



An Garda Síochána
Monthly Report to the Policing Authority

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

August 2020

An Garda Síochána

Oifig an Choimisiúnára
Gnótháí Corporáideacha
An Garda Síochána
Páirc an Fhionnúisce
Baile Átha Cliath 8
D08 HN3X



Luaigh an uimhir tharaghta seo
a leanas le do thoil:
Please quote the following ref.
number: **CMR_34-367274/15**



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
D08 HN3X

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the eighth monthly report submitted during 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of July 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

Again this month, an update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to keep you advised through our various reporting mechanisms in respect of this area.

Yours sincerely

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

September 2020

Contents

Cover Letter to the Chief Executive	2
Contents.....	3
Message from the Commissioner	4
1. Update on the National Policing Plan for COVID-19.....	5
2. Finance	6
3. Human Resources and People Development (HRPD)	8
4. Information and Communications Technology (ICT)	10
5. Corporate Communications.....	12
6. Progress update on embedding the Code of Ethics.....	15
7. Implementation of Cultural Change	15
8. Risk Management	15
9. Use of Force	16
10. Crime Trends	17
11. Policing Successes	24
12. Community Engagement and Organisational Initiatives.....	26
Appendix A – Policing Plan 2020 – Performance at a glance, July 2020.....	30
Appendix B - Schedule of Expected Vacancies.....	33
Appendix C - Return to the Policing Authority in relation to numbers and vacancies in the specified ranks.....	34
Appendix D - Breakdown of Leave – Garda Members.....	35
Appendix E - Breakdown of Leave – Garda Staff	36
Appendix F – HR and Trend Data on Sick Leave.....	37

Message from the Commissioner

An Garda Síochána has continued to support the country's collective effort to reduce the spread of COVID-19 using a graduated policing response, with a particular emphasis on supporting the most vulnerable in our communities. For example, Operation Faoiseamh has seen thousands of contacts made with victims of domestic abuse. It has also seen arrests and over 100 prosecutions commenced. Gardaí across the country have also been working with local groups and Non-Governmental Organisations (NGOs) to help people who may feel isolated or who require necessities.

In addition, to support updated health regulations on the operation of licensed premises, An Garda Síochána introduced Operation Navigation. This has seen thousands of visits to licensed premises to check for compliance. To date, we have found that the vast majority of licensed premises currently operating are compliant with the regulations.

With the support of communities and the dedication and professionalism of our personnel, An Garda Síochána has also continued to keep people safe through the ongoing prevention and detection of crime. This has resulted in significant seizures of drugs and firearms, arrests for thefts of vehicles and burglaries, and enforcement of road traffic offences including drink and drug driving.

Sadly, there are times when the dedication and professionalism of our members has required them to risk their own lives when protecting others. On 25 January 2013, our colleague Detective Garda Adrian Donohoe was murdered while on duty at Lordship Credit Union in Louth.

Since that tragic day, An Garda Síochána has conducted a major investigation into Adrian's murder with thousands of witness statements taken, tens of thousands of hours of CCTV reviewed and many lines of enquiries undertaken. It has also included co-operation with international law enforcement agencies and I thank them for their valuable assistance and support. Last week, that extensive work led to the conviction of Aaron Brady for the capital murder of Detective Garda Adrian Donohoe. It was a good day for justice.

But our investigation is not over. The dedication, tenacity and professionalism shown by the investigation team, supported by the wider Organisation, will continue. An Garda Síochána will not stop until all those involved in this horrific crime are brought to justice. I have appealed once again to anyone with information on this crime to contact An Garda Síochána.

Our thoughts at this time are with Adrian's family, friends and colleagues.

**J A HARRIS
Commissioner**

1. Update on the National Policing Plan for COVID-19

As the country progresses through the different phases introduced by Government, An Garda Síochána will maintain its tradition of policing by consent in close connection with the community. Members of An Garda Síochána are continuing to adopt the ‘Graduated Policing Response’ to ensure compliance with the Government’s temporary restrictions, by implementing the four-step escalating principles of Engage, Explain, Encourage and Enforce.

As mentioned earlier, An Garda Síochána continues to work to protect and support communities by preventing and detecting crime. This has seen significant seizures of drugs and firearms, arrests for thefts of vehicles and burglaries and enforcement of road traffic offences, including drink and drug driving. We have placed particular focus on crimes against the vulnerable, including victims of domestic abuse. During this extraordinary challenge for the country we will continue to do all we can to deliver on our mission of Keeping People Safe.

‘Operation Navigation’

‘Operation Navigation’ commenced at 7pm on Friday 3 July 2020. This operation instructs that all licenced premises are visited by uniformed personnel to ensure compliance with the relevant legislation and provisions of the Health Act, 1947 (Section 31A – Temporary Restrictions) (COVID-19) (No. 3) Regulations 2020.

To date, the vast majority of licensed premises operating have been found to be in compliance with regulations and licensing laws. However, in 138 individual cases, up to 11.59pm on 16 August 2020, (including 7 potential breaches found during the weekend of 14-16 August 2020) potential breaches of the health regulations or licensing laws were identified. Files will now be prepared for the DPP in each of these cases.

‘Operation Faoiseamh’

Operation Faoiseamh is an initiative undertaken by An Garda Síochána in response to an increase in domestic abuse related calls received by An Garda Síochána since COVID-19 related restrictions have been in place. Currently, records indicate a 20% increase in the number of domestic abuse incidents on PULSE and recorded by CAD, when compared with the same time period in 2019. The call-back rate for domestic abuse incidents has increased to over 72% (to Sunday, 16 August 2020) from just under 41% for the same period in 2019. Records indicate that in some cases, call-backs are occurring on the same day as the incident was originally reported to Gardaí.

2. Finance

The overall financial position at the end of July shows a total net expenditure of €1,032m, which is €13.9m less than the profiled spend of €1,045.9m. The underspend is due to a combination of a capital underspend of €20.2m and additional Appropriations of €13.4m offset by other net current overspends of €19.7m. As the COVID-19 pandemic remains, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19 as at 31 July 2020 stands at €10,811,909. This includes spend on areas including ICT, communications equipment, PPE and cleaning.

The expenditure on overtime for the year to date (including the Garda College) is €60.3m, which is €1.5m or 2.6% in excess of the profiled budget. The expenditure on the salaries element in July was €111m and a year to date spend of €669.5m, results in a year to date overspend of €13.6m. This is primarily due to increased allowance payments and to the reallocation of staff from the Garda College to operational duty. As there is an offsetting saving of €4.8m for the Garda College payroll costs, the net payroll overrun is €8.8m. The contingency roster of four units working 12 hour shifts, designed to meet necessary demands was implemented from Monday 16 March 2020 and resulted in additional payments for unsocial hour allowances due to the increased tour lengths, additional hours on a Sunday and additional night duty etc.

The revised contingency roster, which commenced for the roster beginning 15 June 2020, has resulted in a reduction in Sunday hours by two compared to the original contingency roster. Members working the revised contingency roster will now receive four hours of overtime per roster rather than 8. The implementation of the revised contingency roster on 15 June appears to be having an impact as there was a decrease in expenditure on overtime of 18% from the June to July roster.

Estate Management

PPP Bundle: Following discussions between the Department of Justice, An Garda Síochána, the OPW and the National Development Finance Authority, it has been decided that Macroom and Clonmel Garda Stations will be included as part of a Justice PPP Bundle. Work remains ongoing on the planning and development phases of both projects.

Development of the new purpose built Garda facility at Military Road: The project commenced in mid-February 2020 with the contractor mobilising construction teams on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements. Following the lifting of government public health restrictions on the construction sector, the site reopened and construction work recommenced on 18 May 2020. It is anticipated that the current phase of excavation/ground works will be ongoing for a number of months. Military Road will not accommodate all Garda Bureaus based at Harcourt Square and the OPW is developing proposals as to how the ‘shortfall’ in accommodation will be met. Funding will also be required to meet the accommodation needs of the Bureaus that will not be accommodated at Military Road.

Developments in July 2020: Work on Garda construction projects had ceased as a result of the measures announced by Government to deal with COVID-19 on 27 March 2020. Work has recommenced in line with the lifting of government public health restrictions on the construction sector, with projects progressing at locations including Fitzgibbon Street and Athlone Garda Stations, the Garda Water Unit Athlone and Cavan Armed Support Unit. A range of other projects are in earlier stages of development and continue to be progressed in conjunction with the OPW.

Stimulus Package: The Minister announced that, as part of the July Jobs Stimulus investment package, circa €24m was allocated to a number of agencies under the Department of Justice. Of this funding, approximately €11m is allocated to An Garda Síochána for the development of critical areas including:

- Supporting the establishment of new areas under the new Operating Model;
- Custody management facilities in stations, (prisoner processing areas and custody CCTV);
- Immigration facilities at Sea Ports and Airport;
- Public Office facilities for meeting members of the community, including universal access;
- Garda Stations to support the establishment of Protective Service Units in a number of Divisions;
- Provision of Special Victim Interview Suites.

3. Human Resources and People Development (HRPD)

- Garda and Staff strengths at 31 July 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- As outlined in last month's report, 82 Garda Trainees were offered a place on the training for the Intake on 25 May 2020 and 75 of these accepted. 79 Garda Trainees were offered a place on the training for the Intake on 22 June 2020 and 75 accepted. These trainees were the first to commence training with the new process.
- Work continues on resourcing additional and new Garda Staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Public Expenditure & Reform, who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.

Garda Strengths

Rank	At 31 July 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	47	37	79%	10	21%	47
Superintendent	166	149	90%	17	10%	166
Inspector	378	308	81%	70	19%	378
Sergeant	2,102	1,631	78%	471	22%	2,099.5
Garda	11,947	8,512	71%	3,435	29%	11,896.5
Total	14,651	10,644	73%	4,007	27%	14,598

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	62	27	44%	35	56%
Work-sharing	53	1.5	3%	51.5	97%
Secondments (Overseas etc.)	18	12	67%	6	33%
Maternity Leave	86	N/A	0%	86	100%
Unpaid Maternity Leave	42	N/A	0%	42	100%
Paternity Leave	16	16	100%	N/A	N/A
Available Strength	14,374	10,587.5	74%	3,786.5	26%

Garda Reserve Strengths

Garda Reserves Strength as at 31 July 2020	Total	Male	%	Female	%
	430	323	75%	107	25%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.4	36	60%	24	40%
Administrative **	2,851	2,753.5	751	26%	2,100	74%
Industrial / Non Industrial	387	239.3	117	30%	270	70%
Total	3,298	3,052.2	904	27%	2,394	73%

Of which	Total	Male	%	Female	%
Maternity Leave	22	N/A	0%	22	100%
Unpaid Maternity Leave	10	N/A	0%	10	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
Available Total	3,266	904	28%	2,362	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	Male	%	Female	%
	322	8	3%	314	97%

*** Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Career Breaks****	Total	Male	%	Female	%
	28	5	18%	23	82%

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

Garda members reassigned to operational duties as at 31 July 2020

	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	1	14	53	68
Total	0.5	10.5	24	100	535	670

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	68	68	31	46%	37	54%
HEO/AO	135	134	53	39%	82	61%
EO	747	737.2	197	26%	550	74%
CO	1,873	1,786.3	454	24%	1,419	76%
Total	2,851	2,753.5	751	26%	2,100	74%

Parental Leave

01.07.2020 – 31.07.2020	Garda Members	Garda Staff
	96	72

Suspensions: Persons suspended from An Garda Síochána as at 31 July 2020

Total*	Male	%	Female	%
54	47	87%	7	13%

*The total figure includes Garda members and Garda Staff including probationers.

4. Information and Communications Technology (ICT)

ICT Projects/Modernisation Projects (an extract of the ICT Portfolio Status Report)

During the current COVID-19 pandemic, ICT is continuing to deliver solutions and support personnel throughout the Organisation to enable access to Garda information systems remotely and in a secure manner. This has contributed to reducing occupation levels in Garda buildings and in turn supported the high levels of operational resilience. It has necessitated prioritising resources to support remote access solutions especially during the initial stages of the pandemic.

In addition, project work was largely paused ('code freeze') in order to prioritise remote access solutions and minimise change in the live ICT environment, thereby ensuring continuity of service for key Garda ICT systems. As the Organisation and in turn Garda ICT has settled into a new pattern of working, Garda ICT has largely resumed normal project activities, albeit with some slowing in the pace of implementation. For example, the pace of some initiatives including IMS and RDMS deployment has been impacted, being dependent on user training.

Regional Cybercrimes Hubs: A business case to proceed to tender for Support Contract and Regionalisation Hubs was issued to the Department of Justice & Equality for review and forwarding to the Department of Public Expenditure & Reform in March 2019 and awaits a formal response. An Garda Síochána has been unable to proceed with procurement until this review is complete and sanction is received from the Department. Delivery based on the necessary forensic technical infrastructure in 2020 is no longer feasible based on procurement timelines. Ongoing support for the existing cyber infrastructure is also at risk. Contingency plans are being developed.

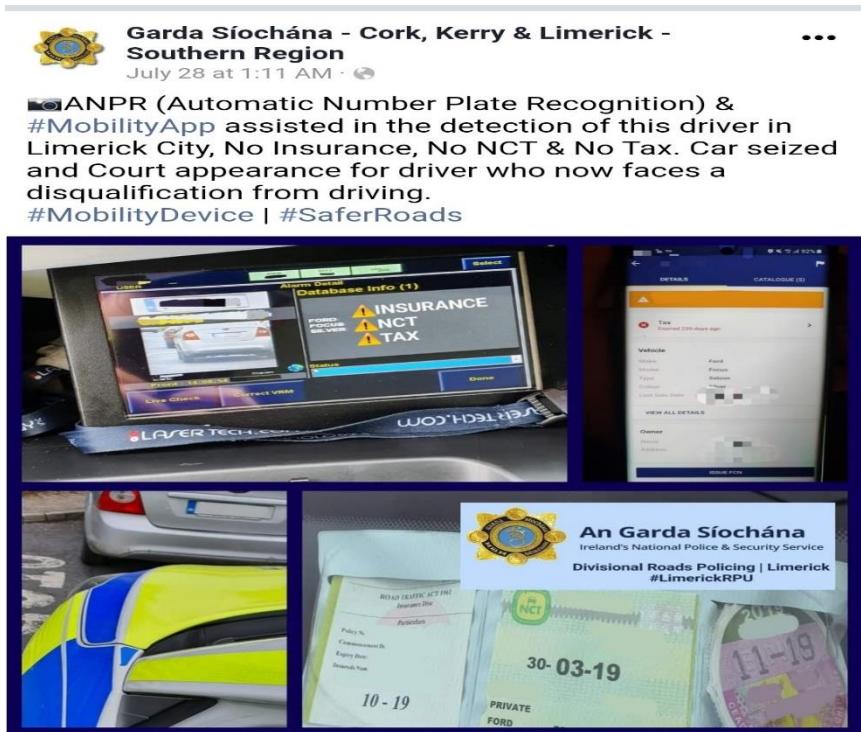
Schengen (SIS II): The deployment of the Schengen Information System (SIS) into production has been postponed and confirmation of the live deployment schedule awaits the formal procedure by the EU governing SIS accession. Technical readiness is progressing well and the system will be technically ready to deploy when the timeline is confirmed at EU level. Current plans are tentatively targeting a go live in Q1 / Q2 2021. Work is progressing to confirm the dedicated resourcing requirement and service delivery model for the National SIS Office which will become operational when SIS goes live.

CAD 2: The Request for Tender (RFT) closing date was extended to 17 July 2020, due to final contract T&Cs. Response evaluations commenced on 20 July 2020. Subject to completion of the procurement process and sanction being received, it is planned to conclude contract discussions by the end of 2020.

RDMS Deployment: Development of the system is complete and has been deployed to several locations. Revised plans for 2020 rollout are being assessed by the Strategic Transformation Office (STO) and the project implementation team. Training environments are now being built out for rollout to Dublin South Central.

IMS / PEMS Deployment: Development of the system is complete and it has been deployed to four Divisions. Further deployment of the application is paused due to a lack of user training capacity resulting from COVID-19. Revised plans are to be confirmed by STO and the project implementation team.

Mobile Device Deployment: New Apps for Android 10 release have been tested and were released at the end of July 2020. This will allow the rollout to continue. It is planned to rollout 1,000 additional devices to frontline members before the end of the year.



An Garda Síochána (@GardaTraffic) Tweeted:

Speed detections at N18, Limerick Tunnel. Our #MobilityDevice used to check if drivers were disqualified, if vehicles were connected to any crimes & also issue of Fixed Charge Penalty Notices at the roadside.



PAF Technology Support: The Live Pilot has commenced (Q2) in Sligo. Focus is now upon Unit Briefing documents, given the impact of COVID-19 upon physical unit briefings and fixes are being provided for issues encountered during the pilot. The previous APSFF commitment of Q1 commencement was impacted by COVID-19 and associated change freeze.

ICT Capacity: Recruitment competitions for sanctioned vacancies at EO, HEO, AP and PO level are currently being progressed to be advertised in Q3, 2020. However, a lengthy recruitment and clearance process is anticipated. Additional priority resources are to be identified and business cases submitted. There is a risk of constraints on approval of additional posts. There is ongoing engagement with Estate Management regarding new ICT accommodation in Phoenix House.

Cloud Strategy: Work has started on an initial draft and a weekly progress meetings are held with relevant stakeholders.

Similar to many sections of An Garda Síochána, the year 2020 has been challenging for Garda ICT. The onset of the COVID 19 pandemic has led to a rapid deployment and adoption of remote access solutions in the Organisation. This has been both a technical and cultural shift in many ways. In the past, remote access solutions were primarily provided for senior personnel. Now most administrative and corporate support staff have this facility available. The gradual return to ‘business as usual’ has resulted in the gradual escalation of normal ICT project activities. The Estimates Campaign for the 2021 ICT Budget is ongoing and the resultant allocation for Garda ICT will determine the extent and pace of continuing the technology transformation programme. There is already a relatively small budget available (compared to the modernisation required). Any ICT budget reduction for 2021 will pose further challenges to service provision and project delivery.

5. Corporate Communications

Engagements

During July 2020, the Office of Corporate Communications continued to engage with our external and internal audiences to provide key COVID-19 messaging. This has included content focusing on varied policing activities through a range of measures such as press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts.

Some varied, high level communications during the month of July have focused on issues such as:

- COVID-19 Restrictions, Phase 3: Operation Navigation was launched on 3 July 2020 nationwide to ensure compliance and support in relation to adherence to the public health guidelines.
- Drug Seizures: During the month of July, 42 press releases were issued on drug seizures, worth a combined value of approximately €9.8m.
- Highlighting Fraud: The Office of Corporate Communications supported the Garda National Economic Crime Bureau in highlighting a number of high profile frauds such as ‘staycation’ scams, COVID-19 payment scams, text message scams, smishing and invoice re-direction frauds. Advice shared on social media to the public around staying alert and avoiding such frauds.
- Internal Communications: Weekly Newsbeat publications with a readership of over 12,000, focusing on critical organisational messaging.

Media Briefings and Interviews

- Detective Chief Superintendent Lordan, Garda National Economic Crime Bureau, was interviewed on Cork Radio, C103 in relation to fraud investigations.

- Inspector McPolin of Anglesea Street Garda Station provided an interview with Virgin Media regarding the New City Centre Crime Unit in Cork City.
- Superintendent Magner of Newcastle West Garda Station in Limerick provided an interview to Limerick's Live 95 regarding the Rebuild of Newcastle West Garda Station.
- Interviews with RTE Radio One, Newstalk, Tipp FM and with Regional Garda management regarding Garda Appeal - Dogs Worrying Livestock.

Launches and Initiatives

A number of key initiatives and events took place during July 2020:

Road Safety

- ‘Ease off the Throttle’: Assistant Commissioner Roads Policing and Community Engagement and the Road Safety Authority launched ‘Ease off the Throttle’, a Motorcycle Road Safety Campaign. This campaign had a combined social media reach of 678k.
- August Bank Holiday Joint Road Safety Campaign: The August bank holiday appeal was launched, highlighting the dangers of drink and drug driving. Media interviews were facilitated and social media posts in Irish were also issued. The campaign had a combined social media reach of 410k.

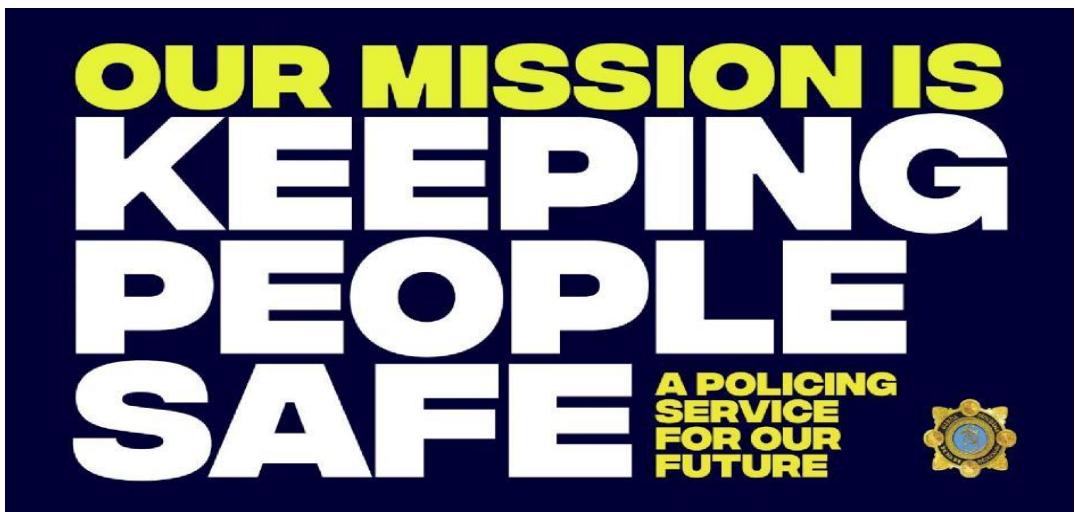
Press Office

- An Garda Síochána issued weekly press release updates on key data, including health regulations and other powers used during Phase 3 of the Government’s Roadmap for Reopening Society and Business.
- Approximately 210 press releases issued by the Press Office and hundreds of press queries were addressed during the month of July on a range of criminal justice issues.

Internal Communications

- An Garda Síochána has been shortlisted for two awards in the Institute of Internal Communications Awards 2020. Shortlisting is for the work done on internal communications during COVID-19 and we are competing against organisations such as Pepsi, Bentley Motors and the Metropolitan Police. The work of internal communications during the pandemic was a contributing factor in keeping our personnel safe from the virus. The winners will be announced in late September 2020.
- Newsbeat was published every Tuesday in July and readership increased this month by more than 1,000 personnel. Newsbeat is an effective channel to reach personnel with key messages. This month, updates included Operation Navigation, the Operating Model, instructions on face coverings, working from home, the mobility project and more.
- The internal brand developed for A Policing Service for the Future is now being used across Newsbeat, the Garda Portal and desktop screensavers.

Screensavers were updated for July with a continued focus on COVID-19 to keep our personnel safe, including messaging around the COVID Tracker App to encourage people to use it. See a sample to follow.



The COVID Tracker app interface shows the following data:

Total Check-Ins today	80 %	Feeling good
Some symptoms	20 %	

Corporate Communications

The Corporate Communications team continues to support An Garda Síochána in its graduated policing response, highlighting Government advice to the public, such as the COVID Tracker app, to reduce the spread of COVID-19. Through regular updates shared on our social and digital media channels, we continue to engage and support our communities and demonstrate good practice by Gardaí.

Throughout July 2020, the growing 1.4m social media audience was kept informed of the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries. It also included:

- As mentioned above under Road Safety, Dogs Worrying Livestock Public Awareness Campaign, launched on 1 July 2020. This campaign was supported by the Irish Farmers Association.
- On 3 July 2020, a public awareness video on the postponement of the Cahirmee Horse Fair.
- Also mentioned above, on 9 July 2020, 'Ease off the throttle', a motorcycle road safety public awareness campaign, was launched. This is a joint campaign with the RSA.

- On 9 July 2020, An Garda Síochána launched a Theft of Dogs crime prevention public awareness campaign.
- Reopening of Immigration Registration Offices public awareness messaging.
- On 21 July 2020, the ‘Speak up – Speak out’ farm safety public awareness campaign was launched. This is a joint campaign with AgriKids.
- Theft of Caravans crime prevention public awareness campaign was launched on 22 July 2020.
- UN World Day Against Trafficking in Persons was highlighted on 30 July 2020.
- The August Bank Holiday road safety campaign was launched on 30 July 2020, highlighting the dangers of drink and drug driving. This was also a joint campaign with RSA.
- Emerging Scams crime prevention public awareness messaging on frauds including: Invoice Redirection, Revenue scam, and COVID-19 testing payment scam.

6. Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

Owing to COVID-19, no workshops have been conducted since March 2020. The decision to permit the resumption of all forms of training is awaited. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation. This has included mobility and promotion. Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, however some aspects are affected by the current situation. The governance and communications related activities are continuing. The Garda Ethics and Culture Bureau continues to engage positively with the 76 Divisions and Sections in relation to the statistical data and returns are being collated, analysed and reconciled with the validated database.

Garda Decision Making Model

The Garda Ethics and Culture Bureau has submitted content for inclusion in the Garda Decision Making Model eLearning training to the Garda College. Work on this is currently on hold owing to staff being re-deployed from the Garda College. A plan for communications to support the eLearning is progressing.

7. Implementation of Cultural Change

Statistical data on all 12 staff cultural engagement initiatives has been gathered. 17 interviews have been held with personnel of various ranks and grades. A report on the review of the initiatives has been developed which makes recommendations on the continuation or cessation of initiatives. Following the success of the initial communications message around the findings of the culture audit, discussions continue with Internal Communications around further messages. An examination of the criteria for a future Cultural Audit is ongoing and initial discussions have been held regarding the commencement of the next audit.

8. Risk Management

As a result of COVID-19, a number of support services carried out by the Garda Risk Management Unit (GRMU) have been put on hold. These include Support Staff Briefings, Development Programmes and Quality Assurance Meetings. However, support for all risk management stakeholders continues remotely. Deputy Commissioner, Strategy Governance & Performance was appointed Chief Risk Officer for An Garda Síochána. The next Risk and Policy Governance Board meeting is scheduled to take place on 17 September 2020, via video-conference.

A final meeting was held with ‘Mazars Ireland’ in relation to the ‘Review of Risk Management’, on 14 July 2020 and its final report was submitted to the GRMU and approved by Deputy Commissioner Strategy, Governance & Performance. An implementation plan is currently being prepared, which will consolidate recommendations from the Mazars review with outstanding Garda Internal Audit Service and internal GRMU recommendations. It is anticipated that implementation of the consolidated recommendations will continue until the end of Q4 2020.

An Garda Síochána Corporate Risk Register captures the principal risks facing An Garda Síochána. Corporate risks are being managed effectively by their assigned Risk Owners, overseen by the Risk and Policy Governance Board, and supported by the GRMU. Compliance rates for Q2 2020 are currently being collated, however compliance rates from Divisions and Regions for Q1 2020 were 99%.

9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for June and July 2020. It is the advice of the Chief Information Officer in An Garda Síochána that this report is self-contained and the current data should not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

- The numbers in respect of recorded incidents of uses of force from June into July remains steady. There has been an increase of three incidents, from 92 incidents in June 2020 to 95 incidents in July 2020.
- There has been a decrease in baton usage from 15 uses during June to 10 uses during July.
- Incapacitant Spray has remained consistent with an increase of four uses from 72 during June compared with 76 uses during July.
- Taser use has remained the same with four uses during both June and July.
- The use of firearms has increased from one during June to five uses during July. There were three discharges of a firearm during a single incident. The remaining two uses relate to incidents involving the discharge of a 40mm launcher.
- There has been a noticeable increase in the number of mental health incidents that have had an element of use of force from 9% during June to 17% during July.
- Drug related incidents with a recorded element of use of force has reduced from 17% during June to 4% during July.
- Public Order incidents have remained steady, accounting for approximately half of all incidents involving uses of force during June and July.
- With respect to the days force was used, there is a notable decrease on Mondays with a decrease from 22% during June to 11% during July . There has also been a decrease on Tuesdays from 15% during June to 7% during July. There has been significant increase of uses of force on Fridays from 10% during June to 25% during July.
- The DMR South Central accounted for 21% of all uses of force incidents during June. This has reduced to 12% during July, with the remaining Divisions in the DMR seeing slight increases to account for the reduction.

10. Crime Trends

National Overview

Long term trends in **Property Crime**, **Burglary** and **Criminal Damage** plateaued in 2019 following a sustained downward trend from 2015 – 2018. This reduction has started to resume in 2020, largely due to the COVID-19 pandemic. **Crimes against the Person** and **Sexual Offences**, for which continuous upward trends have been observed in recent years, have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage.

In all Crime Trend charts to follow, 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. **It is important to note that crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are located in the CSO's quarterly publications of crime trends and in their annual reports.**

COVID-19

Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place. These included closure of schools, the subsequent ceasing in operation of all non-essential services and prohibition of all non-essential travel. These have had a significant effect on crime, with most crime types reporting significant reductions since mid-March. April and May were complete months of COVID-19 restrictions, allowing for comparison with last year and an *approximation* of the impact that COVID-19 has had on various types of crime. Although some restrictions were lifted in June/July, many remain in place and continue to have an effect on the rate of crime. Comparisons of April-July 2020 with April-July 2019 are provided to follow.

Data Quality Assurance

Monthly meetings continue between An Garda Síochána and the Central Statistics Office on data matters, with the next meeting scheduled for 8 September 2020. The three priority data quality actions for 2020 discussed with Policing Authority staff on 5 March 2020 are still in progress:

1. Crime recording rules have been published on the internal Garda Portal and the Garda Síochána website. This marks a significant milestone in the programme to improve both the quality of data and the transparency and consistency on how it is recorded.
2. Eircode capture is being implemented in PULSE 7.6 (currently scheduled for October 2020). In order to maximise the value of Eircodes, they also need to be added to existing records, where possible. An Eircode matching project is now underway to automatically add Eircodes where there is a precise address match. Achieving good automated Eircode coverage will improve the precision of address recording and also improve the ability to search for records.
3. The robust PULSE data review process operating by GISC and essential to maintaining quality, continues to function well and has been an essential enabler in the production of verifiable external reports and addressing concerns about the quality of individual records. This will be further validated by an internal and external audit of the review process.

Chart 1: Total Property Crime - 5 Year Trend

Property Crime had been trending downwards since the end of 2015. This trend flattened in 2019, but has taken a further downward turn in 2020. Levels are down 14.3% in the 12 months to July 2020 as compared with the 12 months prior to this. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. When April-July 2020 is compared with April-July 2019, there has been a reduction in Property Crime of 37.5%. There have been consecutive increases in Property Crime in June and July 2020 in conjunction with the easing of COVID-19 restrictions.

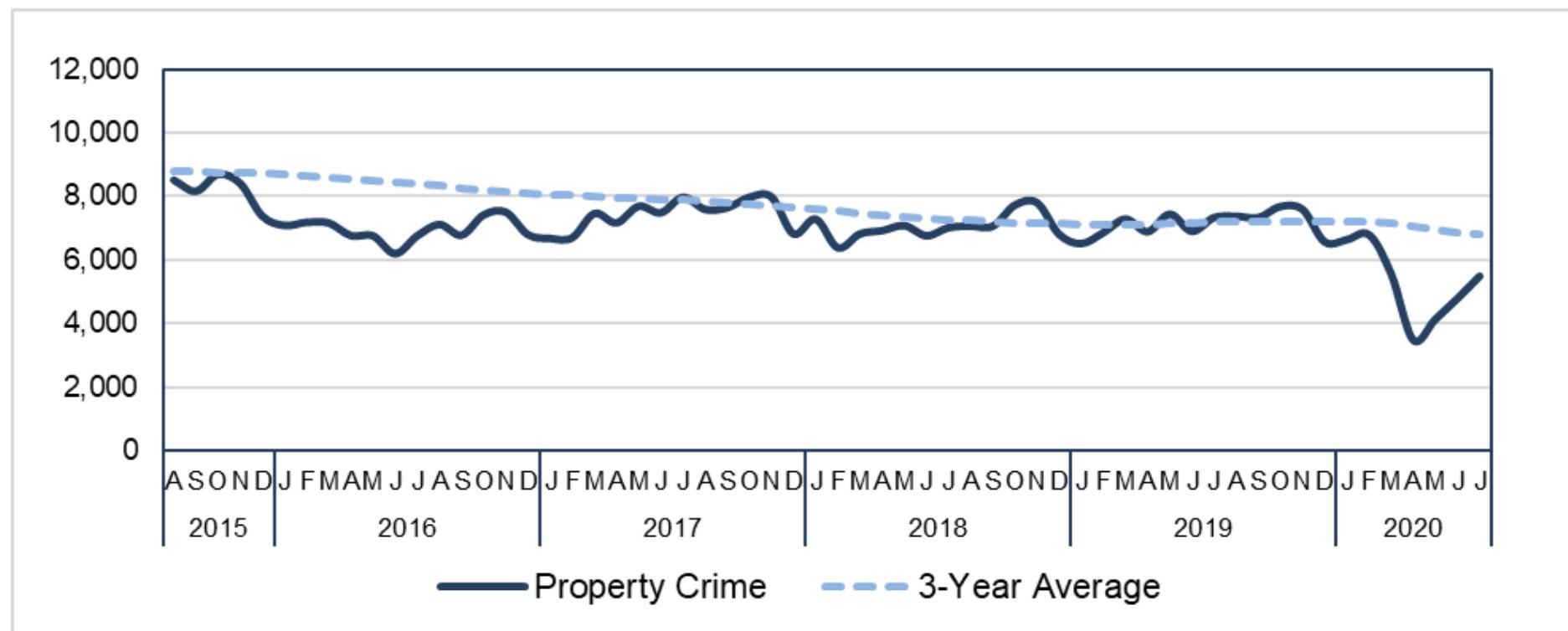


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was down 12.9% and burglary occurring elsewhere down 22.5% in the 12 months to July 2020. When compared with April-July 2019, residential burglary has decreased by 47.8% and burglary elsewhere has decreased by 49.7%.

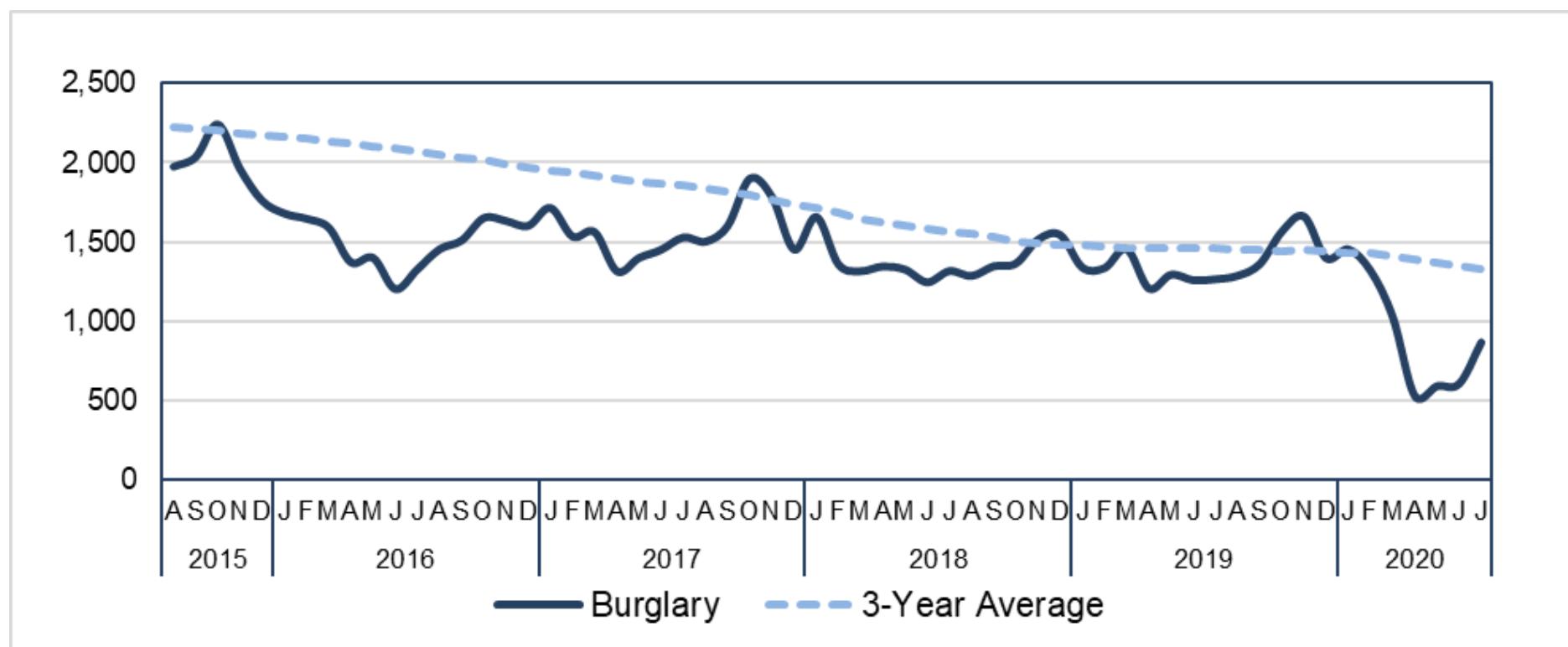


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the Person have plateaued in 2020, following a gradual rise over the past three years. In the year to July 2020, there was a decrease of 6.1%. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-July 2020, Crimes against the Person were 16.7% lower than those reported in April-July 2019.

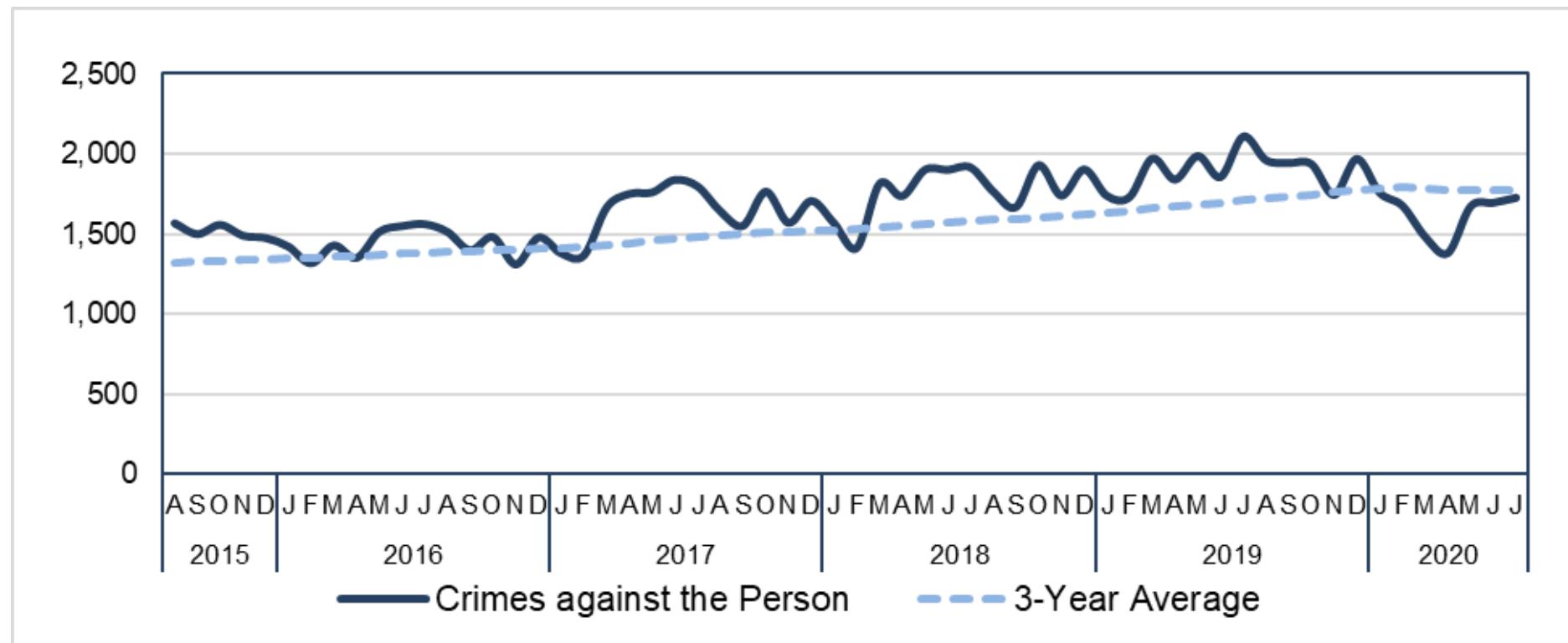
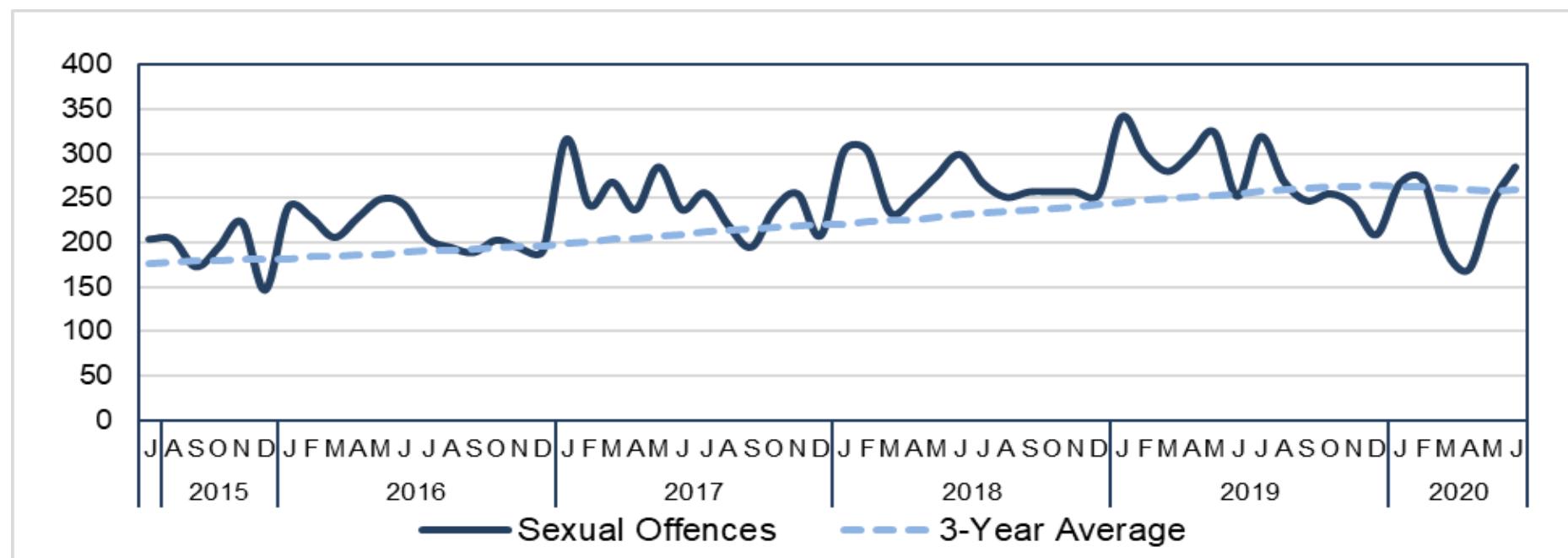


Chart 4: Sexual Offences - 5 Year Trend (to June 2020)

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, however this has plateaued in the last 12 months. In the 12 months to June 2020, there has been a decrease in reported Sexual Offences of 11.5%. The general increase in sexual offences in recent years is not unique to Ireland¹ and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. 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 precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-June 2020, reported Sexual Offences were 20.2% lower than in April-June 2019. However, given the low volume (compared to other crime) and high monthly fluctuation this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.



¹ The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

Chart 5: 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 a decrease of 8.4% in the 12 months to July 2020 as compared with the 12 months prior to this. In April-July 2020, there were 14.9% fewer reported Criminal Damage incidents compared to April-July 2019.

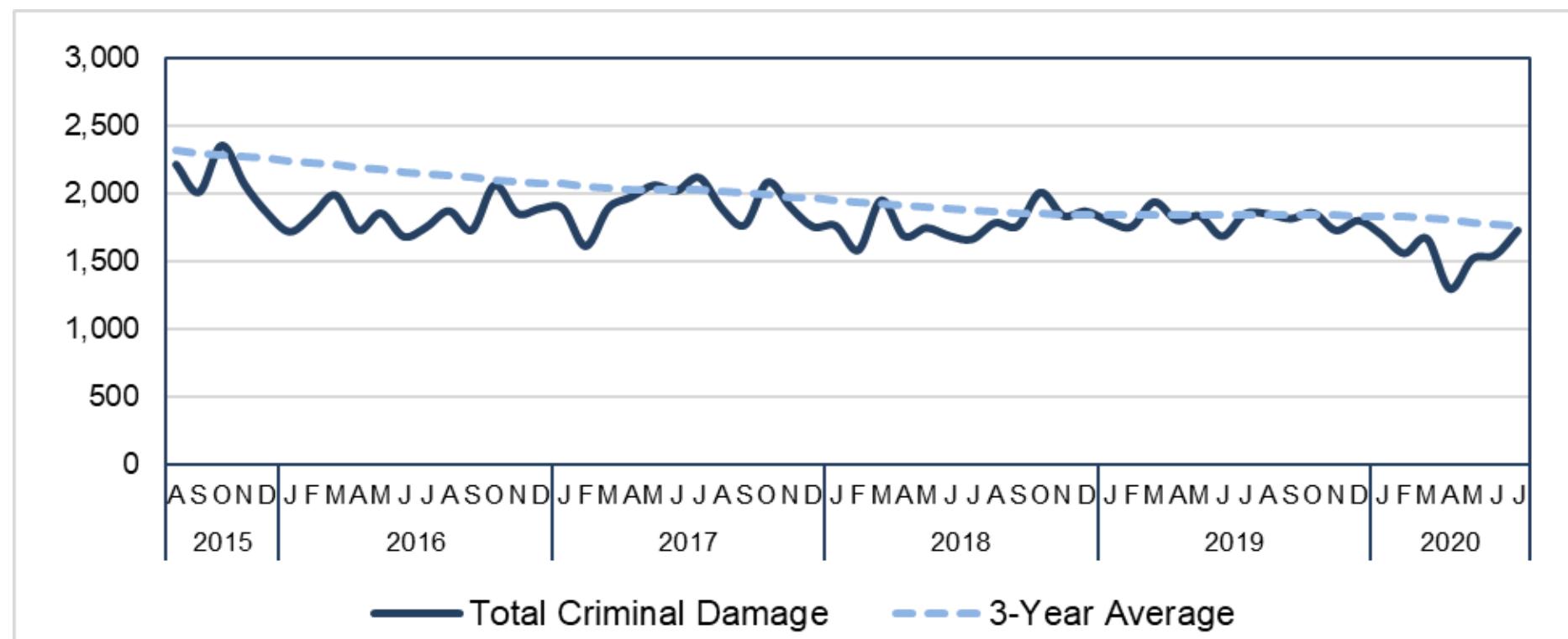
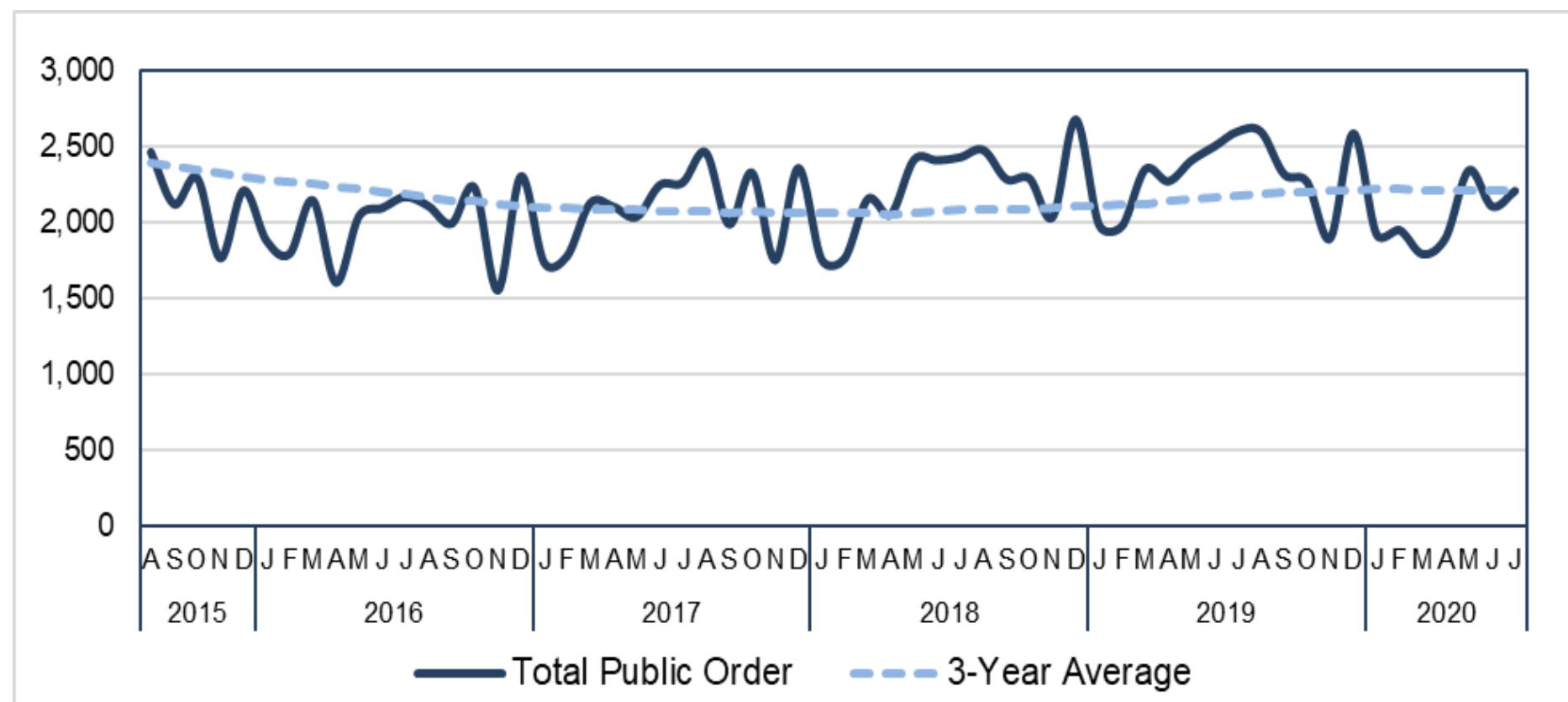


Chart 6: Total Public Order- 5 Year Trend

Public Order incidents showed a gradual upwards trend, starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 7.1% in the 12 months to July 2020. Total Public Order offences tend to spike in December and increase gradually throughout the year into summer. Public Order for April-July 2020 is down 7.1% while drunkenness offences are down 21.9% when compared with the same period last year.



11. Policing Successes

Throughout the month of July 2020, there have been various incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from Units under the remit of Assistant Commissioners Organised & Serious Crime, Garda National Crime & Security Intelligence Service and Roads Policing & Community Engagement. An overview of some of those incidents in July 2020 is outlined to follow:

On 11 July 2020, as a result of an operation targeting serious organised criminal activity, members attached to the Garda National Drugs and Organised Crime Bureau stopped two vehicles in Co. Meath. 17kgs of suspected Cocaine with an approximate value of €1.2m was located. Two males were arrested and detained at Ashbourne Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996 and were subsequently charged with offences, contrary to sections 3 & 15 of the Misuse of Drugs Act 1977/84. The prisoners appeared before the Courts, where they were remanded in custody.

On the evening of 14 July 2020, two masked males entered a premises in Castlepollard, Co. Westmeath allegedly armed with a knife and a spade and attempted to rob the premises by threatening staff. The suspects left empty handed. Members attached to Castlepollard and Mullingar Garda Stations responded to the incident and an immediate investigation commenced. Two suspects were arrested a short time later and conveyed to Mullingar Garda Station where they were detained, pursuant to the provisions of section 4 of the Criminal Justice Act 1984. Both prisoners were subsequently charged with attempted robbery and appeared before Mullingar District Court, where bail was granted. A comprehensive file in this matter will be submitted to the Law Officers.

On 16 July 2020, as a result of an ongoing operation, targeting an organised crime group, a search was executed in Dublin. This resulted in the recovery of two suspected firearms, silencers and ammunition. One male was arrested and detained at Irishtown Garda Station, pursuant to the provisions of section 30 of the Offences Against the State Act 1939/98. He was subsequently released from custody and an investigation file will be submitted to the Law Officers.

On 19 July 2020, personnel attached to the Garda National Immigration Bureau arrested a male at Dublin Airport on suspicion of organising/facilitating the illegal entry into the State of four non-Irish Nationals. The suspect was subsequently charged with alleged offences, contrary to the provisions of section 2 of the Illegal Immigrants (Trafficking) Act 2000 and was remanded in custody. Investigations into this matter remain ongoing.

Operation ‘Runabay’ was launched by the Garda National Protective Services Bureau (GNPSB) in January 2017 to identify remains located on the western coast of Britain, who may be persons reported missing in Ireland. On 27 July 2020, under the auspices of Operation ‘Runabay’, DNA samples compared with the UK authorities resulted in the positive identification of remains located in Wales as those of an Irish National who had been reported missing in 1986.

On 27 July 2020, Gardaí at Galway Garda Station were notified that a male had entered the River Corrib. Two members immediately attended at the location and entered the water to assist the male. With the assistance of the Galway Fire Brigade, the male was successfully removed from the water and transferred to Galway University Hospital for treatment.

Following an investigation into harassment, threats to cause serious harm and criminal damage to a property, an operation was put in place at a residential property in East Cork. In the early hours of 27 July 2020, a male was arrested on the grounds of the property, allegedly armed with a number of

items, including duct tape and a nail bar. The suspect was detained at Midleton Garda Station, pursuant to the provisions of section 4 of the Criminal Justice Act 1984. Follow up searches were conducted at residential and business properties, and following consultation with the Director of Public Prosecutions (DPP), the prisoner was charged with a number of offences. He appeared before a special sitting of Clonmel District Court where, following strenuous objections to bail, he was remanded in custody.

On the evening of 31 July 2020, while on mobile patrol, Gardaí stopped a vehicle on the Neilstown Road, Dublin 22. A search of the passenger's backpack located a suspected Glock pistol, containing twelve rounds of ammunition. The suspect was arrested and detained at Ronanstown Garda Station, pursuant to the provisions of section 30 of the Offences Against the State Act 1939/98 and subsequently charged with an offence, pursuant to the provisions of section 27A of the Firearms Act 1964. The prisoner appeared before a special sitting of the District Court on 3 August 2020, where he was remanded in custody.

Also on 31 July 2020, the Garda National Economic Crime Bureau (GNECB) arrested a suspected offender in relation to an ongoing investigation that concerns international trade-based money laundering by an Organised Crime Group (OCG). This arrest specifically concerns six alleged international 'invoice re-direction' related frauds, involving alleged theft of approximately €110,000.00, which was received into Irish bank accounts and the money subsequently disposed of by way of cash withdrawals and onward international transfers. The suspected offender was detained at Dundalk Garda Station, pursuant to the provisions of section 4 of the Criminal Justice Act 1984, in respect of alleged money laundering offences and subsequently released from custody pending the submission of a file to the Director of Public Prosecutions.

During the month of July 2020, the Criminal Assets Bureau conducted searches in counties Dublin, Longford and Laois, assisted by local Gardaí, supported by the Armed Support Unit (ASU), targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs and money-laundering. Over €175,000 and £24,000 in cash, 14 vehicles, designer jewellery and goods, documentation and files were seized. In addition, €1.18m was restrained in financial accounts.

Also during July 2020 the Criminal Assets Bureau secured Orders, pursuant to sections 2 & 3 of the Proceeds of Crime Act 1996, (as amended), over nine vehicles, approximately €60,000 in cash, eight properties, two mobile homes, two sites, designer jewellery and watches and €35,000 held in financial accounts.

12. Community Engagement and Organisational Initiatives

Diversity and Integration Unit

On 1 July 2020, The Garda National Diversity Forum held its inaugural meeting in the Officers Club, Garda Headquarters and was attended by representatives of communities and key stakeholders, including Dublin City Interfaith Forum, Irish Network against Racism and Dublin Pride, to monitor and review the implementation of the Diversity and Integration Strategy. A Chairperson was elected and the Terms of Reference will be finalised at the next meeting.



#SpeakUp for #FarmSafety Campaign

An Garda Síochána has teamed up with AgriKids for a farm safety campaign encouraging everyone to be safe on farms. A #SpeakUp for #FarmSafety video is calling on the public to help reduce farm accidents and fatalities on Irish farms. It reminds the public that we have all seen things that we know are not farm safe and we have seen things on social media showing the kind of behaviour that could lead to a tragedy. The campaign is asking the public to Speak Up or Speak Out if they see something dangerous on a farm that is worrying or concerning to help create a safer future on Irish farms.

Speak Up... Speak Out

#SpeakUp #FarmSafety #ChangeTheCulture



Dementia, Understand Together Campaign

As a partner to the Dementia, Understand Together Campaign, the Garda National Diversity & Integration Unit attended a Virtual Partner Event on 8 July 2020. The theme of the event was “Living with Dementia in times of COVID-19, Shaping Inclusive Communities Together” and provided the Garda National Diversity & Integration Unit an opportunity to learn, first-hand, about the reality of living with dementia in Ireland and to show solidarity for all those affected by dementia, particularly during these difficult COVID-19 times.



Caravan Security Leaflet

The Garda National Crime Prevention Unit, with the assistance of both the Garda National Community Policing Unit and An Garda Síochána Analysis Services, produced an updated crime prevention leaflet and social media promotional material on Caravan Security, to encourage caravan owners to improve security measures. The information was posted on the Garda Website and distributed to Community Gardaí and Crime Prevention Officers.

CARAVAN SECURITY
Issued by the Garda National Crime Prevention Unit

ALARM
Get an alarm fitted if one is not already in place.

HITCH/WHEEL LOCK
Ensure a hitch lock and wheel clamps are in place (good quality) and that the caravan is locked to a secure point.

TRACKING
A tracking device will increase the chance of recovering the caravan if it is stolen.

PROPERTY
Keep valuables out of sight and remove when not in use.

COVER
Use a cover when not in use. This may deter thieves as pulling off a cover can be noisy and add to the time taken to steal the caravan.

WINDOWS & DOORS
Ensure windows and doors are locked.

LIGHTING
Park in a well-lit area. Keep a light on if leaving unattended overnight.

RECORD
Keep good records of all serial numbers, unique markings etc. Keep documents secure.

CRIS
Consider voluntarily registering your caravan with the Central Registration and Identification Scheme (CRIS).

Publication designed by the Garda National Community Policing Unit. For further crime prevention advice please go to www.gardai.ie.

Mural tribute to Frontline Workers

Front line workers, including members of An Garda Síochána, turned out to launch Sligo Tidy Towns latest mural. The mural was commissioned by Sligo Tidy Towns, Sligo County Council and Sligo BID and is a ‘thank you’ to all front line workers who continue to help us through the pandemic.

The artist and designer Marian Noone, also known as Friz said: "By no means does the image capture all aspects of the roles that were undertaken by essential workers, but hopefully it gets the message across; from health and care workers, to the civil service, to cleaning and refuse collection, those who served us at the tills and those who delivered to our doors, to name but a few."



August Bank Holiday Road Safety Campaign

On 30 July 2020, An Garda Síochána, the Road Safety Authority and The Medical Bureau of Road Safety launched the August Bank Holiday Road Safety Campaign 2020. The theme of the campaign was the dangers of Driving under the Influence (DUI). An Garda Síochána maintained a visible enforcement presence across the country over the August Bank Holiday weekend and advised motorists “if you drink or take drugs, don’t drive.”



Appendix A – Policing Plan 2020 – Performance at a glance, July 2020

Priority 1. Community Policing

1	Community Policing Framework	Yellow	8	Community Policing Reserves	Green
2	Community Policing Training	Yellow	9	National Drug Strategy	Green
3	Conclude mapping of 4 Divisions	Green	10	Community partnerships (COVID-19)	Green
4	Community Policing Mapping	Yellow	11	Stakeholder Experiences	Yellow
5	Community Police Allocation	Green	12	Community Partnerships	Green
6	Diversity & Integration Implementation	Green	13	Community Engagement (COVID-19)	Green
7	Diversity & Integration Feedback	Green			

Priority 2. Protecting People

14	COVID-19 Response Coordination	Green	33	Homicide Review Recommendations	Green
15	Data Analysis Support	Red	34	Divisional Protective Services Units	Green
16	Public Health Operations	Green	35	Domestic Abuse Risk Assessment Tool	Yellow
17	National Coordination & Tasking Functions	Green	36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Green	37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Yellow	38	Victim Assessments	Green
20	Crime Prevention Advice	Green	39	Victim Support Training	Yellow
21	Assaults in Public Reduction Strategy	Green	40	3 rd Party Hate Crime Reporting	Green
22	Crime Prevention Strategy	Green	41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Red	42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Red	43	Hate Crime Training	Green
25	Metal, & Retail Theft Forum	Yellow	44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green	45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green	46	Unaccompanied Driver Detections	Green
28	Reporting on OCGs to Policing Authority	Green	47	Crowe Horwath Recommendations	Green
29	IMS	Green	48	Major Event Management Unit	Red
30	Schengen Information Connection	Red	49	Operation Páistí	Yellow
31	Schengen Training	Yellow	50	Roads Intel Gathering	Green
32	Schengen Phase III	Green	51	Disqualified/Fail to Surrender Drivers	Yellow

Priority 3. A Secure Ireland

52	Domestic & International Operations	59	International Engagement
53	Monitoring Extremist Threats	60	Europol & Interpol Operations
54	Terrorist Activities & Network Disruption	61	Europol & Interpol Engagement
55	Security Service Training	62	Major Emergency Response
56	Targeting Terrorist Finance	63	CBRN Response Capabilities
57	Security & Intelligence Operating Model	64	MEM Training
58	Security & Intelligence Enhancements		

Priority 4. A Human Rights Foundation

65	Human Rights Strategy	69	Human Rights Training
66	Recording Use of Force	70	Human Rights Policy Reviews
67	Reporting Use of Force	71	Human Rights (COVID-19)
68	Embedding Code of Ethics	72	Rights and Ethics Comms (COVID-19)

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	96	Industrial Relations Structures
74	Training in Pandemics	97	Staff Cultural Engagement
75	Garda Staff Training	98	Cultural Audit Roadmap
76	Garda Probationer Monitoring	99	Cultural Audit Process
77	Garda Probationer Training	100	Innovation Programme
78	Garda Staff Induction Training	101	PALF Usage Review
79	Learning & Development Director	102	PALF Usage
80	Learning & Development Reporting	103	Performance Management for Garda Staff
81	Learning & Development Strategy	104	Attested Probationer Supervision
82	Electronic Training Management System	105	Guidance & Support for Attested Probationers
83	New Uniform Procurement	106	Frontline Policing Recognition
84	Property & Exhibit Management System eLearning	107	Discipline Regulation Statutes
85	Gardai Recruitment	108	Anti-Corruption Unit
86	Garda Staff Recruitment	109	Health & Wellbeing Strategy
87	Human Resources Operating Model	110	Post-traumatic Incident Support

88	Workforce Plan	Green
89	Redeployment Strategy	Green
90	Garda Redeployments	Red
91	Enhanced Promotion Processes	Green
92	Diversifying Recruitment	Green
93	Irish Language Recommendations	Green
94	Divesting Non-Core Duties	Green
95	Senior Leadership Training	Yellow
111	Health & Wellbeing (COVID-19)	Green
112	Occupational Health (COVID-19)	Green
113	Medical Considerations (COVID-19)	Green
114	Health & Safety in Policing (COVID-19)	Green
115	Health & Safety of Frontline Gardai (COVID-19)	Green
116	PPE Procurement (COVID-19)	Yellow
117	Remote Working Solutions	Yellow

Priority 6. Transforming our Service

118	Revised Rostering	Yellow
119	Implement Operating Model	Green
120	Divisional Business Services	Green
121	Phase 1 Op model Functions	Green
122	Phase 2 Op model	Green
123	SCO Op model	Green
124	Regional Op Model	Green
125	Costed Policing Plans	Yellow
126	Corporate Governance Framework Review	Green
127	Performance & Accountability Framework	Green
128	Risk Management Framework Review	Green
129	Internal Communications Strategy	Green
130	Portal Upgrade Plan	Yellow
131	Data Quality Assurance Plan	Green
132	Core Technology Platforms Review	Green
133	Criminal Justice Hub	Yellow
134	Mobility Evaluation	Yellow
135	Enterprise Content Management Deployment	Yellow
136	Computer Aided Dispatch Procurement	Green
137	Accelerated RDMS Deployment	Green
138	Roster Duty Management System Roll-Out	Green

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3	1			10
Superintendent		1	1	7			7		15	1			32
Total	0	2	2	8	0	0	12	0	18	2	0	0	44

Notes:

- 1) 1 Assistant Commissioner, 3 Chief Superintendents and 6 Superintendents in July 2020 are Severance related.
- 2) 3 Chief Superintendents and 14 Superintendents in September 2020 are Severance related.
- 3) Superintendent retirement previously included as taking effect in August has been granted an extension, therefore removed from this month's return.

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of July 2020

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenc ed	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9	1					1			0	9	0
Chief Superintendent	47	47	5				1	3		1	0	47	0
Superintendent	168	166	12					7		5	0	166	2
Total	224	222	18	0	0	0	1	11	0	6	0	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 31.07.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	26	0.22%	0.31%							12	0.10%	0.14%	15	0.13%	0.18%
	Female	99	0.83%	2.88%	33	0.28%	0.96%	71	0.59%	2.07%	36	0.30%	1.05%				76	0.64%	2.21%
Sergeant	Male	1	0.05%	0.06%	1	0.05%	0.06%							4	0.19%	0.25%	2	0.10%	0.12%
	Female	4	0.19%	0.85%	2	0.10%	0.42%	15	0.71%	3.18%	4	0.19%	0.85%				3	0.14%	0.64%
Inspector	Male																		
	Female										1	0.26%	1.43%						
Superintendent	Male																		
	Female										1	0.60%	5.88%						
	Total Male	3	0.02%	0.03%	27	0.18%	0.25%							16	0.11%	0.15%	17	0.12%	0.16%
	Total Female	103	0.70%	2.57%	35	0.24%	0.87%	86	0.59%	2.15%	42	0.29%	1.05%				79	0.54%	1.97%
	Total	106	0.72%		62	0.42%		86	0.59%		42	0.29%		16	0.11%		96	0.66%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.07.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.43%	1.76%	3	0.16%	0.66%										4	0.21%	0.88%
	Female	264	14.10%	18.60%	14	0.75%	0.99%	8	0.43%	0.56%	5	0.27%	0.35%				45	2.40%	3.17%
EO	Male																2	1.57%	3.92%
	Female	40	5.35%	7.27%	6	0.80%	1.09%	9	1.20%	1.64%	5	0.67%	0.91%				9	1.20%	1.64%
HEO	Male				2	1.57%	3.92%												
	Female	4	3.15%	5.26%	2			2	1.57%	2.63%							7	5.51%	9.21%
AP	Male																		
	Female																4	5.88%	10.81%
Chef de Partie	Male																		
	Female																		
Teacher	Male																		
	Female	2	11.76%	22.22%													1	5.88%	11.11%
Cleaner	Male																		
	Female	3	1.27%	1.34%	1	0.42%	0.45%	3	1.27%	1.34%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.88%	5	0.15%	0.55%										6	0.18%	0.66%
	Total Female	314	9.52%	13.12%	23	0.70%	0.96%	22	0.00%	0.00%	10	0.30%	0.42%				66	2.00%	2.76%
	Total	322	9.76%		28	0.85%		22	0.67%		10	0.30%					72	2.18%	

Appendix F – HR and Trend Data on Sick Leave

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165
December 2019	1708	154	159	12	17	0	1884	166
November 2019	1593	154	135	11	8	0	1736	165
October 2019	1704	155	120	11	7	1	1831	167
September 2019	1619	165	129	10	10	0	1758	175
August 2019	1515	164	108	9	11	0	1634	173

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160
March 2020	1284	161	108	10	12	0	1404	171
February 2020	1628	151	132	11	11	0	1771	162
January 2020	1938	156	182	11	17	0	2137	167

December 2019	1842	154	167	12	17	0	2026	166
November 2019	1723	158	145	11	8	0	1876	169
October 2019	1830	156	125	11	7	1	1962	168
September 2019	1741	165	137	10	10	0	1888	175
August 2019	1636	164	115	9	11	0	1762	173

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5
August 2019	12292	4493	1289	279	150	0	13731	4772

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%

February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%
September 2019	14310.50	579.50	4.05%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%
September 2019	4591.50	-180.50	4.05%

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

Month	No. of Days Absent	LTR	Commentary
July 2020	10881.50	2.79%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
June 2020	9329.50	2.38%	
May 2020	9673	2.46%	
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	

October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

Garda Staff - Numbers who availed of sick leave

Date	No.
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515
December 2019	407
November 2019	396
October 2019	418
September 2019	333
August 2019	269

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580
December 2019	434	6	440
November 2019	435	7	442
October 2019	449	11	460
September 2019	348	4	352
August 2019	287	3	290

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
July 2020	2688.5	19	2707.5
June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5
January 2020	3792	62	3854
December 2019	3559.5	70	3629.5
November 2019	3148	78	3226
October 2019	3153	100	3253
September 2019	3096.5	64	3160.5
August 2019	2989	62	3051

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
July 2020	2707.50	3.32%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	
September 2019	3160.50	4.14%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).
- Standard Working Month = 229 days/12 = 19.08.
- Whole Time Equivalent does not factor other leave types, such as Maternity, Career Break etc.
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Commentary on Sick Absence in July 2020

Sick Absence for both Garda Members and Garda Staff has seen a substantial increase in Ordinary Illness sick absence in July. The days recorded for Ordinary Illness Sick absence show a sizable increase, while instances and numbers availing of sick absence leave are also showing a slight increase. Comparing July 2020 to July 2019, year on year Ordinary Illness days have decreased for Garda Members by 16.34% and Garda Staff by 15.2%. Injury on Duty sick absence shows a marginal increase in the month. Comparing July 2020 to July 2019, year on year Injury on Duty has increased by 1.7%. The number of days in the respective months is a

contributory factor in variances month on month. Sick Absence is broadly categorized as Injury on Duty (members only) and Ordinary Illness (members and staff).

Injury on Duty

Overall, Injury on Duty for Garda Members shows a slight Increase in the last month over the number of sick absence days (1.3%), while showing a marginal change in the instances of sick absence and showing a significant increase in the number of Garda Members availing of sick absence leave.

Ordinary Illness

The number of sick absence days month on month show an increase of 16.64% for Garda Members and an increase for Garda Staff of 2.81%. The instances of sick absence month on month for Garda Members show a significant increase of 19.9% for Garda Members and 14% for Garda Staff. 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 the month shows an increase of 18.3% and an increase of 11.9% for Garda Staff.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has 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 under restricted movements where no flexible working arrangement can be achieved; or
- Employees required to cocoon where a working from home arrangement cannot be facilitated.