



APPENDIX
HUMAN RESOURCES
AND PEOPLE DEVELOPMENT
2024

Appendix – Human Resources and People Development

EXTRACTION/TRAINING DAYS 2024

Crime Specialists and Operational Skills Training

2024			
Section	Total offered	Total places taken	Actual Extraction Days (Based on Places Taken)
Crime Investigation Training	159	151	1,005
Crime Management Training	792	752	3,242
Driver Training	1,821	1,639	9,681
Firearms Training	9,784	7,471	6,484
Investigative/Specialist Interviewing	470	465	2,493
Safety Skills	3,132	2,615	9,671
Total	16,158	13,093	32,576

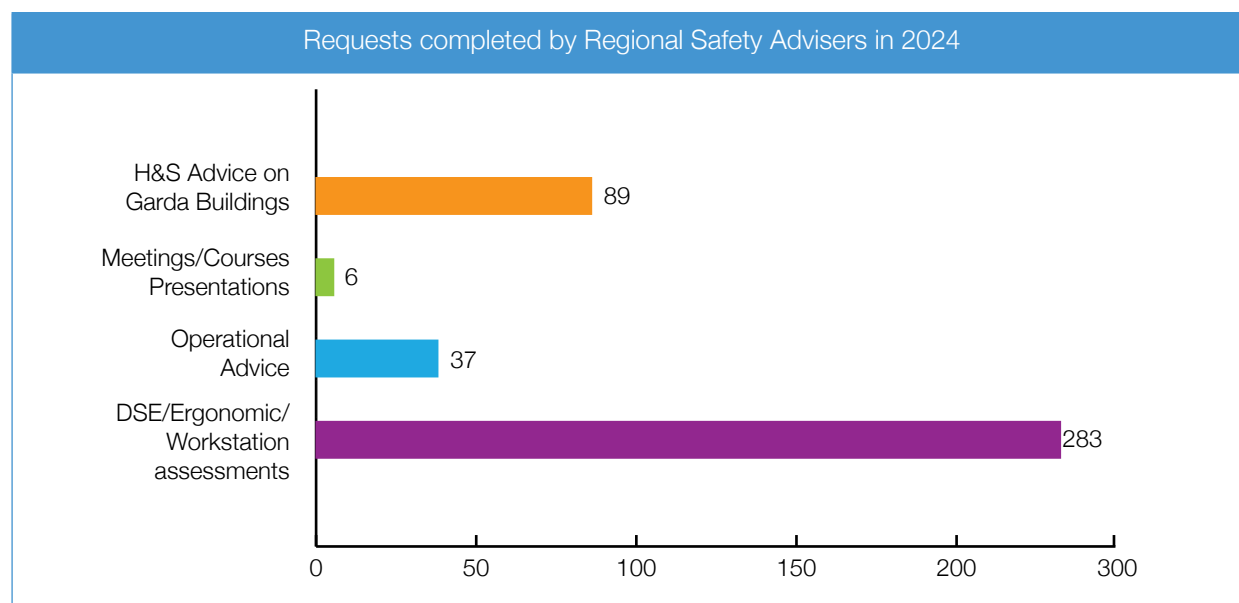
Leadership Management and Professional Development

2024			
Section	Total offered	Total places taken	Actual Extraction Days (Based on Places Taken)
Crime Investigation Techniques	1,713	1,713	1,527
Garda Staff Development	1,624	1,535	1,770
Continuous Professional Development	852	850	728
Digital Learning Hub	17,876	1,682	1,222
International Training Academic Coordination Office	400	354	482
Leadership / Management Development	2,481	1,808	5,487
Total	24,946	7,942	11,216
Grand Total	41,104	21,035	43,792

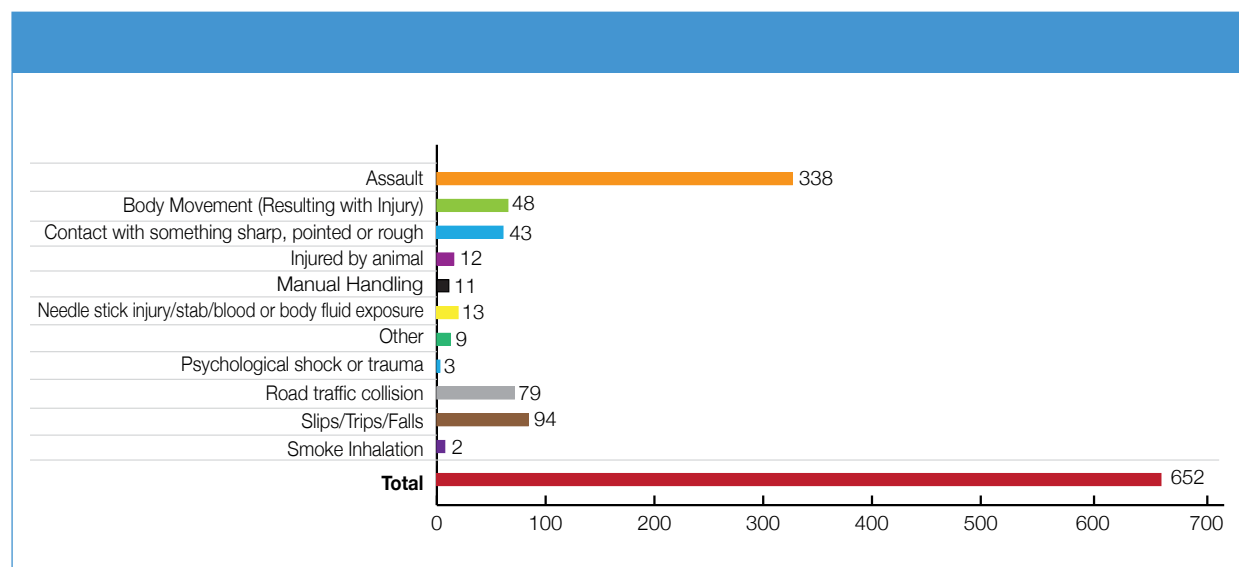
Educational Course Sponsorship 2024/25

- Post Graduate Diploma in Child Protection and Welfare – six members received full sponsorship.
- Diploma in Court Presenting – 36 members received full sponsorship.
- F13 – Fully-funded sponsorship – 73 successful applicants – Members / Garda Staff.
- F13 – Partially-funded sponsorship – 93 successful applicants – Members / Garda Staff.
- Post Graduate Certificate in Fraud and E Crime Investigation – 64 members received full sponsorship.
- Partially-funded MA programmes – Nine members received one-third funding from the Garda College.

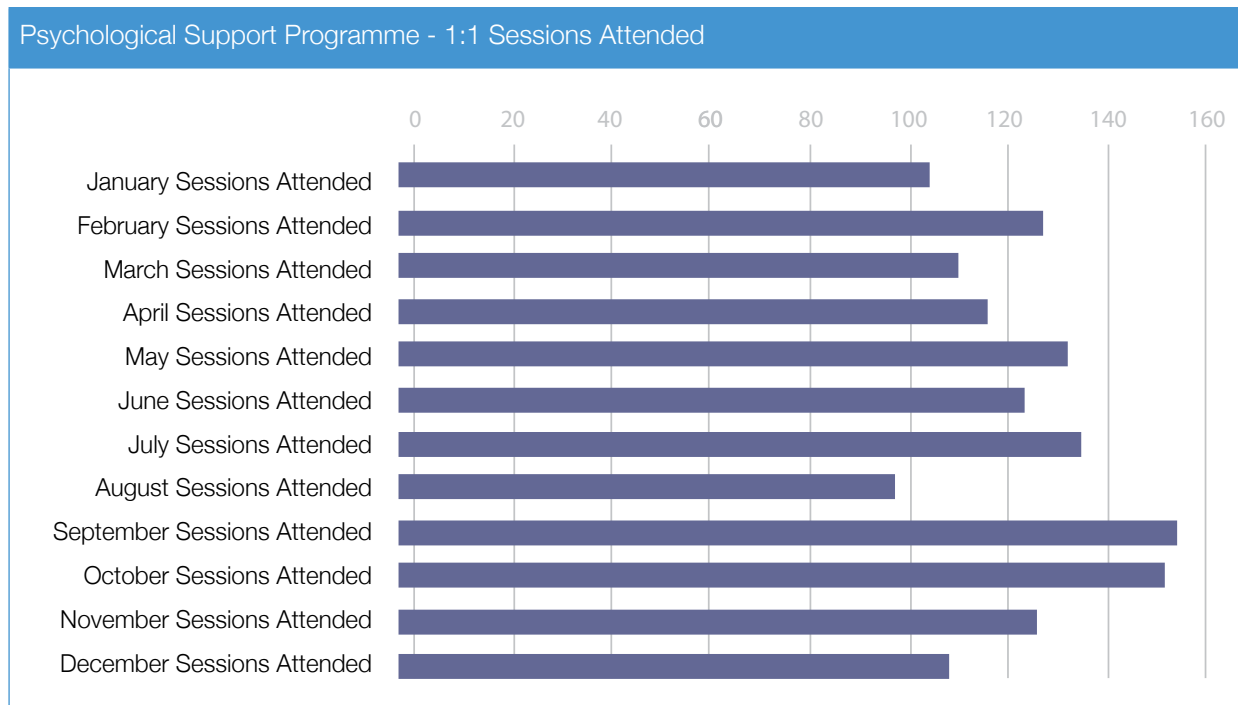
Requests completed by Regional Safety Advisers in 2024



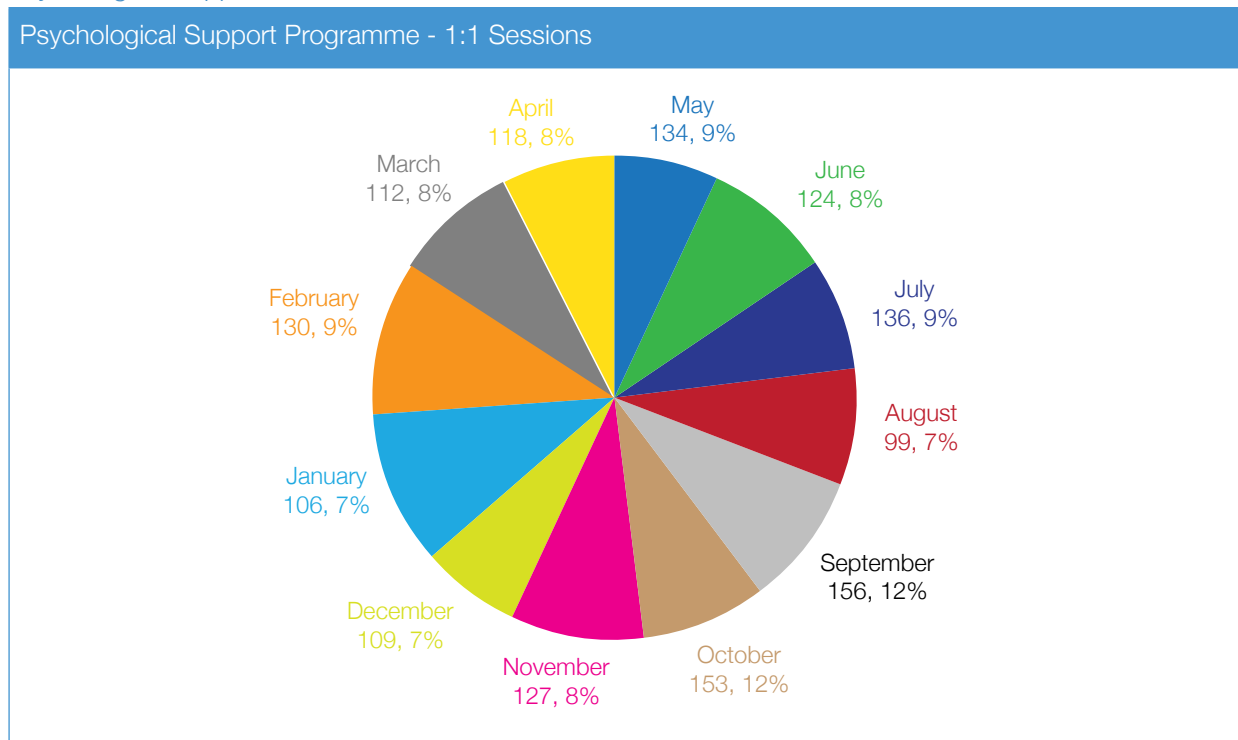
Occupational Injuries Breakdown



24/7, 365 Independent Counselling Service



Psychological Support 1:1 Sessions Attended in 2024



Number of staff promoted by internal competition in 2024

- PO – 4
- AP – 2
- HEO – 2
- EO – 20

Garda and Garda Staff Sickness Absence Section

The tables below show a breakdown of the number of days lost for both Garda Members and Garda Staff during the years 2015-2024. Garda Member sick absence is categorised as Ordinary Illness (OI) and Injury on Duty (IOD).

Garda Members and Garda Staff whole-time equivalent (WTE) and average days lost are also shown for comparison purposes.

The total number of sick days recorded on the Sick Absence Management System (SAMS) are the number of calendar days that personnel are absent, and may include weekends and rest days.

Garda Member Annual Sick Leave Statistic 2015-2024					
Year	WTE	Avg. days per member OI, IOD	% Change Year on year	No. days OI	% Change Year on Year
2015	12,805	12.32	-9.54%	112,999.50	-19.25%
2016	12,855	12.76	3.57%	113,865.50	0.77%
2017	13,282	13.3	4.23%	122,242	7.36%
2018	13,843.50	14.7	10.53%	139,895.50	14.44%
2019	14,236.25	14.6	-0.68%	145,365	3.91%
2020	14,628.00	12.94	-11.37%	127,100.50	-12.56%
2021	14,402	14.19	9.66%	132,543.50	4.28%
2022	14,213	16.59	16.91%	160,390.00	21.01%
2023	13,919	17.62	6.21%	159,826.50	-0.35%
2024	14,009	18.35	4.14%	161,696.00	1.17%

Garda Member Annual Sick Leave Statistic 2015 - 2024				
Year	No. days IOD	% Change Year on year	Total days	% Change Year on year
2015	44,864.50	24.12%	157,864	-25.77%
2016	50,215	11.93%	164,080.50	3.94%
2017	54,317.50	8.17%	176,559.50	7.61%
2018	62,996.50	15.98%	202,892	14.91%
2019	61,942	-1.67%	207,307	2.18%
2020	62,147.50	0.33%	189,248	-8.71%
2021	71,761	15.47%	204,304.50	7.96%
2022	75,352.50	5.00%	235,742.50	15.39%
2023	85,396.00	13.33%	245,222.50	4.02%
2024	95,429.50	11.75%	257,125.50	4.85%

Garda Staff Annual Sick Leave Statistic 2015-2024					
Year	WTE	Avg. days per staff member	% Change Year on year	Total days	% Change Year on year
2015	2,090.40	12.09	-0.17%	25,267.00	2.13%
2016	2,071.66	12.41	2.65%	25,716.00	1.78%
2017	2,193.72	11.88	-4.27%	26,054.00	1.31%
2018	2,361.64	11.83	-0.42%	27,941.00	7.24%
2019	2,797.00	11	-7.02%	30,760.42	10.09%
2020	3,096.71	8.81	-19.91%	27,286.71	-11.29%
2021	3,259.85	9.19	4.31%	29,957.20	9.79%
2022	2,913.85	15.84	72.36%	46,151.00	54.06%
2023	2,935.44	16.52	4.29%	48,487.50	5.06%
2024	3,205.20	15.54	-5.93%	49,809.00	2.73%

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 @ 01.02.2017

Sick Leave Statistics for 2017 as recorded on HRMS and reported @ 06.02.2018

Sick Leave Statistics for 2018 as recorded on HRMS and reported @ 05.02.2019

Sick Leave Statistics for 2019 as recorded on HRMS and reported @ 05.02.2020

Sick Leave Statistics for 2020 as recorded on HRMS and reported @ 05.02.2021

Sick Leave Statistics for 2021 as recorded on HRMS and reported @ 04.02.2022

Sick Leave Statistics for 2022 as recorded on SAMS and reported @ 07.02.2023

Sick Leave Statistics for 2023 as recorded on SAMS and reported @ 23.02.2024

Sick Leave Statistics for 2023 as recorded on SAMS and reported @ 10.02.2025

Lost Time Rate – Gardaí

Garda Member Lost Time Rate (LTR)						
Year	No. days lost due to sick leave	Sick days adjusted 5/7	Whole Time Equivalent (WTE)	Standard Working Year (SWY)	SWY x WTE	LTR
2020	127,100.50	90,786.07	14,628.00	229	3,349,812.00	2.71%
2021	132,543.50	94,673.93	14,402.00	229	3,298,058.00	2.87%
2022	160,390.00	114,564.29	14,212.75	229	3,254,719.75	3.52%
2023	159,826.50	114,161.79	13,919.00	229	3,187,451.00	3.58%
2024	161,696.00	115,497.14	14,009.46	229	3,208,165.96	3.60%

Note 1 Sick absence for Gardaí is recorded on SAMS as the number of calendar days that they are absent and may include weekend and/or rest days. To estimate the working days lost, the number of sick absence days recorded is adjusted by a factor of 5/7.

Note 2 The LTR figure is calculated using only the ordinary illness absence type.

Note 3 Standard working year (SWY) = 229 days (365 minus weekends, public holidays and 22 days annual leave)

Note 4 LTR Formula: $(\text{Days recorded as sick absence} \times 5/7) / (\text{SWY} \times \text{WTE}) \times 100 = \text{LTR}\%$

Note 5 Whole time equivalent does not factor other leave types such as maternity, career break etc.

Lost Time Rate – Garda Staff

Garda Staff Lost Time Rate (LTR)						
Year	No of days lost due to sick	Sick days adjusted 5/7	Whole time equivalent	Standard working year	SWY x WTE	LTR
2020	27,286.71	N/A	3,096.71	229	709,146.59	3.85%
2021	29,957.20	N/A	3,259.85	229	746,505.65	4.01%
2022	46,151.00	32,965.00	2,913.85	229	667,271.65	4.94%
2023	48,487.50	34,633.93	2,935.44	229	672,215.76	5.15%
2024	49,809.00	35,577.86	3,205.20	229	733,990.80	4.85%

Note 1 All years prior to 2022 were extracted from HRMS on an actual basis. LTR for 2022, 2023 and 2024 were calculated using 5/7 adjusted figure. SAMS data has been used since 2022 to ensure consistency with all other sick leave reporting statistics.

Note 2 Standard working year (SWY) = 229 days (365 minus weekends, public holidays and 22 days annual leave)

Note 3 Whole time equivalent does not factor other leave types such as maternity, career break etc.

Departures of Gardaí during 2024 by Rank

2024	Comm	Deputy Comm	Assistant Comm	Chief Super	Super	Inspector	Sgt	Garda	Total
	0	1	0	5	12	26	66	299	409

Departures of Gardaí during 2024 by Type

2024	Voluntary	Compulsory	Medical Discharge	CNER	Death	Dismissal	Resignation	Total
	202	32	21	6	8	1	139	409

Departures of Garda staff during 2024 by grade

Executive Director and Principal Officer	6	*Departures encompasses resignations, retirements, medical discharge, death and dismissal
Assistant Principal Officer	8	
Occupational Health Practitioner	1	
Prof Accountant Grade I	1	
Prof Accountant Grade II	2	
HEO	22	
AO	5	
EO	72	
CO	254	
Teacher	2	
Chef de Partie	1	
Civilian Driver	2	
General Op	1	
Cleaner	10	
Service Attendant	2	
Service Officer	1	
Traffic Warden	1	
Groom	1	
Total	392	

