



An Garda Síochána

Monthly Report to the Policing Authority

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

April 2022

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



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Corporate Affairs
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Ms. Helen Hall
Chief Executive
Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the fourth report submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of March 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Similar to previous months, a brief update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes, is provided at Section 12 and an update regarding the Operating Model is provided at Section 13.

Yours sincerely,

**JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

April 2022

Message from the Commissioner

On the first day of the month, the annual National Slow Down Day initiative led by An Garda Síochána, in partnership with the Road Safety Authority, got underway. Its aim was to urge drivers to slow down, reduce the number of speed-related collisions, save lives and reduce injuries on Ireland's roads. For a full 24-hour period, Gardaí conducted high visibility check-points in 1,322 speed enforcement zones and ran a media campaign across channels, including social media. Of the tens of thousands of vehicles An Garda Síochána checked, a total of 1,675 vehicles were detected to be travelling in excess of the applicable speed limits. Our daily work around road safety, in order to reduce the number of speed related collisions, save lives and reduce injuries on our roads, continues.

That week we also launched our '*Labhair í. Is linn í*' initiative, to support, increase and promote the use of the Irish language within the organisation and the wider community. Ahead of the launch, over 1,000 Garda personnel signed up to wear one of the three Fáinne Gaeilge badges, which were specially developed for An Garda Síochána by Conradh na Gaeilge. At our launch, held in the Divisional Headquarters in Galway, we also published our third Irish Language Strategy. A core element of this is our new comprehensive online resource now available to Garda personnel who wish to improve their Irish or work towards fluency.

On 11 March 2022, 70 (65% male, 35% female) Gardaí were attested as newly sworn members of An Garda Síochána. This brings the total number of sworn Gardaí at present to 14,385. This group quickly adapted to a new model of hybrid learning and have already shown a real commitment to keeping people safe.

This month marked International Women's Day and it was especially fitting in our centenary year to host the International Association of Women Police (IAWP) conference in Dublin Castle. We welcomed over 200 delegates from 60 countries for the three-day event that included several keynote speakers and covered a range of important topics, such as gender based violence and female leadership in policing. With already one of the highest rates of female officers in Europe, it is our hope that events such as IAWP can help us to continue building on this progress in An Garda Síochána.

Mid-March was an exceptionally busy period for An Garda Síochána, as we put in place our extensive policing plan for the St. Patrick's Day parades nationwide, including the national St. Patrick's Festival Parade in Dublin City Centre. Gardaí worked hard to ensure people's safety and ensured that Ireland's national day passed off without major incident.

The following week, HRH the Prince of Wales and HRH the Duchess of Cornwall visited Ireland. This required a large amount of co-ordinated advanced planning, and an appropriate policing and security operation for the duration of their visit. Despite this, matters of the highest policing priority for An Garda Síochána, such as gender based violence, domestic abuse, and drugs and organised crime, all remained on our radar throughout the month, with successful and positive policing outcomes.

Towards the end of March, the Office of Corporate Communications co-ordinated a Fraud Awareness Week campaign across social, online and print/broadcast media outlets. Several high-level briefings were held with senior Gardaí to highlight areas of fraud that the public can easily fall victim to, such as investment fraud, scams, bribery and corruption. The fact that this is just a brief snapshot of our organisation's activity in a given month, reflects the scale of work that is conducted every single day by Gardaí across the country to keep people safe.

**J A HARRIS
COMMISSIONER**

1. Finance

Financial Expenditure and Receipts

| | 2022 Allocation €'000 | Expenditure/Receipts end March €'000 | Remaining Apr -Dec €'000 | Remaining % |
|--|--------------------------|---|-----------------------------|----------------|
| Gross Total | 2,062,342 | 485,576 | 1,576,766 | 76% |
| Appropriation in Aid (receipts) | 105,988 | 30,239 | 75,749 | 71% |
| Net Total | 1,956,354 | 455,337 | 1,501,017 | |

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of March 2022, the total combined gross expenditure is €485.6m (24% of allocation) which is less than the end of March 2022 profiled spend by €12m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in March 2022 was €121.5m and year to date is €318.7m. Expenditure on salaries to end March 2022 was €291.2m, which is €2.5m under budget profile. Expenditure on overtime was €27.5m, which is €2.9m over profile. This is due in the main to the continued response to the COVID-19 pandemic and other operational activities. Overall, pay and overtime is under profiled budget at the end of March 2022 by €0.48m.

In respect of superannuation of €380.84m the expenditure in March 2022 was €32.4m and year to date is €93.6m, which is €1.5m under profile at the end of March 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in March 2022 was €22.6m and year to date is €47.7m. Overall, non-pay expenditure is €3.6m under profile at the end of March 2022, however this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of March 2022 is reported at €3.15m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in March 2022 was €7.8m and year to date is €25.6m. The capital subheads have a combined under profile spend of €7.3m to the end of March 2022.

Appropriations in Aid

Appropriations in Aid are €30.2m at the end of March 2022, €3.9m ahead of the estimated profiled receipts.

Estate Management March 2022

Development of the new purpose built Garda facility at Military Road

As previously reported, the OPW continues to manage this build and has stated that the project is on target, with expected completion in September 2022. The current phase of the project has seen substantial progress made on the overall structure and work continues as per the scheduled programme.

Phoenix House

The new facility for Garda ICT at Conyngham Road, Dublin 8 is operational and Garda ICT has fully occupied the building.

The following projects are currently on site 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:

- **Longford Garda Station:** The project is ongoing to provide an extension to the building and enhanced custody facilities. The initial project completion was advised as Q1 2022 but has been revised to Q2 2022. The contract for the project at Longford Garda Station was placed by the OPW in March 2020, with an estimated construction timeframe of approximately 15 months. However, due to the onset of the COVID-19 pandemic/public health emergency in March 2020 and the subsequent closure of the construction industry by the Government for a period of time, the final completion date was extended by the OPW. This was as a result of the temporary pausing of works on site, the ongoing impact on global supply chains and the availability of materials and resources throughout the construction industry. The OPW continues to work with the contractor on-site, to ensure that works progress in a timely fashion and to the highest standard. In order to minimise disruption to the local station, a phased handover was agreed locally, with the new cell block commissioned and handed over to An Garda Síochána on 8 April 2022. Phase 2 of the works, which includes the conversion of the old cells and works to the carpark area, has now commenced, with completion expected in Q2 2022.
- **Refurbishment of Block 'N', Garda Headquarters:** This project, which provides enhanced accommodation for the Garda Anti-Corruption Unit, has reached substantial completion and handover of the building to An Garda Síochána occurred on Thursday, 31 March 2022. Snagging works are being carried out.
- **Bailieboro Garda Station:** As advised previously, contractors are on site and work commenced on 24 January 2022. The OPW advise this is a 90 week programme of works, with expected completion in Q4 2023.

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

- **Cell Refurbishment Programme:** As reported previously, An Garda Síochána, in partnership with OPW, has agreed a schedule of works for the remaining locations to be addressed as part of the Cell Refurbishment Programme. This culminated in the completion of three cell refurbishment projects throughout 2021 - Sligo, Youghal and Roscommon. It is anticipated that works ongoing at a number of other stations, including Sundrive Road and Longford, will be completed in early 2022. Active engagement continues between An Garda Síochána and the OPW regarding a schedule of works for 2022.

2. Human Resources and People Development

- As at 31 March 2022, the Garda strength stood at 14,333 (14,290 WTE) and Garda Staff at 3,376 (3,156.5 WTE). A full breakdown by rank, grade and gender is outlined below.
- The Garda Trainee recruitment campaign closed on 16 March 2022. The testing phase of the competition has commenced.
- As reported last month, the Sergeant's competition is currently underway. There are 300 candidates through from the first two batches and appointments are underway. An additional 117 candidates have been successful at interview (3rd batch) and names were sent to An Garda Síochána on 7 April 2022.
- Stage two of the Inspector's competition will start in early May 2022.
- There are currently 29 Garda Staff recruitment competitions in progress across the organisation.
- The internal EO competition was advertised in March 2022, with a closing date of 14 April 2022.
- As of 31 March 2022, a total of 497 Garda Staff positions were filled. These include backfills, new, reassignments, fractional reassignments and regrades. A further 135 vacancies have been filled this year to date.
- As of 31 March 2022, under the Garda Reassignment Initiative, 867 roles formerly held by Garda members have been assigned to Garda Staff, inclusive of 23 this year.
- An Garda Síochána HRPD Section was a finalist at the CIPD Ireland Human Resources Awards in the 'Sustainable Change' category held in March 2022. The annual awards recognise and reward innovation and excellence in the fields of HR, learning and development, and people management. As the most prestigious HR awards in Ireland, HRPD in An Garda Síochána is delighted to be recognised among the best in class among the HR and people profession.
- In March 2022, Garda members transitioned to online payslips. The final paper payslips issued on 10 March 2022. For the first time in An Garda Síochána history, all Garda personnel are now able to receive payslips through the Payroll Shared Service online portal. This will provide savings annually to the exchequer on printing and postage and will work to the green agenda announced in the programme for Government.

Garda Strengths

| Rank | As at 31 March 2022 | Male | % | Female | % | WTE |
|------------------------|---------------------|---------------|------------|--------------|------------|---------------|
| Commissioner | 1 | 1 | 100% | 0 | 0% | 1 |
| Deputy Commissioner | 2 | 0 | 0% | 2 | 100% | 2 |
| Assistant Commissioner | 7 | 4 | 57% | 3 | 43% | 7 |
| Chief Superintendent | 47 | 37 | 79% | 10 | 21% | 47 |
| Superintendent | 166 | 143 | 86% | 23 | 14% | 166 |
| Inspector | 399 | 326 | 82% | 73 | 18% | 399 |
| Sergeant | 1,994 | 1,523 | 76% | 471 | 24% | 1,993 |
| Garda | 11,717 | 8,304 | 71% | 3,413 | 29% | 11,675 |
| Total | 14,333 | 10,338 | 72% | 3,995 | 28% | 14,290 |

| Of which | As at 31 March 2022 | Male | % | Female | % |
|-----------------------------|---------------------|------|-----|--------|-----|
| Career Breaks (incl. ICB) | 42 | 19 | 45% | 23 | 55% |
| Work-sharing | 43 | 1 | 2% | 42 | 98% |
| Secondments (Overseas etc.) | 16 | 10 | 62% | 6 | 38% |

| | | | | | |
|---|---------------|---------------|------------|--------------|------------|
| Secondments (DEASP, FSI, Representative Bodies) | 38 | 25 | 66% | 13 | 34% |
| Maternity Leave | 61 | 0 | 0% | 61 | 100% |
| Unpaid Maternity Leave | 44 | 0 | 0% | 44 | 100% |
| Paternity Leave | 20 | 20 | 100% | 0 | 0% |
| Available Strength | 14,069 | 10,263 | 73% | 3,806 | 27% |

| | | | | | |
|---|---------------|-------------|----------|---------------|----------|
| Garda Reserves Strength As at 31 March 2022 | Total* | Male | % | Female | % |
| | 405 | 300 | 74% | 105 | 26% |

Garda members reassigned to operational duties as at 31 March 2022

| | Chief Superintendent | Superintendent | Inspector | Sergeant | Garda | Total |
|--------------|----------------------|----------------|-----------|------------|------------|------------|
| 2018 | 0.5 | 4.5 | 15 | 39 | 199 | 258 |
| 2019 | 0 | 6 | 8 | 47 | 283 | 344 |
| 2020 | 0 | 0 | 3 | 22 | 119 | 144 |
| 2021 | 0 | 1 | 6 | 12 | 79 | 98 |
| 2022 | 0 | 1 | 0 | 5 | 12 | 18 |
| Total | 0.5 | 12.5 | 32 | 125 | 692 | 862 |

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

| Grade | Total | WTE | Male | % | Female | % |
|-----------------------|--------------|----------------|------------|------------|--------------|------------|
| CAO | 1 | 1 | 1 | 100% | 0 | 0% |
| Executive Director | 4 | 4 | 2 | 50% | 2 | 50% |
| Chief Medical Officer | 1 | 1 | 1 | 100% | 0 | 0% |
| Director | 1 | 1 | 0 | 0% | 1 | 100% |
| PO | 24 | 24 | 14 | 58% | 10 | 42% |
| AP | 71 | 71 | 28 | 39% | 43 | 61% |
| HEO | 178 | 176.6 | 70 | 39% | 108 | 61% |
| AO | 20 | 20 | 10 | 50% | 10 | 50% |
| EO | 716 | 706.6 | 192 | 27% | 524 | 73% |
| CO | 1,954 | 1,873.5 | 480 | 25% | 1,474 | 75% |
| Total | 2,970 | 2,878.7 | 798 | 27% | 2,172 | 73% |

| | Total | WTE* | Male | % | Female | % |
|--|--------------|----------------|------------|------------|--------------|------------|
| Professional/Technical (including Chief Medical Officer) | 62 | 61.2 | 37 | 60% | 25 | 40% |
| Administrative ** | 2,969 | 2,877.7 | 797 | 27% | 2,172 | 73% |
| Industrial/Non Industrial | 345 | 217.6 | 114 | 33% | 231 | 67% |
| Total | 3,376 | 3,156.5 | 948 | 28% | 2,428 | 72% |

| Of which | Total | WTE* | Male | % | Female | % |
|------------------------|--------------|----------------|------------|------------|--------------|------------|
| Maternity Leave | 26 | 26 | 0 | 0% | 26 | 100% |
| Unpaid Maternity Leave | 10 | 10 | 0 | 0% | 10 | 100% |
| Paternity Leave | 0 | 0 | 0 | 0% | 0 | 0% |
| Available Total | 3,340 | 3,120.5 | 948 | 28% | 2,392 | 72% |

* 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 | % |
|------------------|-------|-------|------|----|--------|-----|
| | 307 | 214.9 | 9 | 3% | 298 | 97% |

*** Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

*Rounding applied to WTE.

| Career Breaks**** | Total | WTE | Male | % | Female | % |
|-------------------|-------|-----|------|----|--------|-----|
| | 33 | 33 | 3 | 9% | 30 | 91% |

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

Parental Leave

| 01.03.2022 – 31.03.2022 | Garda Members | Garda Staff |
|-------------------------|---------------|-------------|
| | 111 | 83 |

Garda Staff assigned and commenced – as at 31 March 2022

| Month | Jan | Feb | Mar | Apr | May | June | July | Aug | Sept | Oct | Nov | Dec | Total |
|--|-----|-----|-----|-----|-----|------|------|-----|------|-----|-----|-----|-------|
| Total number of vacancies filled since 01/02/2022* | 59 | 39 | 37 | | | | | | | | | | 135 |

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

Persons suspended from An Garda Síochána

| Total* | Male | % | Female | % |
|--------|------|-----|--------|-----|
| 107 | 96 | 90% | 11 | 10% |

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

3. Information and Communications Technology

An Garda Síochána is continuing to follow Government guidelines with regard to COVID-19 protocols, as part of the phased approach to the return to physical workplaces. ICT continues to support personnel across the organisation, whether in the workplace or working remotely, by delivering solutions to enable them to access Garda information systems remotely and in a secure manner.

Schengen Information System (SIS Recast): The RAG status has been downgraded to amber as a result of uncertainty around the go-live date. The new SIS Recast entry into operation (EiO) date with go-live is currently deferred to Q3 2022 but, pending approval of the revised plan at EU level, is subject to change. This date change was advised to all EU countries using SIS EU Commission/EU-Lisa. An Garda Síochána is taking measures to reduce dependencies between SIS and Garda systems to minimise the impact on other system releases. In relation to An Garda Síochána ICT Data Centre move, the SIS infrastructure move is now complete and the move itself went well, with no major issues to report.

Computer Aided Dispatch 2 (CAD 2): The RAG status for this project remains red. Progress continued to be made, however, not enough to revert to amber. An Garda Síochána is providing assistance to the vendor to complete the design work, documentation and an agreed revised plan to resolve issues. The vendor has commenced installation of software onto An Garda Síochána built UAT environment. Tetra conformance testing was completed with no major issues. Telephony development, the testing plan and the overall project plan are still of concern. A number of new daily meetings have been established to better manage the situation, with the input of senior Garda management.

Roster Duty Management System Deployment (RDMS Deployment): As reported last month, the current RAG status remains amber, as there are no rollouts scheduled until Q2 2022. The next deployment location is Cork, with a tentative date set for May 2022. There has been positive feedback on the secure RDMS app for Garda mobility devices, which enables members to report directly for duty at remote locations (such as court), rather than travel to the station first. The Cork rollout will be accompanied by provision of mobile devices to the remaining frontline members. There is a possibility that RDMS will require increased training environments from ICT to support user training. This could be an issue with the current change freeze in place within ICT. A new national rollout plan has been circulated with dates outlined up to November 2023.

Investigation Management System Deployment (IMS Deployment): The current RAG status is green. The next locations identified for deployment will be Meath/Westmeath, however, a go-live date is awaited and also scheduling of training for members in those Divisions.

Mobile Device Deployment:

- The current RAG status has changed from red to amber due to the appointment of one new member of staff, following the departure of three key team members.
- Required resources are not currently available due to recruitment delays, so ability to deploy devices is very limited.

Overall Device Deployment Figures

| As of 24.03.22 | Frontline Active Mobility Devices | Standard Active Mobility Devices | Tablet Active Mobility Devices | Total Devices |
|------------------|-----------------------------------|----------------------------------|--------------------------------|---------------|
| Enrolled in MDM* | 4825 | 3953 | 61 | 8839 |

*Enrolled in Mobile Device Management: actual turned on device.

ICT Capacity: The RAG rating remains red. Major impact on change capacity has extended to April 2022 due to delays in the handover of the secondary Garda Data Centre site.

ICT Accommodation Plan

- New ICT office space is complete and personnel have begun to migrate to this new building. Accommodation for personnel who are required to remain in Garda Headquarters, due to the nature of their support activities, is still outstanding. J Block cannot be fully vacated by ICT until accommodation is available.
- As reported last month, the migration of current infrastructure to the datacentre will take 3.5 months (completion early May 2022). Three moves have been successfully completed, with the most recent move taking place on the weekend of 25 and 26 March 2022. The moves involved extensive pre-planning and testing to ensure a successful move.
- The new datacentre will deliver a modern and scalable infrastructure to support increased capacity for data and technology solutions.

Operating Model

ICT Workstream to enable and support Operating Model

- The current RAG status is amber.
- The courts' response to the Operating Model design approach is awaited, which can potentially impact the overall timeline.
- The re-scheduling of the SIS Recast and PULSE 7.8 deployment will impact the timeline for go-live of Cork City Division.
- A minimum of six high-level requirements (HLRs) and code releases (CRs) for the Cork City go-live have been developed into PULSE 7.8 and are in system test. Business to business engagements are needed regarding the Operating Model, IMS and other Garda business owners.

PULSE Development: The current RAG status is green. The next scheduled release of PULSE is R7.8 and this is affected as a result of the go-live date of SIS Recast being pushed out to September 2022. The date change is an EU decision. The new date change could potentially cause issues with the CAD2 and Operating Model CRs included in R7.8. As a result, there is a review of the project plans underway to try and identify alternative approaches to delivery, and so minimise the impact in terms of the timeframe for the R7.8 go-live. The latest build of R7.8 is currently in system test.

4. Corporate Communications

In March 2022, the Office of Corporate Communications continued to communicate externally and internally on a wide range of nationwide policing activities to keep people safe.

High-level communications during the month of March 2022 focused on:

- The launch of An Garda Síochána 'Labhair í. Is linn í' initiative to support, increase and promote the use of the Irish language within the organisation and the wider community. This initiative saw the development of three Fáinne badges for An Garda Síochána by Conradh na Gaeilge. The initiative seeks to encourage all Garda personnel who wish to show their willingness to use the Irish they have.



- The launch of An Garda Síochána third Irish Language Strategy, demonstrating our dedication to provide Irish language services to members of the public and our commitment to fully comply with all our statutory language obligations.
- The continuation of An Garda Síochána latest recruitment competition for 800 new Garda Trainees, with a special focus on recruiting from more diverse and multi-cultural backgrounds. The continued campaign was driven by a series of videos, TV and radio advertisements, information leaflets and posts published on social media, with the closing date of 16 March 2022.



Garda Info @gardainfo · Mar 9

An Garda Síochána are seeking applicants with a wide range of skillsets. We encourage YOU and people from all walks of life to join us so that we better represent all the communities we serve. We are looking for the diversity YOU represent. Apply now at publicjobs.ie



- Numerous missing person appeals and updates to the public throughout the month.
- A media blackout request following a barricade incident in Dublin 1.
- A court appearance following a fatal stabbing and serious assault in Co. Cork.
- The attestation of 70 Garda members.



- The policing plan relating to the visit to Ireland by His Royal Highness the Prince of Wales and Her Royal Highness the Duchess of Cornwall.
- Updates relating to the arrest, charge and court appearance of three individuals for an aggravated burglary in Co. Sligo.
- Updates relating to the arrest, charge and court appearance following a fatal shooting in Dublin.
- An Garda Síochána hosting International Association of Women in Policing Conference 2022.
- Organised Crime: Multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €2.3m.
- Policing plans for the St. Patrick's Day festival 2022 and a meeting in the Mansion House in preparation for St. Patrick's Day with Lord Mayor Alison Gilliland, Assistant Commissioner Cagney, DMR, and Chief Superintendents McMenamin and McElgunn.



Media Briefings and Interviews:

There were several interviews facilitated with national and local media on a range of topics. Interviews conducted during March 2022 included:

- Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement provided interviews to RTÉ and Newstalk on key road safety messages, in advance of the St. Patrick's Day bank holiday weekend.
- Chief Superintendent Alan McGovern, Cavan/Monaghan Division provided an interview to RTÉ, following the sentencing of a gang member for ATM theft.
- Deputy Commissioner McMahon provided an interview to Midlands Radio on International Women's Day.
- Detective Chief Superintendent Pat Lordan, Garda National Economic Crime Bureau provided a number of interviews to RTÉ, the Sunday Times, Newstalk and other media outlets on An Garda Síochána Fraud Awareness Week.

Launches and Initiatives

An Garda Síochána launched:

- National Slow Down Day on 1 March 2022, where An Garda Síochána and GoSafe detected 1,675 vehicles travelling in excess of the applicable speed limits.



- An Garda Síochána Fraud Awareness Week from 28 March 2022 to 1 April 2022. Detective Chief Superintendent Pat Lordan, Garda National Economic Crime Bureau and senior colleagues, provided daily media briefings on various types of current scams and fraud offences occurring nationally.
- This campaign took place over five days, where senior officers at the Garda National Economic Crime Bureau spoke to media about business email compromise, anti-bribery and corruption, investment fraud, accommodation fraud and account takeover fraud. The campaign had an overall media reach in excess of 20m across broadcast, print, online and social media.



Press Office

The Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road accidents and a wide range of other information concerning An Garda Síochána. It operates from 7am – 11pm, seven days a week. During March 2022, the Garda Press Office issued approximately 150 press releases and handled hundreds of media queries on a range of criminal justice issues. The Garda Press Office dealt with approximately 60 nationwide interview requests on a range of national and local issues during the month of March 2022.

‘Keeping people safe’ – Key activities and advice in March 2022 included:

- Crime prevention advice was provided ahead of the Census, warning the public to be wary of bogus callers and how to identify enumerators.
- Continued appeals to the public for information on various thefts, burglaries and assaults.
- Sharing of the RSA’s advice on road safety and seatbelts.
- A road safety appeal in conjunction with the RSA ahead of the St. Patrick’s Day festival and bank holiday weekend.
- International Day for the Elimination of Racial Discrimination.
- Information on the ‘Bikesafe’ initiative, which will continue throughout 2022.
- Information in Ukrainian and Russian for those who have arrived in Ireland.
- The airing of Crimecall which had a viewership of approximately 350k, with 36.5% of the viewing public that evening watching the programme.

Other social media activity:

- The Commissioner met with the diversity internship group to discuss their experiences.



- Public Jobs recruitment messages for roles, including Crime and Data Analyst.
- 'BlueAidUkraine': 26 Gardaí departed Santry Garda Station in 11 vehicles to transport medical supplies and three industrial generators to Ukraine on behalf of Gorta/Self Help Africa.



Garda Info @gardainfo · Mar 29

Today an aid convoy 'BlueAidUkraine' of 11 vehicles departed Santry Garda Station.

26 Gardaí will transport medical supplies and 3 Industrial Generators on behalf of @selfhelpafrica We wish our colleagues well in their endeavours 'Go n-éirí an bóthar leat' youtu.be/rNdggl4eYPA



Internal Communications

The Internal Communications team issued Newsbeat twice a week during the month of March 2022. Readership has stayed consistently high at approximately 13,000 personnel per edition and key updates delivered to personnel included:

- Garda personnel were asked to lend their support to our latest recruitment campaign by helping to spread the word in their community and encourage anyone eligible, particularly those from diverse backgrounds, to apply.
- Several articles to highlight Part A of the Culture Audit Survey requesting Garda personnel to take part. Assurances were provided in each article about the protection of their anonymity and that all opinions and views are incredibly valuable for helping to improve the organisation for the future.
- In collaboration with the Chief Medical Officer and the COVID-19 Co-Ordination Unit within An Garda Síochána, regular features issued throughout the month to remind personnel of the importance of continuing to follow public health measures.

Other topics included:

- Women's health and wellbeing
- Promotion of the International Association of Women Police Conference, hosted by An Garda Síochána
- Mandatory eLearning courses via Garda LMS
- St Patrick's Day policing response
- The new Criminal Justice Sectoral Strategy
- Health and safety in the workplace
- Advice on submitting exhibits to Forensic Science Ireland

Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- The awareness campaign regarding the Culture Audit
- Health and safety advice on cell inspections
- Information on the health and wellbeing app KOPS for personnel
- PALF update

International Association of Women Police Training Conference 2022

From 8 to 10 March 2022, An Garda Síochána hosted the three-day International Association of Women Police (IAWP) Training Conference in Dublin Castle. Over 600 delegates from 20 countries attended in person or online. The event, which coincided with International Women's Day 2022, aimed to help strengthen the advancement and leadership of women in policing internationally.



(L to R) Chief superintendent Margret Nugent, Deputy Inspector General Bimshani Jasin Arachchi of The Sri Lankan Police Service and Assistant Commissioner Anne-Marie Cagney



5. Progress update on embedding the Code of Ethics

- The Garda Ethics and Culture Bureau (GECB) continues to record statistics in relation to the signing of the Code of Ethics Declaration.
- The Code of Ethics e-learning module was published on the Learning Management System (LMS) on 1 April 2022. This module will serve as a refresher module for existing personnel and will introduce new entrants to An Garda Síochána to the Code of Ethics.

6. Implementation of Cultural Change

Culture Reform Programme

- Part A of the Culture Audit of An Garda Síochána 2022, '*Your Voice, Our Future*' opened from 21 February 2022 until 23 March 2022. The baseline completion rate for a reliable survey, as set by Durham University Research Team, is 25%. The response rate for Part A of the survey was 35%.
- Part B of the Culture Audit of An Garda Síochána 2022, '*Your Voice, Our Future*' went live on 28 March 2022 and will be open for four weeks.
- A range of communication methods have been utilised to advertise and encourage completion of the Culture Audit, including posters, flyers, Newsbeat/portal articles, the Commissioner's message, screensaver, portal banner, emails and via steering group attendees.
- Four meetings of the Culture Audit Steering Group have taken place between December 2021 and 7 March 2022. The fifth meeting is scheduled for 6 April 2022. Representatives at the steering group include staff associations and unions, the Policing Authority, the Garda Inspectorate and the Garda Síochána Ombudsman Commission, along with internal stakeholders.

7. Risk Management

- An Garda Síochána Corporate Risk Register captures 10 principal risks.
- The next Risk and Policy Governance Board meeting is scheduled for 10 May 2022.
- Compliance rates for Q4 2021 remained consistently high at 94%. Compliance rates for 2021 averaged 91% across the four quarters.

During the month of March 2022:

- The Garda Risk Management Unit (GRMU) held one-to-one meetings with corporate risk owners/support staff to assist in the review and update of their risk registers.
- They also held two risk register development workshops and nine briefings on a newly developed 'Risk Action Plan' (RAP).
- The unit held two meetings with ICT in relation to the development of the eRisk IT system.
- Superintendent GRMU attended the Audit and Risk Committee on 22 March 2022, and provided two presentations on risk management in An Garda Síochána to the Inspectors Development Programme.

Staff deficits at GRMU pose a significant challenge in meeting project timelines and the unit's capacity and capability to deliver on its functions. Two members of staff have been assigned to date in 2022, but two further posts remain vacant.

8. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for February 2022 and March 2022.

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.

Comparison of data for February 2022 and March 2022

- Use of force has seen an increase in March 2022 when compared with February 2022. There were 98 recorded uses of force in March 2022, compared with 94 recorded incidents in February 2022.
- The use of incapacitant spray has increased with 77 uses in March 2022, compared with 68 uses in February 2022.
- The use of batons has seen a decrease with 17 uses in March 2022, compared with 23 uses in February 2022.
- There was an increase in the use of Taser in March 2022 with four discharges, compared with three discharges in February 2022.
- There were no discharges of a firearm in March 2022, which is the same as last month.

Types of incidents in which force was used

- Public order offences have increased to 63%, compared to 58% last month.
- The DMR South Central Division recorded the highest levels of force reported at 16%. This may indicate an increase in traffic during the night time economy.
- Friday, Saturday and Sunday alone accounted for over 47% of the times during which a use of force occurred.

As previously reported, the publication of the new Use of Force Report has been delayed, due to ICT issues. Assistant Commissioner Governance and Accountability chaired a use of force meeting on 28 February 2022, attended by the Chief Information Officer, Mr. Andrew O' Sullivan, Ms. Sarah Parsons, Principal Officer, Garda Síochána Analysis Service and Superintendent Finbarr O' Sullivan, Internal Affairs. A number of ICT issues were identified, which are to be addressed before the new report can be published. It was agreed to hold the release of the new Use of Force Report until April 2022 for these issues to be resolved. Assistant Commissioner, Governance and Accountability has advised the Policing Authority of this status.

9. Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime (especially burglary) which, although increasing throughout 2021, has remained low compared to pre-pandemic levels.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of ‘lockdown’ level restrictions, such as April 2020 and the ‘Level 5’ restrictions (late December 2020 – May 2021), have had a large impact on many types of crime. These periods of heightened restriction (and corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

Data Quality Assurance

During our April 2022 meeting, An Garda Síochána reviewed the initial set of data quality metrics to be published externally with the CSO. These, together with our PULSE data quality framework will help provide users of crime statistics with a confidence level in the quality of the underlying data. This publication of quality metrics is another important milestone in the implementation of our data quality strategy.

An Garda Síochána will publish a tender during April/May 2022 for a review of the operation of the PULSE data quality framework (a three stage process involving creation of crime incidents by the Garda Information Services Centre (GISC) working closely with the investigating member, separate quality review by GISC and a review by the member’s management (usually at Superintendent level)). The CSO has also offered to conduct a review of the framework, which An Garda Síochána is pleased to accept. These external reviews are also important deliverables under the data quality action plan.

The victim:offender relationship is now fully operational and has successfully corrected the remaining small number of domestic abuse cases (<5%) that were not initially correctly classified. In particular, it has allowed investigators to identify hard to spot domestic abuse cases, such as emotional abuse through fraud. These were classification issues only and all cases were fully investigated. An Garda Síochána continues to place a high priority and focus on domestic abuse victims.

The pilot of outcome based reporting is continuing in the Galway Division and is expected to run until August 2022. Initial results showing the reasons where a sanction (charge/summons/caution) outcome is not achieved indicate that this will provide valuable insights into internal and external

measures needed to continually improve detection rates. Outcome based reporting will be rolled out nationwide, starting in Q4 2022.

2021 hate crime figures will be published in May 2022, establishing a reliable baseline and allowing the tracking of actions to boost reporting rates by victims, as well as investigation outcomes.

As previously reported, the current list of PULSE change requests for policy and data quality related improvements still extends well into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems, and ICT generally. GSAS continues to operate at 50% of its minimum approved capacity, with almost 40 vacancies outstanding for almost 3 years due to recruitment delays. Recruitment of additional Crime and Data Analysts was advertised in February 2022, but it will take until early 2023 for recruitment, on-boarding and training to impact on GSAS capacity. GISC continues to create approximately 75% of crime incidents vs. its goal of 95%, due to chronic capacity issues and the redeployment of experienced staff to other roles in An Garda Síochána. This is preventing the effective operation of the data quality framework. Long running GSAS and GISC capacity issues continue to impact on analysis support for investigations and specialist units, provision of data to stakeholders, and the implementation of the data quality strategy. These underlying issues and their resolution are being tracked through the corporate risk process.

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.

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports. The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Chart 2: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 16% higher in the 12 months to March 2022, compared with the 12 months previous. There has been a small overall reduction during COVID-19 (average crimes reported per month since April 2020, compared with previous years) which is likely due to decreased public mobility and closure of licensed establishments during certain periods. A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. Since July 2021, reported crimes against the person have been similar to the pre-pandemic levels reported in 2019. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 41% in the 12 months to March 2022, compared with the 12 months previous, while assault in residences has increased by 2% during this time.

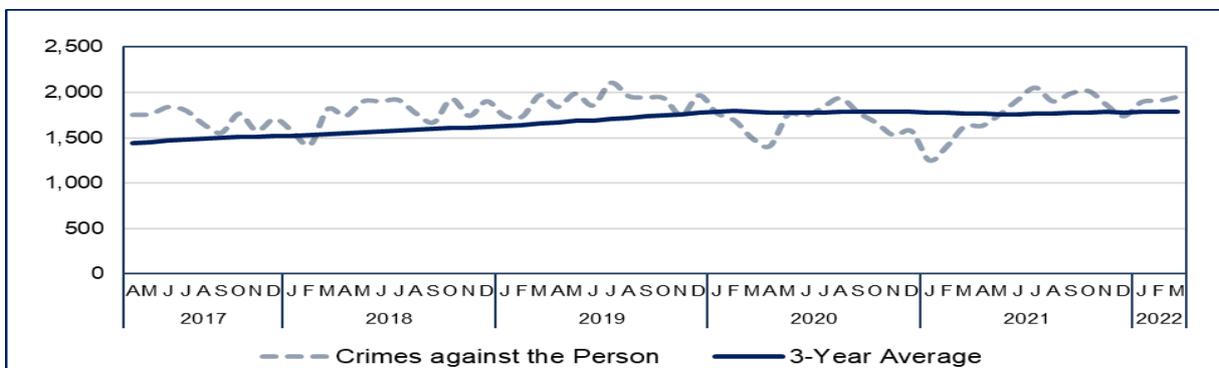


Chart 3: Sexual Offences - 5 Year Trend (to February 2022)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend has resumed in 2021. In the 12 months to February 2022, there has been a 14% increase in reported sexual offences, compared to the 12 months prior. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

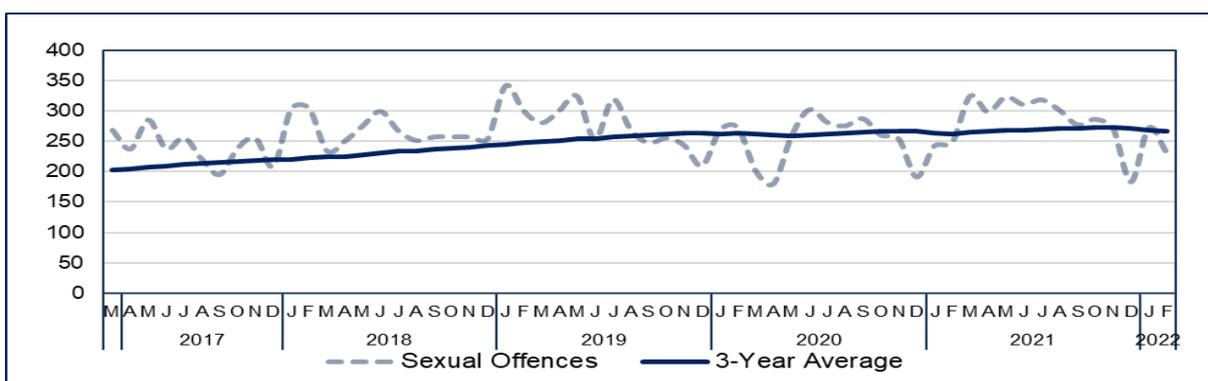


Chart 4: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis there were signs of resumption of this downward trend. There was an increase of 6% in the 12 months to March 2022, compared with the 12 months previous. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with property crime and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month since July 2021 has been 7% lower than pre-pandemic levels (2018-2019).

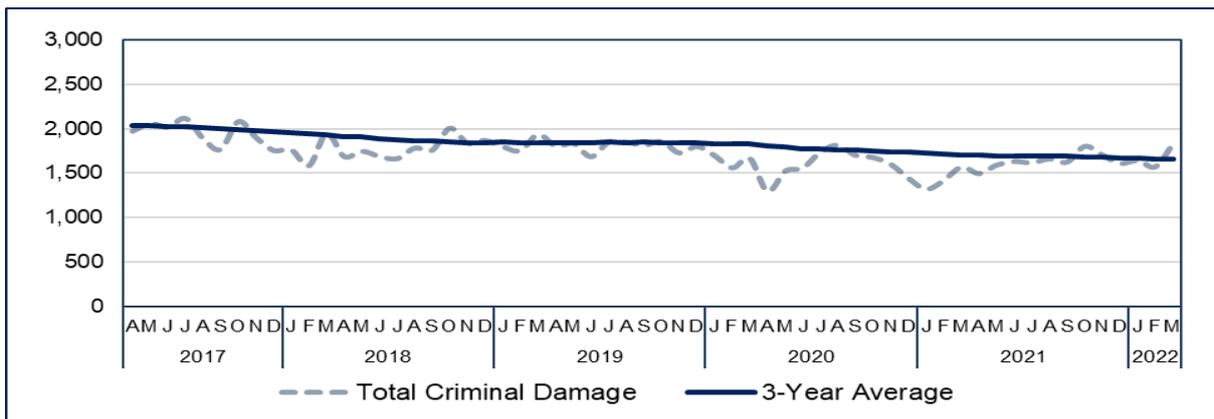
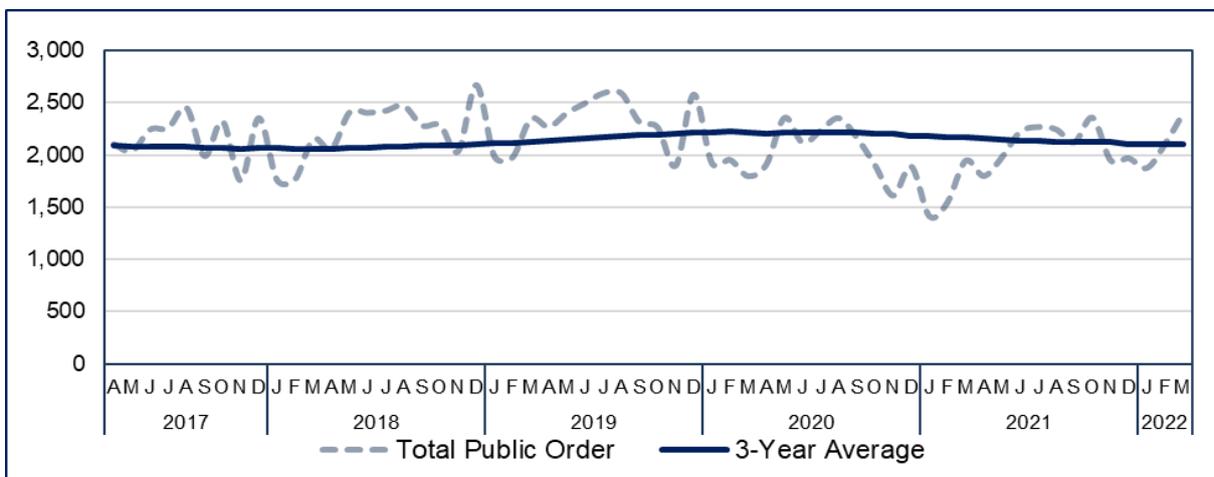


Chart 5: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 8% in the 12 months to March 2022, compared with the 12 months previous. Public order offences during this period were up 3%, while drunkenness offences over the same period increased by 18%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



10. Policing Successes

Throughout the month of March 2022, there have been numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. An overview of some of those incidents that occurred during the month of March 2022 is provided below.

On 7 March 2022, negotiators in the North Western Region, along with the Armed Support Unit (ASU) and an Operational Commander, attended the scene where a person had barricaded themselves into the bedroom of their house and was threatening self-harm. After a lengthy period of negotiation, including assistance from the Ambulance Service, Fire Services and the Central Mental Hospital, an ASU intervention was carried out, due to serious concerns for their safety. They were arrested under Section 12 of the Mental Health Act and were later admitted to hospital in the North Western Region.

On 9 March 2022, the Garda Emergency Response Unit (ERU) was tasked with carrying out a search at a house in the Dublin Metropolitan Region. Prior to carrying out this search, ERU detained a suspect in a vehicle. ERU proceeded to a house, breached the front door, searched and secured the location. During the search a .22 rifle and ammunition and a single barrel sawn-off shotgun were located. Two suspects were arrested, released without charge and an investigation file will be prepared for the Director of Public Prosecutions.

On 11 March 2022, personnel attached to the Garda National Immigration Bureau (GNIB) removed one suspect from the custody of the Irish Prison Service, who is subject to a seven-year Removal/Exclusion Order issued by the Minister for Justice. This suspect is subject of conviction before the courts, relating to offences contrary to Section 15 of the Non-Fatal Offences Against the Person Act, 1997 and Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 15 March 2022, in the course of an operation targeting the activities of an Organised Crime Group (OCG) believed to be operating in the Dublin Metropolitan Region, personnel assigned to the Garda National Drugs and Organised Crime Bureau (GNDOCB) effected a stop and search in respect of a motor vehicle, resulting in the seizure of six kilogrammes of heroin. A follow up search of a premises was also undertaken, resulting in the seizure of a further three kilogrammes of heroin, with the total value seized at €1,260,000. The aforementioned searches and consequent seizure of property gave rise to three suspects being arrested and detained under the provisions of Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. All of the accused were charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act 1977 - 1984 and remain in custody, pending relevant court proceedings.

On 15 March 2022, Gardaí in the Eastern Region received a complaint from a complainant regarding threats and demands for money that they received on a social media platform from January to March 2022. The complainant was not aware of any reason to be contacted by the suspect. Gardaí carried out enquires and a suspect was identified. As a result of the evidence obtained, investigating Gardaí executed a search warrant issued under Section 26 of the Misuse of Drugs Act, 1977, as amended at the suspect's address. The suspect was arrested under Section 17 of the Public Order Act, 1994, for making demands for money with menaces to the complainant. The suspect was conveyed to an Eastern Region Garda station and detained under Section 4 of the Criminal Justice Act, 1984. The suspect was brought before the District Court on 16 March 2022, where they were further remanded on continuing bail to the District Court on 21 July 2022 for DPP directions. The proactive and timely intervention of all the Gardaí involved was instrumental in securing criminal charges, which will be dealt with on indictment.

Criminal Assets Bureau

On 15 March 2022, the Criminal Assets Bureau (CAB) conducted a search operation in the North Western Region, which resulted in the seizure of documentation and storage devices relating to the ownership of assets. The CAB investigation is focused on the assets of an individual involved in the sale and supply of controlled drugs in the North Western Region.

11. Community Engagement and Organisational Initiatives

Shannon Garda Station engagement with the Irish Red Cross

Gardaí from the Community Policing Unit at Shannon Garda Station have engaged with the Irish Red Cross, who is coordinating the arrival of Ukrainian nationals into Ireland via Shannon Airport. Members attached to the Clare Garda Division have arranged for the collection of clothing items and have positively engaged with those arriving from Ukraine. In conjunction with the local social clubs, members arranged an information evening for Ukrainian nationals, focusing on information about sporting, charity and recreational clubs in Shannon. To date, there has been positive engagement between members from Shannon Community Policing Unit and the Ukrainian Community in the locality.

His Royal Highness Prince Charles and the Duchess of Cornwall visit to Ireland

Members of the Garda Emergency Response Unit (ERU) were tasked with providing armed close protection and mobile protection for the visit of His Royal Highness Prince Charles and the Duchess of Cornwall during their visit to Ireland between 23 and 25 March 2022. ERU Observer Marksmen, maritime and K9 capabilities were also utilised for this VIP visit. Prior to the arrival of the VIPs, representatives from ERU attended numerous operational planning meetings and advance site visits in preparation for this visit. Gold, Silver and Bronze Operational Command structures were in place for the duration of the visit.



Co-Ordination Office established at Dublin Airport

In response to persons arriving in Ireland as a result of the current Ukrainian crisis, the Garda National Immigration Bureau (GNIB) formally established a Co-Ordination Office at Dublin Airport. The Co-Ordination Office manages and coordinates the Garda immigration response to ensure that all Immigration Officers at airports and seaports are fully informed regarding changes to policy and procedures, and to act as a single point of contact for Immigration Officers and members in Garda stations relating to any queries arising. This office also assists with immigration related queries in respect of Ukrainian nationals and the Temporary Protection Directive. The creation of this office highlights the reactive approach of An Garda Síochána to assist both internal sections in An Garda Síochána and external stakeholders such as NGOs, other state agencies, and relevant partners, to effectively react to this evolving situation.

Event at Dublin Castle to promote the 2022 Garda Recruitment Campaign

The Garda National Diversity Integration Unit, together with the Dublin City Interfaith Forum, organised an event at Dublin Castle, with the aim of promoting the 2022 Garda Recruitment Campaign to the representatives of the various religious and belief groups in Dublin City. The highlight of the event was the recent changes made to the eligibility criteria, such as the Irish language requirement and the Garda uniform policy, to encourage members of all minorities to apply and to accommodate for a growing diverse society in Ireland.



Have you ever considered a career with An Garda Síochána?

An Garda Síochána is seeking applicants with a wide range of skillsets - we need the skills YOU have.

We encourage YOU and people from all walks of life to join us so that we better represent all the communities we serve.

We are looking for the diversity YOU represent.

THE DIFFERENCE IS YOU



Why should I join An Garda Síochána?

Policing is an **exciting job** with unique demands. It is a challenging and exciting role and one which continually presents new and interesting experiences.

Modern policing entails much more than crime prevention. Reducing the fear of crime and working in partnership with communities are the keys to **making a positive difference** and improving quality of life for all citizens.

As a member of An Garda Síochána, you will operate on the front line, supporting victims and witnesses, providing reassurance and instilling confidence. You will also be in a position to **make a proactive contribution to your area**, building relationships and trust within the community.

Your training will provide you with all the tools you need to carry out the necessary functions and tasks expected for policing an increasingly diverse society. Policing is intrinsically rewarding and you also receive a **competitive salary** with attractive allowances.

To reach trainee stage however, you must go through a rigorous selection process, designed to assess whether you have the qualities necessary to become a successful member of An Garda Síochána.

After training a career in An Garda Síochána presents **opportunities to work in a wide variety of fields** including regular policing duties or more specialised units such as Community Policing, Roads Policing, Public Order, Detective Duties, investigating Organised Crime, Fraud and Drugs Offences.

An Garda Síochána is committed to creating a policing service that is **fully representative of all diverse communities** in Ireland and actively encourages applications from all eligible candidates.

-  Positive Difference
-  Building Relationships
-  Competitive Salary
-  Training and Opportunities

Information pack for Ukrainian citizens arriving in Ireland

The Office of Assistant Commissioner, Roads Policing and Community Engagement, with input from the Garda National Diversity Integration Unit, released an information pack addressed to Ukrainian citizens arriving in Ireland in recent weeks. The leaflets contain useful information and contact details for An Garda Síochána. They have been disseminated among local communities and relevant organisations in English, and have also been translated into Ukrainian and Russian.

An Garda Síochána - Police and Security Service of Ireland

Information / Информация **обеспечение безопасности людей**



RUSSIAN / РУССКИЙ

An Garda Síochána (Гарда Шихана), в народе – Gardaí (Гардай) – это национальная ирландская полиция. Мы отвечаем за поддержание порядка в стране, а наша общая миссия – это обеспечение безопасности людей. Наши функции включают в себя помощь жертвам преступлений, предупреждение и расследование преступлений, работу с обществом, а также обеспечение безопасности на дорогах.

Полиция Ирландии служит обществу и защищает государство. Более 16 000 полицейских, гражданских и резервистов делают все, чтобы обеспечить вашу безопасность – функция, без которой не может существовать демократическое прогрессивное общество.

Основные ценности нашей организации – Честность, Ответственность, Уважение, Профессионализм и Сочувствие.

999 Для экстренной помощи звоните на 999/112

Если вы стали свидетелем преступления или несчастного случая, а также в случаях, когда кому-то угрожает непосредственная опасность, звоните на 999/112. Звонки на этот номер имеют высший приоритет и обрабатываются специально обученными людьми. Мы примем необходимые меры по разрешению ситуации. Экстренные вызовы и угрозы жизни будут обработаны в первую очередь. Мы будем с вами в течение 15 минут, если вы находитесь в городе, и как можно быстрее, с учетом расстояния, в сельской местности.

  **Не экстренные и общие вопросы**

Если у вас есть вопрос, который не относится к экстренным, обратитесь в ближайшее отделение полиции. Телефонные номера всех отделений и главных офисов можно найти в [перечне отделений](#) / www.garda.ie

В каждом отделении работают Diversity-офицеры, которые занимаются вопросами интеграции и дискриминации. [Найдите Diversity-официера в вашем районе](#)

 **Если вы собираетесь использовать свой автомобиль в Ирландии, он должен быть застрахован.**

Автостраховка защитит вас от ответственности в случае аварии. Она покроет расходы пострадавшей стороны в случае, если вас признают виновником ДТП. Если же виновником будет признана другая сторона, ее страховка покроет ваши расходы.

Покупая полис автострахования в страховой компании, вы получите страховой диск и свидетельство. Текущий страховой диск должен быть четко виден на вашем автомобиле во время движения. При оплате налога на автотранспорт нужно предъявить действительное страховое свидетельство.

На веб-сайте полиции www.garda.ie можно получить информацию об алгоритме действий в случае ДТП.

An Garda Síochána - Police and Security Service of Ireland національна поліція Ірландії

Information / Інформація



UKRAINIAN / УКРАЇНСЬКИЙ

An Garda Síochána (Гарда Шихана), в народі відомі як Gardai (Гардай) – це національна поліція Ірландії. Ми несемо відповідальність за правопорядок у країні. Наша загальна місія – це забезпечення безпеки людей. Наші функції включають у себе допомогу жертвам злочинів, попередження та розслідування злочинів, роботу з громадою, а також забезпечення безпеки на дорогах.

Поліція Ірландії стоїть на службі громади та на захисті держави. Більш ніж 16 000 відданих поліцейських, цивільних та резервістів роблять все для забезпечення функцій безпеки – нарізного каменю, без якого не може існувати демократичне і прогресивне суспільство.

Основні цінності нашої організації – це Чесність, Відповідальність, Повага, Професіоналізм та Співчуття.



У екстрених випадках телефонуйте на 999/112

Телефонуйте на цей номер, якщо ви стали свідком злочину або нещасного випадку, або якщо комусь загрожує безпосередня небезпека. Дзвінки на 999/112 мають найвищий пріоритет та приймаються співробітниками із спеціальним навчанням. Ми вживаємо відповідних заходів для кожного виклику. Екстрені виклики та випадки, де є загроза життю, будуть опрацьовані першочергово. Ми дістанемося до вас протягом 15 хвилин у містах і якомога швидше, з огляду на відстань, у сільській місцевості.



Неекстрені чи загальні запити

У разі неекстрених випадків чи загальних питань зв'яжіться з найближчим відділком поліції. Телефонні номери всіх відділків та головних офісів можна знайти в [переліку відділків](#) / www.garda.ie

У кожному відділку є Diversity-офіцери, які займаються питаннями інтеграції та дискримінації. [Знайдіть Diversity-офіцера у вашому районі](#)



Якщо ви хочете пересуватися власною автівкою по Ірландії, вона має бути застрахована.

Автостраховання покликане захистити вас від відповідальності в разі аварії. Воно покриє витрати постраждалої сторони у разі, якщо вас визнають винним у ДТП. Якщо буде визнано, що аварія сталася не з вашої вини, страхування іншої сторони покриє ваші витрати.

Купуючи поліс автостраховання в страховій компанії, ви отримуйте страховий диск і страхове свідоцтво. Ваш поточний страховий диск має бути чітко помітним на вашому автомобілі під час руху. При сплаті податку на автотранспорт необхідно пред'явити чинне страхове свідоцтво.

На веб-сайті поліції www.garda.ie можна дізнатися про алгоритм дій у разі, якщо ви потрапили в ДТП.

International Association of Women Police (IAWP) Conference in Dublin Castle

From 8–10 March 2022, the Garda National Community Policing Unit hosted a Garda engagement stand at the three-day International Association of Women Police (IAWP) Conference in Dublin Castle. Over 200 delegates from 60 countries attended the event.

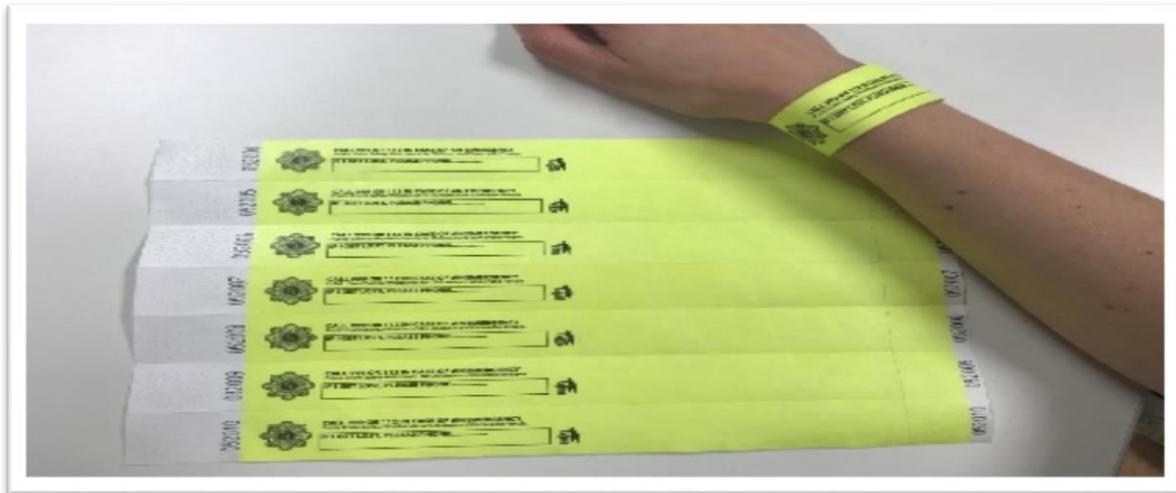


Of particular interest to the delegates at the Garda stand was the importance of community policing and youth engagement, including the charitable work of the Little Blue Heroes Foundation. A showcase of youth engagement initiatives from An Garda Síochána and the Little Blue Heroes Foundation were represented over the three days, which were of great interest to the attending delegates. Support for the Garda stand was given by the Minister of Justice, Helen McEntee and Lord Mayor of Dublin, Alison Gilliland.



Garda Child Safety Wristband initiative for St Patrick's Day events

The Garda National Community Policing Unit re-established its Garda Child Safety Wristband initiative for St. Patrick's Day events, by issuing several thousand wristbands to Store Street, Kevin Street, Pearse Street, Mountjoy and Bridewell Garda Stations, who were covering the Dublin City St. Patrick's Day Parade festivities. Garda members from the stations were able to issue the bands to parents of young children, who can fill in their information so they are easily contactable should their child get lost among the large crowds that were expected at the parade in the city. The bands are to assist families to help find a lost child at busy events and are free of charge to the public. The bands have an area in which parents call fill out their phone number so they can be called if their child is found.



Youth Mental Health First Aid Programme

The Garda Youth Diversion Bureau (GYDB) is supporting the roll out of a new two-day Youth Mental Health First Aid Programme for colleagues at various levels in An Garda Síochána. The programme is designed for adults who live with, work with or support young people between 12 and 18 years. Participants learn how to assist a young person who may be experiencing a mental health problem or a mental health crisis until appropriate professional help is received or the crisis is resolved, using a practical, evidence based action plan. The programme is supported by St. John of God Hospital, who have trained both instructors and provide the course material. A number of courses have been rolled out to Community Gardaí and Juvenile Liaison Officers already, with very positive feedback. Thirteen senior managers, at Chief Superintendent and Superintendent level, also participated in the two day programme in March 2022.

Crimecall for March 2022

On 28 March 2022, Crimecall aired with 'motorcycle safety' being the topic for the March 2022 programme. Garda Adrian Corcoran delivered an in-studio item offering advice to motorcyclists in relation to proper use of protective gear, including helmets and jackets. In light of a recent upward trend in motorcycle fatalities, Garda Corcoran also took the opportunity to remind viewers of the Garda 'BikeSafe' Programme. The initiative being run by An Garda Síochána offers a 'BikeSafe' workshop and an 'on the road' assessment ride, accompanied by an advanced Garda motorcyclist. The workshops are open to all motorcyclists holding a full motorcycle driving licence. Crimecall has an approximate average viewership of 400,000.

National Slow Down Day

An Garda Síochána conducted a national speed enforcement operation “Slow Down Day”, supported by the Road Safety Authority and other stakeholders on 1 March 2022. The aim of Slow Down Day is to remind drivers of the dangers of speeding, to increase compliance with speed limits and act as a deterrent to driving at excessive or inappropriate speed. The overall objective is to reduce the number of speed related collisions, save lives and reduce injuries on our roads. The operation consisted of high visibility speed enforcement in 1,322 speed enforcement zones. The message was also sent through various media channels to remind people of the potential impact on families and communities of speeding. A total of 1,675 motorists were detected speeding.



Garda Info @gardainfo · Feb 28

Chief Superintendent Michael Hennebry of the Garda National Roads Policing Bureau speaking ahead of tomorrow's national "Slow Down Day"

The operation is supported by @RSAIreland and other stakeholders. It will run over 24 hours from 7am tomorrow until 7am on Wednesday 2nd, March



An Garda Síochána and the RSA appeal to all road users on St. Patrick's Day

On 14 March 2022, An Garda Síochána and the Road Safety Authority launched an appeal for all road users to act responsibly and not to drink and drive over the extended St. Patrick's Day bank holiday weekend 2022. The event was attended by Assistant Commissioner Paula Hilman and Road Safety Authority CEO, Mr. Sam Waide.

In a joint press release, Assistant Commissioner Hilman said *“Our priority is to keep people safe and prevent death and injury on our roads. I would appeal to those of you who are socialising and consuming alcohol to leave your car at home or designate a driver and remember you may still be over the limit the morning after. We must change the current trends we are seeing in road fatalities in 2022. Too many families have already lost loved ones this year. An Garda Síochána are pleading with people to stop taking risks, make the right decisions and never ever drive while under the influence of alcohol.”*

During the course of the St. Patrick's Day weekend, the following detections were made;

Speeding: 2,218;

Mobile phone use: 169;

Seatbelt offences: 69;
Drink driving (arrests): 134; and
Drug driving (arrests): 65.



12. Update on Mother and Baby Homes Investigations

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. This engagement has proven positive, and is a source of reassurance and comfort for those concerned. As of Friday 1 April 2022, the number of complaints received is at 86.

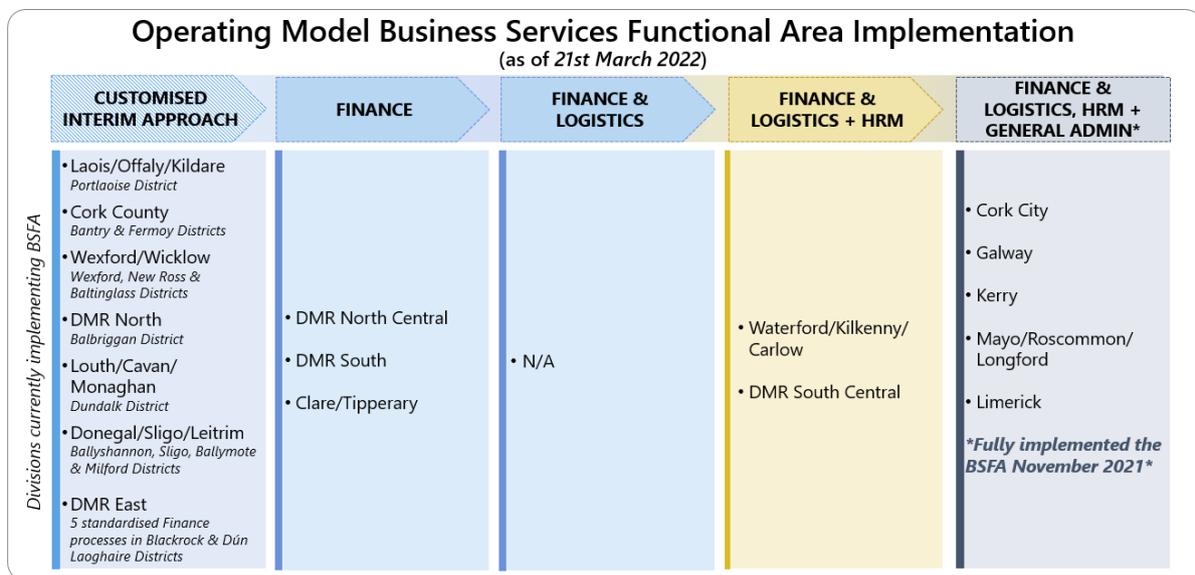
Since the previous report of March 2022, one new disclosure has been received and one referral has also been closed, as the victim has declined to engage with Gardaí. Overall, of the total of 86 reports received to date, 54 cases have been closed and 32 cases remain open and are subject to further engagement or investigation, if warranted.

13. Operating Model

Divisional Design and Implementation

The rollout of the Divisional Business Services Functional Area (BSFA) has continued across the organisation. As of 21 March 2022, 17 Divisions have commenced implementation of the standardised business services processes.

As previously reported, several Divisions continue to experience significant accommodation and staffing constraints in respect to the BSFA. However, a customised interim implementation approach has been established, to enable these Divisions to commence implementation of the business services processes on a district-by-district basis. These processes include Garda member record of duty, overtime and allowances claims (A85s), overtime approval, and travel and subsistence processes. To date, seven Divisions have progressed with this approach.



As Divisions conclude business services implementation, Performance Assurance Functional Area standardised processes will be implemented in those Divisions on a phased basis. The first Divisions to commence implementation will be Cork City, Galway, Kerry, Limerick and Mayo/Roscommon/Longford. Kick off meetings have been held with these Divisions and readiness assessments are being completed to establish go live dates. Divisional blueprints across all Divisional functional areas are being refreshed and will be made available to personnel once signed off.

National Design

As reported last month, work is ongoing to finalise Organised and Serious Crime 'as-is' blueprints. The Garda National Technical Bureau blueprint has been approved and work is ongoing to finalise the Garda National Drugs and Organised Crime Bureau blueprint. These blueprints contain the as-is structure of the bureaus and associated governance structures. They also outline the current services that the bureaus provide, associated skills required to deliver these services alongside an overview of the key reports and systems used.

Appendix A – Schedule of Expected Vacancies for period to end March 2022

| Rank | Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc. | | | | | | | | | | | | |
|-------------------------------|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--------------------------|
| | 2022 | | | | | | | | | | | | <i>Total to end 2022</i> |
| | Jan | Feb | Mar | April | May | June | July | August | Sept | Oct | Nov | Dec | |
| Assistant Commissioner | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 6 |
| Chief Superintendent | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 1 | 6 |
| Superintendent | 3 | 2 | 2 | 1 | 0 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 14 |
| Total | 3 | 2 | 4 | 1 | 1 | 4 | 2 | 2 | 1 | 3 | 1 | 2 | 26 |

Appendix B – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of March 2022

| <i>Data as at the end of March 2022</i> | | | | | | | | | | | | | |
|---|-------------|---|---------------------------------|--------------|----------|--------------|-------------|-----------|-----------|--------------------------|---------------------------------------|-----------------------|---|
| Rank | ECF | Position at end of last month – February 2022 | Appointed in Month – March 2022 | Career Break | | Resignations | Retirements | | Demotions | Con sequential 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 | 48* | 48 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 47 | 0 |
| Superintendent | 168 | 168 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 166 | 2 |
| Total | 224* | 224 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3 | 221 | 2 |

* ECF for Chief Superintendent rank temporarily increased to 48 from 17 November 2021 until 30 March 2022.

Appendix C – Breakdown of Garda Leave – Garda Members

| As at 31.03.22 | Gender | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Paternity Leave | Parental Leave | SWY | Carers |
|----------------|---------------------|------------|--------------|-----------------|------------------|-----------------|----------------|----------|----------|
| Garda | Male | 1 | 17 | 0 | 0 | 20 | 23 | 3 | 1 |
| | Female | 83 | 23 | 55 | 37 | 0 | 82 | 0 | 6 |
| Sergeant | Male | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 0 |
| | Female | 1 | 0 | 6 | 6 | 0 | 3 | 1 | 2 |
| Inspector | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 1 | 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 | 2 | 19 | 0 | 0 | 20 | 26 | 3 | 1 |
| | Total Female | 84 | 23 | 61 | 44 | 0 | 85 | 1 | 8 |
| | Total | 86 | 42 | 61 | 44 | 20 | 111 | 4 | 9 |

Appendix D – Breakdown of Garda Leave – Garda Staff

| As at 31.03.22 | Gender | Work Share | Career Break | Maternity Leave | Unpaid Maternity | Parental Leave | Paternity Leave | SWY | Carers |
|------------------|--------------|------------|--------------|-----------------|------------------|----------------|-----------------|-----|--------|
| CO | Male | 9 | 3 | 0 | 0 | 6 | 0 | 1 | 0 |
| | Female | 253 | 14 | 17 | 7 | 47 | 0 | 0 | 5 |
| EO | Male | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| | Female | 37 | 13 | 7 | 3 | 19 | 0 | 0 | 2 |
| HEO | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 5 | 2 | 2 | 0 | 6 | 0 | 0 | 1 |
| AP | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Teacher | Male | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| | Female | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cleaner | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Accountant | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Researcher | Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Female | 0 | 0 | 0 | 0 | 0 | 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 |
| | Total Male | 9 | 3 | 0 | 0 | 9 | 0 | 2 | 0 |
| | Total Female | 303 | 30 | 26 | 10 | 74 | 0 | 0 | 8 |
| | Total | 312 | 33 | 26 | 10 | 83 | 0 | 2 | 8 |

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 and above | | Total | |
|------------------|--------------|------------|------------|-----------|---------------------|----------|--------------|------------|
| | OI* | IOD** | OI | IOD | OI | IOD | OI | IOD |
| Mar 2022 | 1,606 | 185 | 131 | 15 | 13 | 1 | 1,750 | 201 |
| Feb 2022 | 1,320 | 193 | 112 | 15 | 16 | 1 | 1,448 | 209 |
| Jan 2022 | 1,113 | 188 | 100 | 15 | 9 | 1 | 1,222 | 204 |
| Dec 2021 | 1,377 | 189 | 130 | 17 | 12 | 1 | 1,519 | 207 |
| Nov 2021 | 1,559 | 181 | 135 | 15 | 6 | 1 | 1,700 | 197 |
| Oct 2021 | 1,492 | 167 | 130 | 15 | 10 | 2 | 1,632 | 184 |
| Sept 2021 | 1,405 | 168 | 117 | 16 | 7 | 1 | 1,529 | 185 |
| Aug 2021 | 1,269 | 166 | 85 | 13 | 6 | 1 | 1,360 | 180 |
| July 2021 | 1,424 | 170 | 91 | 12 | 6 | 1 | 1,521 | 183 |
| Jun 2021 | 1,372 | 176 | 114 | 12 | 8 | 1 | 1,494 | 189 |
| May 2021 | 1,161 | 163 | 123 | 10 | 6 | 1 | 1,290 | 174 |
| Apr 2021 | 1,041 | 168 | 92 | 10 | 6 | 0 | 1,139 | 178 |
| Mar 2021 | 988 | 163 | 82 | 11 | 8 | 0 | 1,078 | 174 |

Garda Members - Instances of Absence

| | Garda | | Sergeant | | Inspector and above | | Total | |
|------------------|--------------|------------|------------|-----------|---------------------|----------|--------------|------------|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| Mar 2022 | 1,725 | 188 | 136 | 15 | 13 | 1 | 1,874 | 204 |
| Feb 2022 | 1,401 | 193 | 116 | 15 | 15 | 1 | 1,532 | 209 |
| Jan 2022 | 1,178 | 191 | 106 | 15 | 9 | 1 | 1,293 | 207 |
| Dec 2021 | 1,462 | 190 | 137 | 17 | 12 | 1 | 1,611 | 208 |
| Nov 2021 | 1,662 | 182 | 146 | 16 | 6 | 1 | 1,814 | 199 |
| Oct 2021 | 1,585 | 170 | 139 | 15 | 10 | 2 | 1,734 | 187 |
| Sept 2021 | 1,488 | 169 | 119 | 16 | 8 | 1 | 1,615 | 186 |
| Aug 2021 | 1,335 | 167 | 88 | 13 | 6 | 1 | 1,429 | 181 |
| July 2021 | 1,518 | 170 | 94 | 12 | 6 | 1 | 1,618 | 183 |
| Jun 2021 | 1,451 | 179 | 121 | 12 | 8 | 1 | 1,580 | 192 |

| | | | | | | | | |
|-----------------|-------|-----|-----|----|---|---|--------------|------------|
| May 2021 | 1,226 | 163 | 128 | 11 | 6 | 1 | 1,360 | 175 |
| Apr 2021 | 1,095 | 171 | 96 | 10 | 6 | 0 | 1,197 | 181 |
| Mar 2021 | 1,040 | 163 | 84 | 11 | 9 | 0 | 1,133 | 174 |

Garda Members – Number of days absent

| | Garda | | Sergeant | | Inspector and above | | Total | |
|------------------|-----------------|--------------|--------------|--------------|---------------------|-----------|-----------------|----------------|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| Mar 2022 | 13,719.5 | 5,220 | 1,282 | 370.5 | 193.5 | 31 | 15,195 | 5,621.5 |
| Feb 2022 | 11,239 | 4,990 | 1,106.5 | 393 | 196 | 28 | 12,541.5 | 5,411 |
| Jan 2022 | 11,109 | 5,519.5 | 1,083.5 | 446 | 147 | 31 | 12,339.5 | 5,996.5 |
| Dec 2021 | 13,453.5 | 5,546.5 | 1,498 | 504 | 213 | 31 | 15,164.5 | 6,081.5 |
| Nov 2021 | 13,390 | 5,059 | 1,319 | 451 | 131 | 30 | 14,840 | 5,540 |
| Oct 2021 | 13,511 | 4,828 | 1,374 | 465 | 134 | 62 | 15,019 | 5,355 |
| Sept 2021 | 11,986.5 | 4,654.5 | 1,221.5 | 446 | 111.5 | 30 | 13,319.5 | 5,130.5 |
| Aug 2021 | 12,279.5 | 4,719 | 1,091.5 | 403 | 86 | 31 | 13,457 | 5,153 |
| July 2021 | 13,056 | 4,794.5 | 1,159.5 | 346 | 104 | 31 | 14,319.5 | 5,171.5 |
| Jun 2021 | 11,038 | 4,879 | 1,088.5 | 312 | 95.5 | 30 | 12,222 | 5,221 |
| May 2021 | 9,996 | 4,526.5 | 1,235 | 310.5 | 72 | 31 | 11,303 | 4,868 |
| Apr 2021 | 9,011 | 4,332.5 | 1,019.5 | 295 | 106 | 0 | 10,136.5 | 4,627.5 |
| Mar 2021 | 9,200 | 4,662.5 | 962 | 317 | 124.5 | 0 | 10,286.5 | 4,979.5 |

Garda Members - Ordinary Illness

| Month | No. of Days Absent | Variance | % Variance |
|------------------|--------------------|-----------------|---------------|
| Mar 2022 | 15,195.00 | 2,653.50 | 21.15% |
| Feb 2022 | 12,541.50 | 202.00 | 1.63% |
| Jan 2022 | 12,339.50 | -2,825.00 | -18.63% |
| Dec 2021 | 15,164.50 | 324.50 | 2.19% |
| Nov 2021 | 14,840.00 | -179.00 | -1.19% |
| Oct 2021 | 15,019.00 | 1,699.50 | 12.76% |
| Sept 2021 | 13,319.50 | -137.50 | -1.02% |
| Aug 2021 | 13,457.00 | -862.50 | -6.02% |
| July 2021 | 14,319.50 | 2,097.50 | 17.16% |
| Jun 2021 | 12,222.00 | 919.00 | 8.13% |
| May 2021 | 11,303.00 | 1166.50 | 11.51% |
| Apr 2021 | 10,136.50 | -150.00 | -1.46% |
| Mar 2021 | 10,286.50 | 608.00 | 6.28% |

Garda Members - Injury on Duty

| Month | No. of Days Absent | Variance | % Variance |
|-----------|--------------------|----------|------------|
| Mar 2022 | 5,621.50 | 210.50 | 3.89% |
| Feb 2022 | 5,411.00 | -585.50 | -9.76% |
| Jan 2022 | 5,996.50 | -85.00 | -1.40% |
| Dec 2021 | 6,081.50 | 541.50 | 9.77% |
| Nov 2021 | 5,540.00 | 185.00 | 3.45% |
| Oct 2021 | 5,355.00 | 224.50 | 4.38% |
| Sept 2021 | 5,130.50 | -22.50 | -0.44% |
| Aug 2021 | 5,153.00 | -18.50 | -0.36% |
| July 2021 | 5,171.50 | -49.50 | -0.95% |
| Jun 2021 | 5,221.00 | 353.00 | 7.25% |
| May 2021 | 4,868.00 | 240.50 | 5.20% |
| Apr 2021 | 4,627.50 | -352.00 | -7.07% |
| Mar 2021 | 4,979.50 | 578.50 | 13.14% |

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

| Month | No. of Days Absent | LTR |
|-----------|--------------------|-------|
| Mar 2022 | 15,195.00 | 3.98% |
| Feb 2022 | 12,541.50 | 3.28% |
| Jan 2022 | 12,339.50 | 3.23% |
| Dec 2021 | 15,164.50 | 3.99% |
| Nov 2021 | 14,840.00 | 3.91% |
| Oct 2021 | 15,019.00 | 3.94% |
| Sept 2021 | 13,319.50 | 3.49% |
| Aug 2021 | 13,457.00 | 3.51% |
| July 2021 | 14,319.50 | 3.72% |
| Jun 2021 | 12,222.00 | 3.17% |
| May 2021 | 11,303.00 | 2.90% |
| Apr 2021 | 10,136.50 | 2.61% |
| Mar 2021 | 10,286.50 | 2.65% |

Garda Staff - Numbers who availed of sick leave

| Date | No. |
|-----------|-----|
| Mar 2022 | 363 |
| Feb 2022 | 340 |
| Jan 2022 | 319 |
| Dec 2021 | 346 |
| Nov 2021 | 415 |
| Oct 2021 | 375 |
| Sept 2021 | 360 |
| Aug 2021 | 297 |
| July 2021 | 320 |
| Jun 2021 | 301 |
| May 2021 | 299 |
| Apr 2021 | 261 |
| Mar 2021 | 260 |

Garda Staff - Instances of Absence

| Date | Administrative Grades | Technical and Professional | Total |
|-----------|-----------------------|----------------------------|-------|
| Mar 2022 | 398 | 1 | 399 |
| Feb 2022 | 371 | 2 | 373 |
| Jan 2022 | 330 | 3 | 333 |
| Dec 2021 | 364 | 6 | 370 |
| Nov 2021 | 433 | 11 | 444 |
| Oct 2021 | 391 | 9 | 400 |
| Sept 2021 | 379 | 4 | 383 |
| Aug 2021 | 302 | 6 | 308 |
| July 2021 | 335 | 5 | 340 |
| Jun 2021 | 316 | 6 | 322 |
| May 2021 | 312 | 5 | 317 |
| Apr 2021 | 267 | 4 | 271 |
| Mar 2021 | 270 | 3 | 273 |

Garda Staff - Number of days absent

| Date | Administrative Grades | Technical and Professional | No. of Days Absent | Monthly Variance | % Variance |
|----------|-----------------------|----------------------------|--------------------|------------------|------------|
| Mar 2022 | 3,580 | 82.5 | 3,662.50 | 326.5 | 9.78% |
| Feb 2022 | 3,336 | 0 | 3,336 | 162.00 | 5.10% |
| Jan 2022 | 3,114 | 60 | 3,174 | -350.50 | -9.94% |
| Dec 2021 | 3,440.5 | 84 | 3,524.50 | -652.00 | -15.61% |
| Nov 2021 | 4,008.5 | 168 | 4,176.5 | 72.50 | 1.77% |

| | | | | | |
|------------------|---------|-------|----------|---------|--------|
| Oct 2021 | 3,986 | 118 | 4,104.00 | 225.50 | 5.81% |
| Sept 2021 | 3,787.5 | 91 | 3,878.50 | -143.00 | -3.56% |
| Aug 2021 | 3,891 | 130.5 | 4,021.50 | 323.50 | 8.74% |
| July 2021 | 3,606 | 92 | 3,698.00 | 445.00 | 13.67% |
| Jun 2021 | 3,102 | 151 | 3,253.00 | -275.50 | -7.81% |
| May 2021 | 3,404.5 | 124 | 3,528.50 | 557.50 | 18.76% |
| Apr 2021 | 2,851 | 120 | 2,971.00 | -208.50 | -6.56% |
| Mar 2021 | 3,086.5 | 93 | 3,179.50 | 76.00 | 2.45% |

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

| Date | Days Absent | LTR |
|------------------|--------------------|--------------|
| Mar 2022 | 3,662.50 | 4.67% |
| Feb 2022 | 3,336 | 4.23% |
| Jan 2022 | 3,174 | 4.03% |
| Dec 2021 | 3,524.50 | 4.48% |
| Nov 2021 | 4,176.50 | 5.29% |
| Oct 2021 | 4,104.00 | 5.21% |
| Sept 2021 | 3,878.50 | 4.93% |
| Aug 2021 | 4,081.50 | 4.84% |
| July 2021 | 3,730.00 | 4.43% |
| June 2021 | 3,253.00 | 3.89% |
| May 2021 | 3,528.50 | 4.20% |
| Apr 2021 | 2,971.00 | 3.56% |
| Mar 2021 | 3,179.50 | 3.81% |

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 |
|------------------|--|---|
| Mar 2022 | 18 | 523 |
| Feb 2022 | 19 | 488 |
| Jan 2022 | 18 | 451.5 |
| Dec 2021 | 25 | 720 |
| Nov 2021 | 18 | 452 |
| Oct 2021 | 17 | 470 |
| Sept 2021 | 17 | 448 |
| Aug 2021 | 18 | 519 |

| | | |
|------------------|----|-----|
| July 2021 | 16 | 461 |
| Jun 2021 | 14 | 380 |
| May 2021 | 16 | 413 |
| Apr 2021 | 13 | 350 |
| Mar 2021 | 17 | 407 |

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.

Commentary Sick Absence – March 2022

Sick absence days for both Garda members and for Garda Staff reflect an increase in the last month. Instances and numbers availing of sick absence leave also reflect an increase for both Garda members and Garda Staff in comparison to the previous month. Comparing March 2022 to March 2021, year on year ordinary illness days have significantly increased for Garda members by 47.72% and there has also been an increase for Garda Staff by 15.19%. The COVID-19 effect contributes to the variances, however, when compared to 2020 pre-pandemic sick absence days for Garda members, it also shows an increase of 7.15%. However, Garda Staff sick absence shows a marginal decrease of 1.11%.

Injury on duty sick absence shows an increase month on month. Comparing March 2022 to March 2021, year on year injury on duty has increased by 12.89%. When compared to 2020, pre-pandemic sick absence for Garda members shows a substantial increase of 20.53%. The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows an increase in the last month over the number of sick absence days at 3.89%. However, instances of sick absence reflect a minimal decrease of 2.39%. Likewise, the number of Garda members availing of sick absence leave month on month displays a decrease of 3.83%.

Ordinary Illness

The number of sick absence days, month on month show an increase of 21.16% for Garda members and a 9.79% increase for Garda Staff. The instances of sick absence month on month also show a sizeable increase for Garda members at 22.24%, and for Garda Staff, the increase can be seen at 6.97%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 20.86% increase and a 6.76% increase for Garda Staff.

Since November 2020, the report includes an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 18, which reflects a 5.26% decrease from February 2022. However, the number of sick day absences for Garda members in March 2022 was 523 days, which shows a 7.17% increase from February 2022. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

As advised previously, the Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence, but as special paid leave and applies in the following circumstances;

- Employees required to self-isolate;
- Employees displaying symptoms of COVID-19; or
- Employees that had a positive COVID-19 test.