, if any, for those on sick leave during the periods specified above.*

In this regard, I am refusing this part of your request under Section 15(1)(a)

*'a head to whom an FOI request is made may refuse to grant the request -  
(a) where the record concerned does not exist'.*

I am to inform you that there was no temporary/substitute cover provided and therefore there are no costs associated for those on sick leave during the specified periods above.

## 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 **F01-000143-2016**.

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](http://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,

 **SUPERINTENDENT**  
**HELEN DEELY**  
**FREEDOM OF INFORMATION OFFICER**

 **May 2016**