

# An Garda Síochána

Oifig Saoráil Faisnéise  
An Garda Síochána  
Teach áth Luimnigh  
Lárionad Gnó Udáras Forbartha Tionscail  
Baile Sheáin  
An Uaimh  
Contae na Mí  
C15 DR90



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

Teileafón/Tel: (046) 9036350

Bí linn/Join us  

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-000182-2016 Partially Granted

Dear

I refer to the Freedom of Information Act 2014 (FOI Act) and your submission to this body, dated 10<sup>th</sup> May 2016 and received on 11<sup>th</sup> May 2016.

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

Your request sought:

- *How many sick days have been registered by members of An Garda Síochána in the years 2011/12/13/14/15/2016*
- *What is the estimated cost of these sick days?*
- *How many members of An Garda Síochána have been injured in the line of duty in the same time frame?*
- *What was the nature of these injuries?*
- *How long were members left out of work as a result?*

I wish to inform you that I have decided to **partially grant** your request on today's date.

The purpose of this letter is to explain that decision.

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

I advise that I am refusing access to the 2011, 2012, 2013 and 2014 records for your entire request under Section 15(1)(d) which states:

### ***Refusal on administrative grounds to grant FOI requests***

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

As you are aware, An Garda Síochána maintains a disclosure log of all non-personal requests submitted, with the full decision details, on its website (<http://www.garda.ie/Controller.aspx?Page=15037>). This is in line with the Code of Practice referred to in Section 48 of the Freedom of Information Act, 2014.

I advise that a previous request sought the same records for the period 2011-2014 and our response to same is available at [http://www.garda.ie/Documents/User/FOI-000048-2015% 20 Decision.pdf](http://www.garda.ie/Documents/User/FOI-000048-2015%20Decision.pdf)

However I advise that I am granting the first part of your request in relation to the number of sick days recorded for members for 2015 and Quarter 1 of 2016.

Table A below sets out the number of days lost due to illness by members of An Garda Síochána in the years 2015 – 2016 (Quarter 1). These figures do not account for members who were injured in the course of duty but did not avail of sick leave.

**Table A**

<b>Total number of days lost due to illness and associated costs for Garda members in the years 2015 – 2016 (Quarter 1)</b>				
<b>YEAR</b>	<b>No. Days lost due to Illness/Injury Off Duty</b>	<b>No. Days lost due to Injury On Duty</b>	<b>Total No. Days recorded</b>	<b>Total Costs for Sick Leave</b>
<b>2015</b>	112,999.5	44,864.5	157,864*	Awaiting DPER adjustment guidelines
<b>2016 (Q1)</b>	32,099	9,835	41,934*	Awaiting DPER adjustment guidelines

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

Sick Leave Statistics for 2016 (Jan-Mar) as recorded on SAMS and reported @ 18.04.2016

\*The total number of sick days recorded on SAMS (Sickness Absence Management System), are the number of calendar days that staff are absent and may also include weekends and rest days.

With regard to the second part of your request I advise as follows. In 2013 the Department of Public Expenditure and Reform (D.P.E.R.) introduced a methodology for calculating sick leave costs across the entire Public Service. The guidelines for the method of adjustment for 2015 and 2016 have yet to be provided to An Garda Síochána by D.P.E.R. and therefore the official costs of sick leave are not yet computable.

I advise therefore that I am refusing the total cost of sick leave for 2015 and quarter 1 of 2016 under section 15(1)(a) on the basis that the records do not exist.

Section 15(1)(a) states:

- 15. (1) A head to whom an FOI request is made may refuse to grant the request where—  
(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken,*

In relation to the third part of your request, I advise that I am partially granting same. The number of members who have recorded absences due to injury on duty for 2015 and quarter 1 of 2016 is detailed in Table B below:

**Table B**

<b>Number of Garda Members who were absent due to Injury on Duty 2011 – 2016 (Quarter 1)</b>	
<b>2015</b>	558
<b>2016 (Q1)</b>	224

I advise that I am refusing the fourth part of your request seeking details of the nature of these injuries under section 15(1)(c).

*Section 15. (1) A head to whom an FOI request is made may refuse to grant the request where—  
(c) in the opinion of the head, granting the request would, by reason of the number or nature of the records concerned or the nature of the information concerned, require the retrieval and examination of such number of records or an examination of such kind of the records concerned as to cause a substantial and unreasonable interference with or disruption of work (including disruption of work in a particular functional area) of the FOI body concerned,*

An Garda Síochána's sickness and absence management system does not record the specific details of injuries sustained whilst on duty. These records may be held on members' individual sick and absence files and would require a manual search to collate the required information.

Given that in the period 2011 – 2016 (Q1) nearly 3,400 members have been injured on duty I am refusing your request under section 15(1)(c) as it would be onerous and would cause substantial disruption to the functions of An Garda Síochána's Human Resource Department.

Finally, I am granting the fifth part of your request and refer you to Table A above which shows the number of days lost to injury on duty.

## **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 **F01-000182-2016**.



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

 June 2016