



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**December 2021**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Luaigh an uimhir tharaghta seo  
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Ms. Helen Hall  
Chief Executive  
The Policing Authority

Dear Helen

**RE: Commissioner's Monthly Report to the Policing Authority**

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I am pleased to provide the final monthly report to be submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of November 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is included at Section 1 and at Section 11, the report provides an update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes.

Yours sincerely,

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

**December 2021**

## Message from the Commissioner

In the closing weeks of the year, Garda personnel have worked with as much energy and enthusiasm as ever to keep people safe. Ireland, like elsewhere around the world, is at a critical juncture in the battle against the transmission of the COVID-19 virus. It must be said that over 18 months on, we are all feeling a sense of fatigue but as we approach another festive period in the midst of a pandemic, we need not grow complacent in our efforts to protect one another.

Each day, Gardaí are guiding and encouraging the public to stick to public health advice by displaying their own civic and social responsibility to follow these basic guidelines. They are setting a fine example to all. And despite another long year working under the emergency roster, they continue to exhibit the highest professionalism while conducting a broad range of duties.

Early in the month of November 2021, An Garda Síochána launched a new operation, Operation Citizen, with the aim of reassuring the public, residents, visitors, businesses and workers that Dublin City Centre is a positive, safe environment for all. This is being achieved through an increase in visible policing across key city locations where over 100 Gardaí are on patrol each weekend evening.

While much is made of the concerns associated with a return to socialisation, I believe it is crucial to positively note that the third annual Garda National Youth Awards were held in Co. Laois this month. This is an important occasion to celebrate several outstanding young people who have given so much to their communities in very remarkable ways. These awards, both divisional and national, are about showing the very best of young people's meaningful contribution to society, giving these young people the recognition they deserve, while also helping to build on their positive relationship with An Garda Síochána. Each one is an example to us all.

This year's six week Christmas and New Year road safety enforcement campaign was launched on 25 November 2021 and focuses on the dangers of driving under the influence of alcohol, and the devastating loss of life and serious injuries it can cause.

An Garda Síochána participated in a European wide joint action days targeting human trafficking for the purposes of sexual exploitation, forced criminality and forced begging during November 2021. An Garda Síochána separately contributed to the 16 Days of Activism on domestic abuse and gender based violence, to coincide with the UN Day for the Elimination of Violence against Women.

All the while, Gardaí are continuing to exceed targets. Personnel attached to the Garda National Drugs and Organised Crime Bureau seized €9.8m of drugs at Dublin Port as part of a joint operation in late November 2021. This is among the largest ever drugs seizures in the history of the State, and a true indicator of the value of stakeholder co-operation.

With all of this work, and more, brings huge responsibility. I am acutely aware of the demands and expectations of Garda personnel, working around the clock in difficult circumstances. Our new Wellbeing App, KOPS, went live in November 2021 and now allows personnel to reach out for support whenever they need it, 24 hours a day, 365 days a year. This is a very important development within our organisation and one that I hope will go some way towards ensuring that all personnel feel able to seek confidential support, particularly in a time of need.

**J A HARRIS  
COMMISSIONER**

## **1. The National Policing Plan for COVID-19**

During the month of November 2021, An Garda Síochána continued to provide support to the Government's response to the COVID-19 pandemic. Again, the policing focus of our National Policing Plan continued through roads policing patrols, community engagement patrols, crime prevention, detection patrols, and uniformed beats and patrols. Our focus on community engagement will continue, ensuring ongoing contact with the elderly and vulnerable in local communities.

An Garda Síochána continues to utilise a graduated policing response, including the 4Es approach of engage, educate and encourage, and, only as a last resort, enforcement.

Our focus since the beginning of the pandemic remains to keep people safe and we continue to appeal to all citizens to comply with Public Health Guidelines and Regulations in order to continue to save lives. We will maintain our tradition of policing by consent, in close connection with the community.

### **Operation Faoiseamh**

The Garda National Protective Services Bureau and Divisional Protective Service Units continue to provide an enhanced level of support, protection and reassurance to victims of domestic abuse under Operation Faoiseamh. Phase V of the operation commenced on 6 December 2021 and will run until 3 January 2022. It is intended that this will build on the foundations laid during the first four phases, with the four-week period of action focusing on the following:

- The execution of domestic court orders.
- Contacting victims of domestic abuse, where the incidents of abuse occurred between 16 April 2021 to 6 December 2021, as the targeted operation under Phase IV concluded on 16 April 2021.
- Ensuring that outstanding arrests in respect of breaches of domestic orders, which occurred from 14 June to 6 December 2021, are actioned.

An Garda Síochána wishes to remind anyone who may have been the victim of an incident of sexual or domestic crime to report the incident to Gardaí.

## 2. Finance

### Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end November €'000	Remaining Dec €'000	Remaining %
<b>Gross Total</b>	1,952,163	1,765,385	186,778	10%
<b>Appropriation in Aid (receipts)</b>	95,988	109,506	(13,518)	-14%
<b>Net Total</b>	1,856,175	1,655,879	200,296	
<b>Deferred Capital Surrender</b>	12,750	12,750	0	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of November 2021, the total combined gross expenditure is €1,765.4m (90% of allocation) which is less than the end of November 2021 profiled spend by €9.53m, with further detail below on specific areas of over/under profile.

#### Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b, with pay of €1.25b (including pay for the Garda College). Expenditure on pay in November 2021 was €98.14m and year to date is €1,159.32m. Expenditure on the salaries pay element to end of November 2021 was €1,054.8m, which is €2.2m over profile. Expenditure on the overtime element was €104.53m, which is €16.83m 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 over profiled spend at the end of November 2021 by €19.02m.

In respect of the superannuation of €364.95m, the expenditure in November 2021 was €33.81m and year to date is €345.17m, which is €12.02m over profile at the end of November 2021. The main reasons for the variance is an increase in estimated 2021 retirements and approximately €7.5m of the pension parity arrears have been paid to date. These payments are based on the application of pension increase policy agreed under the Public Service Stability Agreement 2018-2020, where a pensionable fixed periodic allowance (rent allowance) was consolidated into a pay scale, which included Garda pensioners. This was provided in the current financial year and as such, provision was not within the 2021 estimates.

In relation to non-pay of €222.57m (including for the Garda College), expenditure on non-pay in November 2021 was €24.99m and year to date is €174.74m. Overall, non-pay expenditure is €24.68m under profile at the end of November 2021, considered in the main due to timing of receipt of goods/services. Non-pay expenditure in relation to COVID-19 at the end of November 2021 is reported at just over €3.1m.

#### Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.66m and expenditure on capital (including the Garda College) in November 2021 was €10.02m, and year to date is €86.15m. The capital subheads have a combined under profile spend of €15.88m to the end of November 2021. In addition to the 2021 allocation is €12.750m of a capital carryover from 2020 into 2021. This was allocated to be utilised in capital works and, as reported in previous months, was fully expended at the end of August 2021.

#### Appropriations in Aid

Appropriations in Aid are €109.51m at the end of November 2021, €21.76m ahead of the estimated profiled receipts.

## Estate Management November 2021

### Development of the new purpose built Garda facility at Military Road

As previously reported, the Office of Public Works (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 the shell of the complex developed to the 5<sup>th</sup> floor of the main block and significant progress made on the additional two blocks. Internal structures are currently being developed within the main block. Work continues as per the scheduled programme.

### Phoenix House

A new facility for Garda ICT has been provided at Conyngham Road, Dublin 8. The facility is currently being fitted out by Garda ICT and is expected to be occupied by the end of 2021.

### PPP Bundle

As outlined last month, the Justice PPP Bundle will develop a new Divisional Headquarters in Macroom, Co. Cork, a new Garda station/Community Engagement Hub in Clonmel, Co. Tipperary and a Family Law Complex in Hammond Lane for the Courts Service. Engagement is ongoing and will continue into December 2021. A draft business case is currently under review.

### Developments in November 2021

The below 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.

- **Fitzgibbon Street Garda Station:** As previously reported, the public office has opened and snagging works are progressing to facilitate the occupation of the remainder of the station.
- **Athlone Garda Station:** The refurbishment and expansion project remains ongoing, with completion expected in the coming weeks, and commissioning and formal handover scheduled.
- **Longford Garda Station:** This project remains ongoing to enhance custody facilities. As reported last month, the anticipated completion is Q1 2022.

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

- **Bailieboro Garda Station:** A letter of acceptance with the contractor has been signed, with the anticipated commencement to be end of 2021 to early 2022, and a projected 90-week construction.
- **Drogheda PEMS & Locker Room/Tallaght PEMS/Naas PEMS:** As reported previously, the OPW advised in October 2021 that commencement on each of these projects will be phased over the next 12 months.
- **Cell Refurbishment Programme:** Also as reported previously, a number of projects on site are due for completion in the near future (including Garda stations at Longford, Roscommon and Sundrive Road), with other Garda stations in the development phase. Work is ongoing with the OPW in relation to developing a works programme for 2022.

### 3. Human Resources and People Development (HRPD)

- As at 30 November 2021, the Garda strength stood at 14,263 (14,220.5 WTE) and the Garda staff at 3,403 (3,179.5 WTE). A full breakdown by rank, grade and gender is outlined below.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice, and Public Expenditure and Reform. Under this initiative, at 30 November 2021, 839 Garda members have been reassigned to operational roles and their previous roles assigned to Garda staff, inclusive of 93 this year.
- A Garda Trainee competition is in final stages of planning and anticipated to be launched early 2022, pending regulation change. An extensive outreach programme is being developed.
- Garda Trainee Intake 21.4 commenced on 15 November 2021. This consisted of 46 Trainees.
- The Sergeant's competition is underway and the online testing phase has concluded. It is anticipated that all elements will be concluded and a list available from 7 February 2022.
- The Inspector's competition was launched on 3 December 2021, with a list being made available from May 2022.
- 38 HEOs have been promoted from the internal HEO panel to date. Staff competitions are proceeding with batch 2 of the HEO competition in order to fulfil the remaining vacancies.
- Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- An Garda Síochána Pilot Internship Programme 2021–2022, targeting underrepresented groups for graduates and school-leavers, launched on 29 April 2021. 26 interns commenced placements on 30 November 2021 in locations across the country. The Internship Programme will be reviewed in order to refine and expand on it in the future.

#### Garda Strengths

Rank	As at 30 November 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	48	38	79%	10	21%	48
Superintendent	168	145	86%	23	14%	168
Inspector	408	333	82%	75	18%	408
Sergeant	1,887	1,441	76%	446	24%	1,886
Garda	11,741	8,344	71%	3,397	29%	11,699.5
<b>Total</b>	<b>14,263</b>	<b>10,307</b>	<b>72%</b>	<b>3,956</b>	<b>28%</b>	<b>14,220.5</b>

Of which	As at 30 November 2021	Male	%	Female	%
Career Breaks (incl. ICB)	44	17	39%	27	61%
Work-sharing	42.5	1	2%	41.5	98%
Secondments (Overseas etc.)	12	9	75%	3	25%
Maternity Leave	73	N/A	0%	73	100%
Unpaid Maternity Leave	31	N/A	0%	31	100%
Paternity Leave	16	16	100%	N/A	0%
<b>Available Strength</b>	<b>14,044.5</b>	<b>10,264</b>	<b>73%</b>	<b>3,780.5</b>	<b>27%</b>

\*Equates to 86 full-time members.

Garda Reserves Strength As at 30 November 2021	<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>429</b>	318	74%	111	26%

#### Garda members reassigned to operational duties as at 30 November 2021

	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	10	76	93
<b>Total</b>	<b>0.5</b>	<b>11.5</b>	<b>32</b>	<b>118</b>	<b>677</b>	<b>839</b>

#### 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	26	26	14	54%	12	46%
AP	74	74	30	41%	44	59%
HEO	171	169.6	66	39%	105	61%
AO	19	19	9	47%	10	52%
EO	733	724.4	195	27%	538	73%
CO	1,957	1,875.1	485	25%	1,472	75%
<b>Total</b>	<b>2,987</b>	<b>2,895.1</b>	<b>803</b>	<b>27%</b>	<b>2,184</b>	<b>73%</b>

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	65	64.2	37	57%	28	43%
Administrative **	2,986	2,894.1	802	27%	2,184	73%
Industrial/Non Industrial	352	221.2	116	33%	236	67%
<b>Total</b>	<b>3,403</b>	<b>3,179.5</b>	<b>955</b>	<b>28%</b>	<b>2,448</b>	<b>72%</b>

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	25	25	N/A	0%	25	100%
Unpaid Maternity Leave	8	8	N/A	0%	8	100%
Paternity Leave	1	1	1	100%	N/A	0%
<b>Available Total</b>	<b>3,369</b>	<b>3,145.5</b>	<b>954</b>	<b>28%</b>	<b>2,415</b>	<b>72%</b>

\* Whole time equivalent – Garda staff work on a number of different work-sharing patterns.

\*\* Civil service grades and other administrative posts.

Work Sharing ***	<b>Total</b>	<b>WTE</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>308</b>	215.3	10	3%	298	97%

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

\*Rounding applied to WTE.

Career Breaks****	<b>Total</b>	<b>WTE</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>29</b>	29	6	21%	23	79%

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

#### Parental Leave

01.11.2021 – 30.11.21	<b>Garda Members</b>	<b>Garda Staff</b>
	99	86

Garda staff assigned and commenced – as at 30 November 2021.

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2021*	40	20	28	31	49	48	65	50	57	49	50	

\* 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

<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>87</b>	79	91%	8	9%

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

## 4. Information and Communications Technology (ICT)

COVID-19 restrictions on returning to the workplace remain in place and ICT continues to support personnel across the organisation and deliver solutions to enable An Garda Síochána personnel to access Garda information systems remotely in a secure manner.

**Schengen Information System (SIS Recast) - also known as SIS III:** RAG status has been downgraded to amber pending agreement on a newly proposed recast plan. Technical readiness is proposed for 6 May 2022, with a go-live on 14 June 2022, pending approval and subject to change.

**Computer Aided Dispatch 2 (CAD 2):** Hardware arrived on site in Dublin on 18 November 2021. Vendor engineers are on site to build the equipment into the already delivered racks. The RDMS integration design and planning workshops will now have to continue without representation from the RDMS support office who are unable to attend the vendors workshops set up for December 2021, due to exigencies of the service.

**Roster Duty Management System Deployment (RDMS Deployment):** The rollout of RDMS to the Limerick Division is completed. The ICT RDMS team is now progressing with work for DMR South go-live. As reported last month, work on the CAD Application Programming Interface (API) to enable the sharing of book on/off, availability and skills information between the two systems has been scheduled and is due in February 2022.

**Investigation Management System Deployment (IMS Deployment):** IMS was deployed to the Wicklow Division on 9 November 2021 and to the Clare Division on 11 November 2021. There have been no reported issues. There are no other scheduled go-live dates to report.

### Activities taking place across the Mobility Team

- As reported previously, follow up with personnel who have been allocated active mobility devices as part of unmanaged device replacements continues.
- There is ongoing replacement of broken/damaged existing State mobiles.
- A full complement of frontline devices for 2021 was acquired, with the target of 5,000 total that has been met.
- 2,439 frontline devices have been deployed so far in 2021 (bulk deployments). This does not include ad-hoc frontline devices.

### Overall Device Deployment Figures

As of 25.11.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	4486	3788	61	8335

\*Enrolled in Mobile Device Management (MDM): Actual turned on device – as soon as the device is turned on an enrolment commences.

### ICT Accommodation Plan

- Phoenix House was handed over to An Garda Síochána as new ICT office space. ICT infrastructure works are ongoing and on track to become available in Q4. Availability of An Garda Síochána network resources with competing priorities (CAD2) may have an impact on readiness date.

- A site visit to Phoenix House was held with unions and associations. A meeting was held with representative associations on residual Garda Headquarters accommodation, with an assessment of options in conjunction with Estate Management to follow.
- As reported last month, the relocation of the main An Garda Síochána Data Centre (J Block, Garda Headquarters) to support the Harcourt Square decant is progressing. However, further delays in building works and handover to ICT have extended the completion date to April 2022. ICT change freeze was extended as a result in Q1 and will likely impact on other key projects in development, as key technical teams need to be diverted to the data centre relocation.
- The contract for provision of the new data centre was signed, which will deliver a modern and scalable infrastructure to support increased capacity for data and technology solutions.

### **Information & Technology Vision**

The prioritisation of business and technology demands on ICT is required to support effective delivery of the transformation programme. Plans for cross-organisational prioritisation of ICT demands for 2022 are progressing. A refresh of vision is underway, with a view to completion in 2022.

### **Operating Model**

**ICT Workstream to enable and support Operating Model:** The Operating Model team is communicating the adoption of policing functional areas in the Cork City Division. The team is participating in FACG (Functional Area Consulting Group) workshops to support progress and scope identification. This project remains in a discovery and analysis stage.

**PULSE Development:** The PULSE Release 7.8 development remains on track and the project will expand its scope to include a number of PULSE CRs (Code Releases). The CAD2 to PULSE integration and Operating Model changes will be the larger CRs in PULSE Release 7.8. There are several smaller CRs included also.

## 5. Corporate Communications

During the month of November 2021, the Office of Corporate Communications continued daily engagement with the public and our internal audiences through the ongoing publication of content and information across our various media platforms. These highlighted the wide range of nationwide policing activities undertaken by An Garda Síochána.

An Garda Síochána continues to support the Government's response to the COVID-19 pandemic, as well as business and society through our normal daily policing functions. As always, the operational focus of the organisation is on keeping people safe and reassuring the public of our efforts in this regard.

### High-level communications during the month of November 2021 focused on:

- The launch of Operation Citizen in Dublin City Centre. This initiative had a combined public reach of over 13.5m across social media, print, online and broadcast media.
- Appointments and allocations of Chief Superintendents and Superintendents.
- Christmas Road Safety Appeal in conjunction with the RSA, Dublin Fire Brigade, Ambulance Services and Department of Transport. This appeal had a combined public reach of over 13m across social media, print, online and broadcast media.
- The Garda National Youth Awards had a combined public reach of over 4.5m across social media, print, online and broadcast media.
- Highlighting fraud prevention, in particular, online shopping fraud in the lead up to Christmas and ahead of Black Friday/Cyber Monday, as well as the ongoing text/call scams. Social media posts on Facebook and Twitter had a reach in excess of 350k.

**BARGAIN or DEALBREAKER?**  
The golden rules of online shopping

- BUY FROM TRUSTED SOURCES**  
Use brands and shops that you are familiar with.
- THINK TWICE BEFORE PURCHASING**  
Make sure you understand the risks of buying online.
- DON'T SEND MONEY TO SOMEONE YOU DON'T KNOW**  
If you wouldn't give money to a random person on the street, don't do it on the internet. If possible, reserve the right to receive the goods first.
- CHECK REVIEWS AND RATINGS**  
Especially of unknown stores and individual sellers.
- USE CREDIT CARDS WHEN PURCHASING THINGS ONLINE**  
Most credit cards have a strong customer protection policy. If you don't get what you ordered, the card issuer will refund you.
- NEVER SEND YOUR CARD DETAILS BY EMAIL**  
Never send a copy of your card, your card number, PIN or any other card information to anyone by email.
- CONTROL RECURRING CHARGES**  
Before providing your card details to pay for a continuous service over the internet, find out how you can stop that service.
- MAKE SURE THE DATA TRANSFER IS SECURE**  
Use HTTPS and SSL protocols when browsing the internet. Remember: the padlock symbol alone doesn't make a website legitimate.
- SAVE ALL DOCUMENTS RELATED TO YOUR ONLINE PURCHASES**  
They may be needed to establish the terms and conditions of the sale or to prove that you have paid for the goods.
- NOT BUYING? DON'T LEAVE YOUR CARD BEHIND**  
If you are not buying anything, don't submit or save your card details.
- CHECK THE WEBSITE PAYMENT SECURITY**  
Only do your online shopping on websites that use full authentication systems (such as Verified by Visa / MasterCard Secure Code).

Logos: EUROPOL, EC3, HSC, Garda National Economic Crime Bureau, #BuySafePaySafe

- Bogus traders and callers: Crime prevention day of action in Cork City.
- The tragic fatal assault of a woman in Charlestown, Finglas.
- Renewed appeals for unidentified bodies discovered in Counties Sligo, Clare and Leitrim.
- **Organised Crime:** There were multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value in excess of €16m for the month of November 2021. This included the notable seizure of drugs valued at €9.79m by the Garda National Drugs and Organised Crime Bureau and Revenue Officials at Dublin Port.
- **Internal Communications:** As previously reported, Newsbeat, published twice weekly, focussing on critical organisational messaging, attracted a readership of over 13,000 personnel in An Garda Síochána.

### **Media Briefings and Interviews:**

Several interviews were facilitated with national and local media on a range of topics. Some of the high-level interviews conducted during November 2021 are highlighted below:

- The Commissioner spoke with media at the AGSI annual conference on a range of policing issues.
- Assistant Commissioner Anne Marie Cagney, DMR, spoke with media at the launch of Operation Citizen for Dublin City Centre.
- Superintendent Paul Franey spoke to media at Balbriggan Garda Station and appealed for information in relation to the discovery of a body of a man in unexplained circumstances.
- Detective Superintendent Gerard Murphy of the Garda Missing Persons Unit spoke with Barry Cummins for RTÉ's Prime Time on a number of unidentified bodies which rest at Glasnevin Cemetery and whose cases are currently being examined by Gardaí.
- Chief Superintendent Pat Lordan and Detective Superintendent Michael Cryan, both of the Garda National Economic Crime Bureau, provided a number of interviews to media on various topics relating to fraud and in particular, online fraud.
- Inspector Adrian Kinsella of the Garda National Protective Services Bureau provided an interview to the Irish Times on An Garda Síochána domestic abuse risk evaluation tool.
- Andrea Gilligan from Newstalk accompanied a Garda unit on patrol in Dublin City Centre for a number of hours to highlight the positive work done by Gardaí on patrol in the capital.
- Inspector Alan Roughneen from the Garda National Roads Policing Bureau provided a number of interviews to national and local media in relation to An Garda Síochána Christmas Road Safety Appeal.

### **Launches & Initiatives**

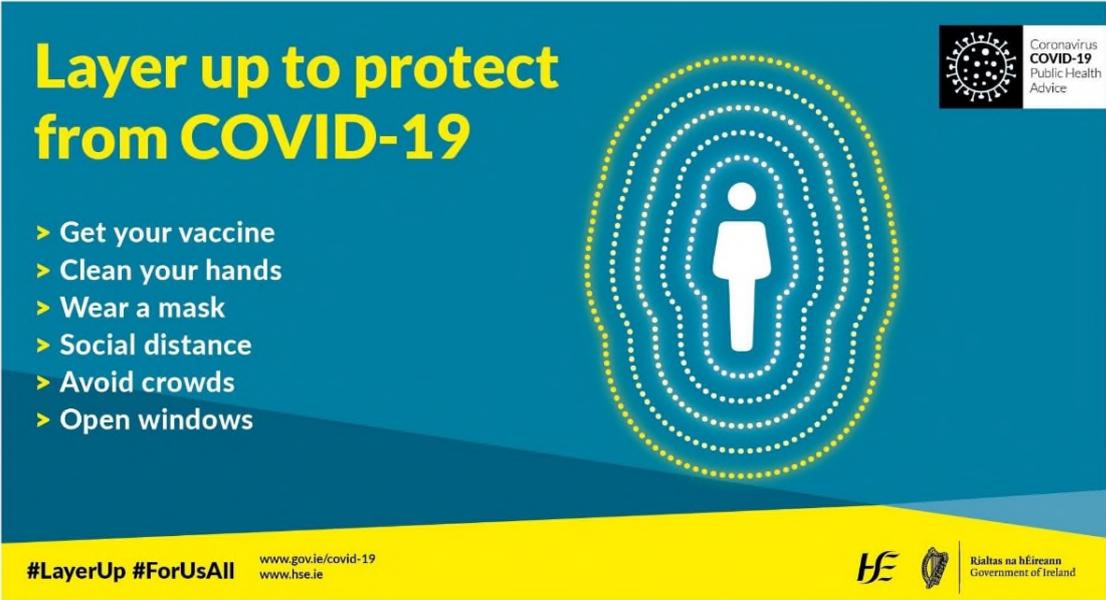
- An Garda Síochána launched various road safety initiatives relating to speeding and drink/drug driving in conjunction with the RSA.
- An Garda Síochána continued fraud prevention advice provided in the run up to Christmas.

### **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 the Garda organisation. It operates from 7am–11pm, seven days a week. During November 2021, the Garda Press Office issued approximately 160 press releases and handled hundreds of media queries on a range of criminal justice issues. Approximately 80 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during the month of November 2021.

## Corporate Communications

As reported previously, the Corporate Communications team has continued to support An Garda Síochána in its communications to the public in response to the Government's plan for the next phase of reframing the challenge, continuing our recovery and reconnecting over the coming months. In addition, there will be ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road fatalities. With a key focus on keeping people safe, engagement with our continuously growing 1.6m social media followers and retaining our close connection with our community, we have continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19, including the #Layerup campaign.



**Layer up to protect from COVID-19**

- > Get your vaccine
- > Clean your hands
- > Wear a mask
- > Social distance
- > Avoid crowds
- > Open windows

#LayerUp #ForUsAll [www.gov.ie/covid-19](http://www.gov.ie/covid-19)  
[www.hse.ie](http://www.hse.ie)

Coronavirus COVID-19 Public Health Advice

Riailtas na hÉireann Government of Ireland

'Keeping people safe' - Key activities/advice in November 2021 include:

#BeWinterReady Government Campaign



**Be Winter-Ready**

Helping make you, your home and your business more resilient and prepared for severe weather

winterready.ie  
@EmergencyIE  
#BeWinterReady

Riailtas na hÉireann Government of Ireland

## Support for Children First Awareness Week (1-7 November 2021)

Children First Awareness Week 1st to 7th November 2021

The aim of the week is to raise awareness of Children First and remind wider society, including organisations working with children and young people, of our collective responsibility to keep them safe in our communities.

Children First promotes the protection of children from abuse and neglect, by setting out what individuals and organisations need to do to keep children safe, and how to deal with concerns about a child's safety or welfare.

Information video featuring Detective Garda Susan Roche is available here: <http://www.garda.ie/!TF3QZY>

As part of the campaign, a new website was launched [gov.ie/childrenfirst](http://gov.ie/childrenfirst) where users will find key information about Children First.



- Highlighting the online hate crime reporting facility - 'How to' video on how to report.
- Support for the first Adult Safeguarding Day (19 November 2021).
- Highlighting Met Éireann weather warnings and associated RSA road safety messages.

## Crime Prevention Webinar

A poster for a Crime Prevention Webinar. The background is dark blue with a starry pattern. The text is in white and yellow. At the top, it says 'Galway City Joint Policing Committee presents:'. Below that, 'CRIME PREVENTION WEBINAR 2021' in large yellow letters, and 'NOVEMBER 24TH' in white. The schedule is listed: 10am - Opening Address (Clr Niall McNeillis, Chairperson of Galway City JPC); 10:10am - Home Security (Sgt Michael Walsh &amp; Sgt Graham Kavanagh); 11am - Cybercrime (D/Sgt Paul Johnston); 12pm - Domestic Abuse (Inspector Georgina Lohan &amp; COPE Galway); 12:30pm - Road Safety (Garda Roads Policing Unit). A QR code is shown with the text '\*Scan QR Code to log into event:'. On the right side, 'FREE Online Event' is written vertically in yellow. At the bottom, there are three logos: the Galway City logo, the Galway City Community Network logo, and the Garda Síochána logo.

## The launch of the #16DaysOfActivism against Gender-Based Violence Campaign

Posts are to be issued in 12 languages over the period 25 November to 10 December 2021, including support for the Men's Development Network White Ribbon Ireland campaign, raising awareness to eliminate gender-based violence in Ireland.



An Garda Síochána ✓

11 m · 🌐



An Garda Síochána are pleased to support the Men's Development Network and their White Ribbon Ireland campaign raising awareness to eliminate gender-based violence in Ireland.

#16DaysOfActivism2021 #WhiteRibbonIreland



We are supporting the United Nations **#16DaysOfActivism** against Gender-Based Violence campaign.

**25th November 2021** (*International Day of No Violence against Women*) to

**10th December 2021** (*International Human Rights Day*)

**An Garda Síochána are here to listen, support and protect.**

If you do not feel safe or are concerned about a friend/relative, please contact your **local Garda Station** (details on [www.garda.ie](http://www.garda.ie)).

Alternatively, contact your **local domestic abuse support agency** (details can be found at <https://www.safeireland.ie/get-help/where-to-find-help/>)

**If you require urgent assistance or support, please call 999 or 112.**

**Keeping People Safe**

**Other social media activity**

**National Bravery Awards - 12 November 2021 (with a reach of over 130k across social media)**



**Garda National Youth Awards – 13 November 2021**



## The live streaming of the Annual Mass for deceased members of An Garda Síochána



**An Garda Síochána also highlighted the events by the RSA for World Day of Remembrance for Road Traffic Victims (21 November 2021)**

### **Internal Communications**

During the month of November 2021, the Internal Communications Unit progressed a number of objectives. Newsbeat continues to issue twice a week and key updates delivered in November 2021 included:

- COVID-19 advice on face coverings, ventilation, social distancing, handwashing, holding meetings online and working from home;
- Launch of new wellbeing app;
- Fáinne badges for Irish speakers;
- HQ Directives;
- CAD2 update;
- ICT security policy and procedures;
- SIS II successes;
- Health and wellbeing;
- Payroll deadlines; and
- PALF deadline.

## 6. Progress update on embedding the Code of Ethics

Current figures indicate that 96.24% of all personnel have signed the Code of Ethics declaration.

- As of 29 November 2021, 34 Divisions/Sections in An Garda Síochána have 100% sign up rate.
- As of 29 November 2021, 97.71% of Garda members, 93.92% of Garda staff and 65.61% of Garda Reserve members have signed the Code of Ethics declaration.
- Recordings of the Code of Ethics eLearning on the LMS took place on 16 November, 3 December and 6 December 2021 in Garda Headquarters and on 29 November 2021 in the Garda College. Nine speaker pieces (one for each of the nine standards in the Code of Ethics) and one introductory piece, that of Deputy Commissioner Shawna Coxon, have been recorded.

### Garda Decision-Making Model (GDMM)

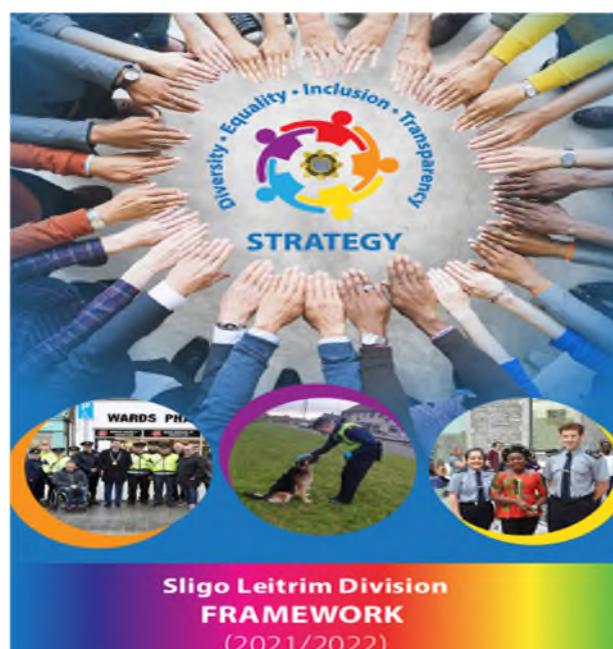
As of 29 November 2021, 90.34% of personnel have completed the GDMM e-learning module. As reported last month, the Garda Ethics and Culture Bureau has provided each Regional Officer with lists of personnel within their region who have not completed the GDMM e-learning module and requested that they encourage their personnel to complete it.

## 7. Implementation of Cultural Change

### Culture Reform Programme

The establishment of a survey steering group was approved by Deputy Commissioner, Strategy, Governance and Performance on 18 October 2021. The steering group's inaugural meeting is scheduled for 16 December 2021. The group comprises a range of internal and external stakeholders, including representative and staff associations, the Policing Authority and Garda Inspectorate.

As reported last month, meetings were held with West Yorkshire Police on 2 November 2021 and the PSNI on 11 November 2021, where discussions were held on communication strategies for cultural audits and how to action the learnings from surveys conducted by Durham University. A Staff Cultural Engagement Initiative in respect of Sligo Leitrim Division Diversity, Equality, Inclusion and Transparency Strategy was published in Newsbeat on 18 November 2021.



## 8. Risk Management

As previously reported, An Garda Síochána Corporate Risk Register captures 11 principal risks currently facing the organisation. These are managed effectively by assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGB) and supported by the Garda Risk Management Unit (GRMU).

- The last meeting of the RPGB took place on 26 November 2021.
- As previously reported, compliance rates for Q3 2021 are being collated. Compliance rates for Q2 2021 remained consistently high at 89%.
- One-to-one meetings continued throughout November 2021 with corporate risk owners/support staff to assist the review and update of their risk registers.
- One 'Support Staff Briefing' was held via video conference during November 2021.
- One 'Risk Champion Network' bulletin issued in November 2021.

## 9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for October 2021 and November 2021.

**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 not therefore be linked or compared to other sources. The figures provided are provisional, operational and subject to change.**

### **Comparison of data for October 2021 and November 2021:**

- Use of force has seen an increase in November 2021 when compared with October 2021. There were 109 recorded uses of force in November 2021, compared with 97 in October 2021.
- The use of incapacitant spray has remained quite consistent, with 81 uses in November 2021, compared with 80 uses in October 2021.
- The use of batons has seen an increase with 25 uses in November 2021, compared with 17 uses in October 2021.
- There was an increase in the use of Taser in November 2021 with two discharges in November 2021, compared with no discharges in October 2021.
- There was one discharge of a firearm (40 mm Launcher) in November 2021, which is an increase of one on last month (October 2021).

### **Types of incidents in which force was used:**

- Public order offences have increased from 56% to 61%.
- Drugs offences have reduced from 11% to 9%.
- Mental health incidents in which there was a use of force have also reduced from 4% to 3%.
- Assault related incidents accounted for the third highest number of incidents in which there was a use of force.
- The DMR South Central and Cork City Divisions recorded the highest levels of force reported, followed by the DMR West.

**There continues to be extensive work on the new, more detailed, public facing, use of force report. This report is up and running and is currently being tested by staff attached to the Garda Síochána Analysis Service. A sample of the new report will be provided to the Policing Authority in Q1 2022.**

## 10. 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. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences. Property crime, although also reporting a steady increase 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 year-on-year comparisons presented below.

**Data Quality Assurance:** The priority data quality actions for 2021 are continuing. Recording of victim:offender relationships with associated validation was introduced in PULSE 7.7 in July 2021. As expected, analysis of the data is providing richer insight into domestic abuse and is already helping to identify additional cases within recorded crimes. A technical briefing will be provided to the Policing Authority during December 2021 and the relationship data is now included in data submissions to the Central Statistics Office.

The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. The design of the PULSE changes is complete and is ready to pilot in the Galway Division. There are limited go-live windows due to the ICT data centre move but it is expected in December 2021 or January 2022. The rollout will be an interactive process, ensuring that feedback is collected from both investigators and victims/NGOs on its effectiveness at highlighting the broader reasons why sanctions are not achieved.

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 for almost three years due to recruitment delays. GISC is currently still only creating approximately 75% of crime incidents vs. its goal of 95%, due to chronic capacity issues and the recent redeployment of experienced staff to front office roles. 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.

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.*

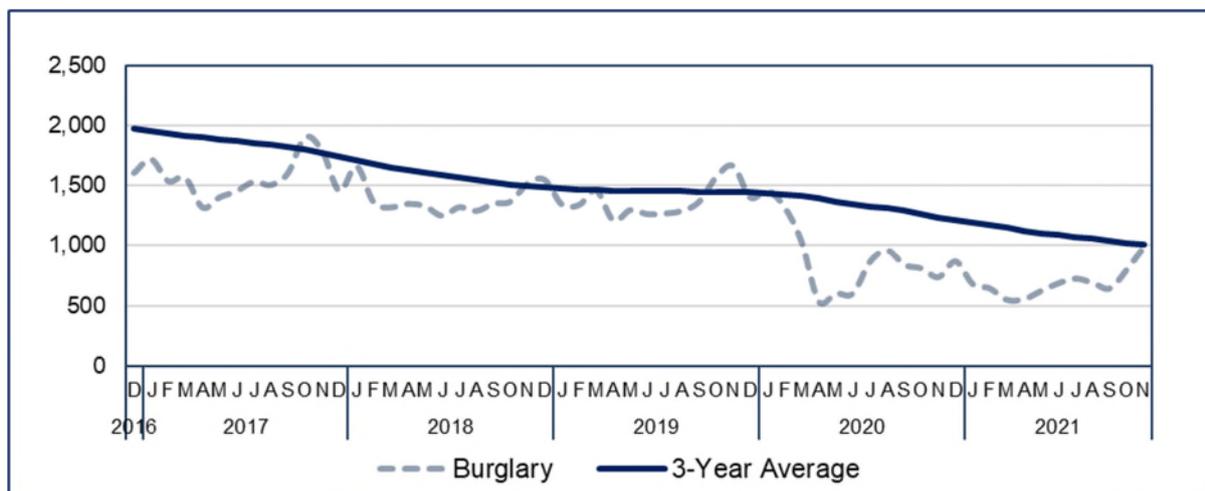
### Chart 1: Total Property Crime - 5 Year Trend

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. A reduction of 14% was observed in the 12 months to November 2021, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. Theft from shop is the largest contributor to overall property crime figures and this is particularly true during the pandemic as the other main contributor, burglary, has remained at low levels during this time.



### Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 21% and burglary occurring elsewhere down 32% in the 12 months to November 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/July 2020 when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 (which is likely to be primarily due to ongoing work from home recommendations), however, it has increased recently in October and November, which is in accordance with typical seasonal patterns.



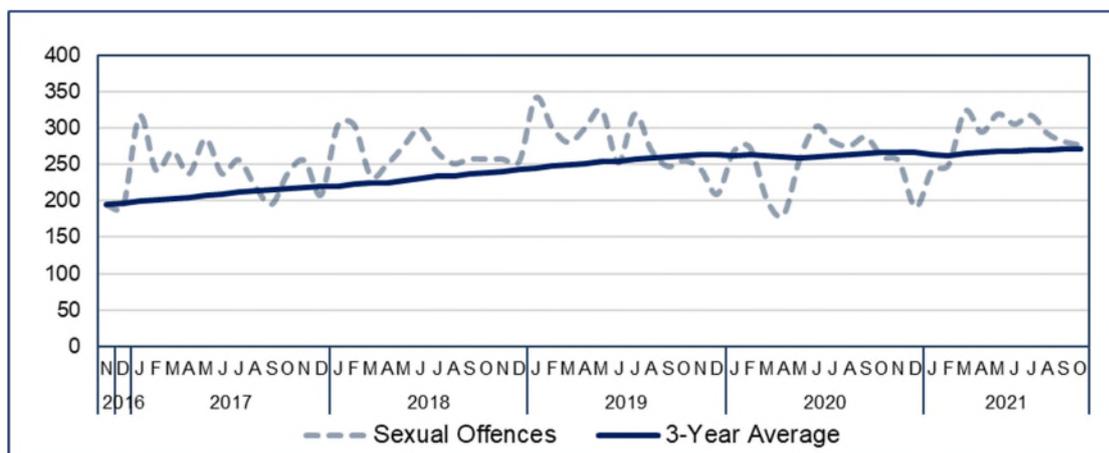
**Chart 3: Crimes against the person - 5 Year Trend**

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level of crimes against the person are unchanged in the 12 months to November 2021, as compared with the 12 months prior. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments during certain periods, however, a steady increase in 2021 has coincided with the gradual easing of restrictions. 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.



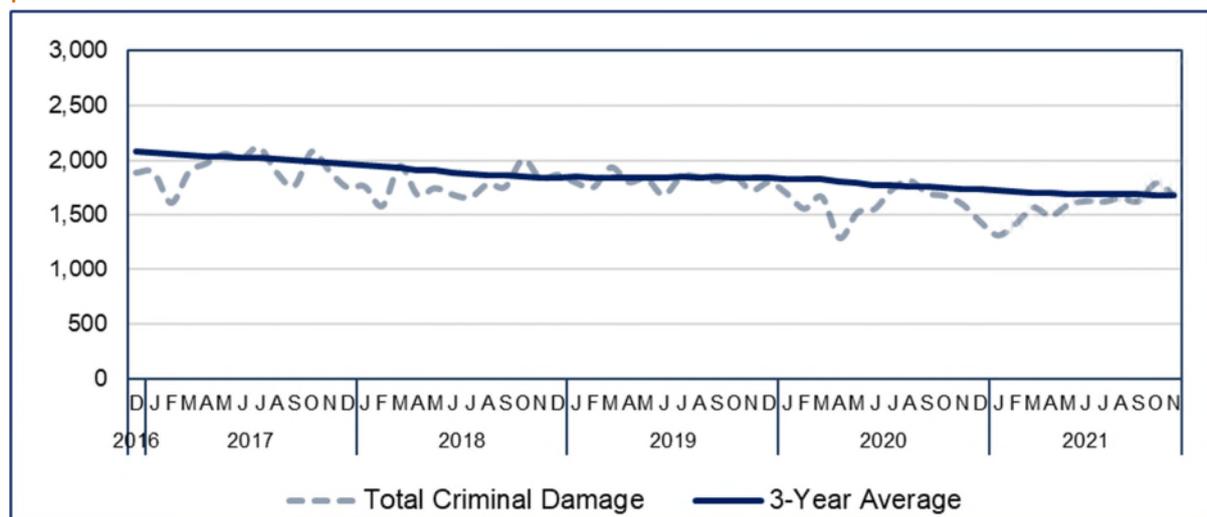
**Chart 4: Sexual Offences - 5 Year Trend (to October 2021)**

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 October 2021, there has been a 10% 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.



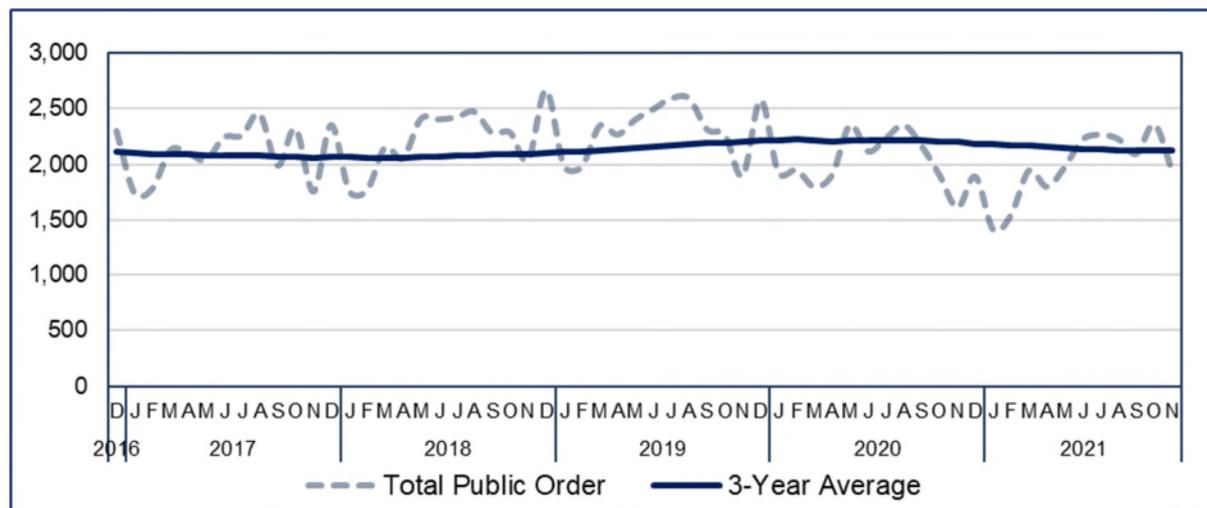
**Chart 5: Total Criminal Damage - 5 Year Trend**

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 4% in the 12 months to November 2021, as compared with the 12 months prior. 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 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.



**Chart 6: 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, have seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 5% in the 12 months to November 2021, as compared with the 12 months prior. Public order offences for the 12 months to November 2021 were down 8%, while drunkenness offences over the same period were down 6%. Public order tends to be higher in Summer and also tends to spike at Christmas. Public order has increased in recent months and levels are expected to return to a more regular pattern as restrictions ease.



## 11. Final Report of the Commission of Investigation into Mother and Baby Homes

### Mother and Baby Homes Investigation

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. This engagement has proved positive and would appear to be a source of reassurance and comfort for those concerned. As of 30 November 2021, GNPSB has received a total of 81 relevant reports.

Every person who has made a relevant allegation and has provided contact details has been contacted, with a view to establishing the nature of the matters alleged and if they wish to pursue a criminal complaint. The nature of alleged negative experience with regard to the victims who have made a report is provided hereunder:

#### Breakdown of the nature or occurrence alleged/notified by individual complainants

1	Emotional Abuse	17
2	Sexual Abuse	12
3	Physical Abuse / Mistreatment	7
4	Legality of Adoption / Birth-Cert Falsified	15
5	No offence disclosed	9
6	Medical treatments / Vaccine trials	13
7	Other Crimes (i.e. Theft /State Corruption)	4
8	Baby Deaths / Burial	4

A total of 44 of the 81 reports received to date remain open and are subject to further engagement with alleged victims and additional investigation, where warranted.

## 12. Policing Successes

Throughout the month of November 2021, 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, supported by specialist personnel from units under the remit of Assistant Commissioners Organised and Serious Crime, Garda National Crime and Security Intelligence Service, and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during November 2021 is provided below.

On 4 November 2021, personnel from the Garda National Immigration Bureau (GNIB) led a coordinated joint search operation, targeting illegal immigration, employment and revenue offences and, in particular, suspected abuse of the pandemic unemployment payment and employee wage subsidy scheme. This was done in conjunction with the Department of Social Protection and the Workplace Relations Commission. A total of five business premises in Dublin were visited, resulting in the arrest and charging of 17 foreign nationals contrary to Section 12 of the Immigration Act, 2004. The arrested persons were subsequently charged in respect of alleged immigration and employment offences.

On 18 November 2021, as part of an investigation into an organised criminal gang (OCG) specialising in 'jugging', personnel from a Dublin Metropolitan Region (DMR) Detective Unit, assisted by Regional Units in the DMR, intercepted three members of the OCG after they had robbed a lone person leaving a bank. As a result of the prompt action of Gardaí at the scene, three suspects (two adult, one juvenile) were arrested and €4,000 cash was recovered. The three suspects were charged with a total of 18 offences including robbery, possession of articles, possession of stolen property and attempt to commit an indictable offence. Both adult suspects remain in custody.

On 18 and 19 November 2021, personnel from GNIB conducted a coordinated operation at Dublin Airport, Dublin Port and Connolly Station, whereby immigration checks were undertaken on buses, trains and ferries departing the State, destined for Northern Ireland and the United Kingdom. Checks were also undertaken in respect of flights arriving into Dublin Airport from within the common travel area (CTA). This operation was the result of the identification of emerging trends of international protection applicants in this State leaving accommodation provided by the International Protection Office and failing to return. Liaison with relevant authorities in the UK also indicated that a significant number of persons have illegally entered the UK, including through Northern Ireland. The checks resulted in the arrest and charging of six foreign nationals contrary to Section 12 of the Immigration Act, 2004 and Sections 26 and 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 19 November 2021, as part of an ongoing investigation into the suspected production and distribution of bogus PCR documentation, personnel from GNIB conducted coordinated searches of two premises in Dublin. The searches resulted in the arrest of one suspect contrary to Section 26 and 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001, who was subsequently released pending the submission of a file to the Director of Public Prosecutions (DPP).

On 21 November 2021, Gardaí in the Southern Region received a call from a 17-year-old person reporting that they and their friend were stuck in a local mountain range. Gardaí immediately attended the scene and requested the assistance of the local Coast Guard and Kerry Mountain Rescue. As a result of the extensive efforts made by Gardaí, the emergency services and local volunteers, the two youths were located and removed safely from the mountain.

On 22 November 2021, Gardaí in the Eastern Region responded to reports of a car acting suspiciously. Details of the vehicle were circulated and the car, which was later reported stolen, was subsequently found on its roof and extensively damaged. Having received information that three suspects emerged

from the vehicle and fled into the mountains, local Gardaí, with the assistance of the Garda Air Support Unit and the Detective and Drug Units, conducted extensive searches of the area, resulting in the location of the suspects. All three suspects were arrested contrary to Section 112 of the Road Traffic Act, 1968, as amended and detained at a local Garda station, where they were later released without charge, pending the submission of a file to the Director of the Juvenile Diversion Programme.

Also on 22 November 2021, as part of an ongoing intelligence led operation targeting the operational mechanisms surrounding the collection and movements of cash by an OCG, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) effected a stop and search of two vehicles, resulting in the seizure of cash to the value of €414,000. Three suspects were arrested and detained, and subsequently charged in respect of alleged money laundering offences. All three of the accused remain on bail, pending future court proceedings.

On 23 November 2021, as part of an ongoing intelligence led operation targeting the activities of an OCG suspected to be involved in the active targeting of feuding criminals, personnel from GNDOCB assisted by the ERU effected a stop and search of two vehicles in the Dublin Metropolitan Region, resulting in the seizure of a loaded Smith and Wesson revolver. Two suspects were arrested, detained and subsequently charged in respect of alleged firearm offences. Both accused remain in custody, pending relevant court proceedings.

On 30 November 2021, Gardaí in the North Western Region responded to reports that a person was standing on the edge of a bridge. Gardaí immediately attended the scene, where they had a brief conversation with the person, before they slipped on the embankment and then jumped into the water. Without hesitation, the responding member jumped into the water, caught the person and gripped tightly onto the wall until local workmen came to their assistance and removed them safely from the water. Paramedics attended at the scene and the person was removed to hospital, where they received the necessary treatment.

### **Criminal Assets Bureau (CAB)**

During the month of November 2021, the Criminal Assets Bureau (CAB) conducted three operations targeting the assets and activities of persons involved in criminal activity. The searches resulted in the seizure of three vehicles, €57,000 cash and £4,450 Sterling cash. In excess of €317,000 was also restrained in financial accounts pursuant to the provisions of Section 17 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010, as amended.

In addition, during November 2021, the Criminal Assets Bureau secured two orders pursuant to Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of €45,3000 cash, £550 Sterling cash, a Rolex watch, a vehicle and €45,300 held in financial accounts.

### **Conferences**

From 8 to 12 November 2021, two members of the National Negotiators Unit, STOC attended the International Negotiators Working Group (INWG) conference held in Madrid, Spain. This is an international conference for police and law enforcement negotiators where modern trends, developments and learning experiences are discussed. International practice and experiences surrounding negotiation in crisis, kidnap and terrorist events were shared to ensure that communities benefit from learning outcomes, and to avoid errors at possible future events. New techniques and technologies were also discussed and assessed.

From 9 to 10 November 2021, a delegation from the Maltese Police attended a two-day conference at the Garda National Economic Crime Bureau (GNECB) to provide an understanding on how the Bureau works, how investigations are carried out and the challenges being faced. In broader terms, the conference assists in the fostering of good working relationships with Malta in the area of countering financial crime and money laundering.

## 13. Community Engagement and Organisational Initiatives

### Light Up Your Bike Campaign

On 2 November 2021, An Garda Síochána, in liaison with the four Dublin local authorities, launched the 'Light Up Your Bike' campaign. 'Light Up Your Bike' is a Dublin cycling initiative to promote the legal requirement to use bike lights during lighting up hours and aims to ensure that everyone understands the need to have working lights on their bikes at night.



### Training for current and prospective Garda Diversity Officers

From 4–5 November 2021, the Garda National Diversity and Integration Unit (GNDIU) carried out training for current and prospective Garda Diversity Officers (GDO) from the DMR. A total of 59 Gardaí and Sergeants were trained over the two days. Training topics included hate crime, victim support, cultural awareness and the role of the Garda Diversity Officer. Guest speakers contributing to the two-day event represented LGBT Ireland, IOM Ireland, Traveller Mediation Service, Dublin City Interfaith Forum and the Islamic Cultural Centre of Ireland.



## **Dublin City Council's Inclusion and Integration Week**

On 8 November 2021, GNDIU assisted the launch of Dublin City Council's Inclusion and Integration Week. The initiative featured more than 100 events online and in person from walking tours, talks, arts and crafts, films, workshops, exhibitions, music and much more. These events aim to support those who may face barriers to social inclusion. The aim of the week is to highlight the positive work carried out by Dublin City Council and other agencies, including An Garda Síochána, to promote social inclusion and diversity in our city.



## **Traveller Dialogue Day in Galway**

On 10 November 2021, GNDIU, in conjunction with the Traveller Mediation Service, hosted a Traveller Dialogue Day in Galway. Traveller men and women from local Traveller projects attended the event, providing an opportunity for participants to engage in informal dialogue on issues of concern, with the aim of building understanding and enhancing cooperation. An equal number of Gardaí and Travellers attended to ensure one-to-one engagement.

## **World Remembrance Day for Traffic Victims**

On 16 November 2021, An Garda Síochána launched an initiative in conjunction with World Remembrance Day for Traffic Victims, which is held on 21 November 2021. This is a United Nations initiative to remember victims of road collisions internationally. An Garda Síochána, the Road Safety Authority, local authorities, the emergency services and victim support groups joined forces to urge people to consider their behaviour on the roads as a mark of respect to those who have lost their lives on Ireland's roads. Two masses were also held to commemorate the day.

## **Garda National Retail Theft Prevention Forum**

On 22 November 2021, the Garda National Crime Prevention Unit (GNCPU) hosted the second bi-annual meeting of the Garda National Retail Theft Prevention Forum online. The objective of the forum is to gather information and enable stakeholders to be proactive in developing a multi-agency solution to retail crime. During the session, an overview of retail crime was delivered by An Garda Síochána Analysis Service (GSAS). Presentations were made on the area of hate motivated incidents and the range of Garda supports and redress available to both retail staff and the public. The forum was also informed of An Garda Síochána online retail security advice in order to promote ongoing awareness of the continued cyber related threats and issues, particularly over the holiday season.

## An Síol Community Development Project

On 23 November 2021, GNCPU met with An Síol Community Development Project Cabra to arrange the distribution of 1000 'security for older person' leaflets and bogus caller cards. The leaflets include practical tips for keeping safe and the dangers of interacting with bogus callers at their door. Both items will form part of a Christmas activity pack for older people across the Dublin inner city area, which are provided to offer advice to older people on crime prevention. The packs aim to boost morale for isolated older people and promote support services in their community.



## Annual Christmas Road Safety Campaign

On 25 November 2021, An Garda Síochána, in liaison with the Road Safety Authority, launched the annual Christmas Road Safety Campaign. This year's road safety appeal focuses on the dangers of driving under the influence of alcohol and the devastating loss of life and serious injuries it can cause. An Garda Síochána and the Road Safety Authority have called on drivers to act responsibly and not be tempted to drink and drive this Christmas and New Year period. The key message of being aware of alcohol consumption over the Christmas period was also highlighted on the most recent episode of Crimecall, which aired on 22 November 2021.



Policing Plan RAG rating	
On target	
At risk of missing target	
Off target	
Quarterly Written Update	
Delayed due to COVID-19	
Reported to DOJ	

### Priority 1. Community Policing

<b>1.1 Enhance community engagement and public safety</b>	1.1.1 Identify risk and the vulnerable in the community	
	1.1.2 Rolling out the Community Policing Framework in a further 8 Divisions	
	1.1.3 Piloting Local Community Safety Partnerships in 3 Divisions	
<b>1.2 Enhance our proactive engagement with local communities</b>	1.2.1 Engagement in the community, and Diversity Forum in relation to policing of COVID-19	
	1.2.2 Implementing the Diversity and Integration Strategy 2019-2021	
<b>1.3 Maintain or increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey</b>	<p>1.3.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> <li>• An Garda Síochána is trusted by the local community</li> <li>• The local community are listened to by An Garda Síochána</li> <li>• An Garda Síochána prioritises issues that matter to people in the local community</li> <li>• Community relations are central to the work of Garda Síochána</li> <li>• An Garda Síochána organisation is community focused</li> <li>• Number of victims reporting their most recent crime incident</li> <li>• Number of victims that felt that the right amount of information had been provided to them</li> </ul>	
<b>1.4 Maintain or increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey</b>	<p>1.4.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> <li>• The local community is consistently satisfied with the service from An Garda Síochána</li> <li>• The right level of Garda presence is established in local areas</li> <li>• Victims are satisfied with the service provided by An Garda Síochána</li> <li>• An Garda Síochána is seen as a friendly and helpful service</li> </ul>	
<b>1.5 Maintain or increase the number of people in local communities who feel safe by taking actions aimed at controlling the level of assaults in public and domestic burglaries</b>	<p>1.5.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> <li>• The perceptions of crime in local areas as a serious problem is reduced</li> <li>• Awareness of Garda patrols in local areas</li> <li>• Garda members in the area can be relied upon to be there when you need them</li> <li>• Level of Domestic Burglaries</li> <li>• Incidents of Assaults in Public</li> </ul>	

## Priority 2 Protecting People

<b>2.1 Maintain a high level of engagement with victims of domestic abuse</b>	<b>2.1.1</b> Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh)	
	<b>2.1.2</b> Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	
	<b>2.1.3</b> Domestic Abuse Risk Assessment Tool	
<b>2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability</b>	<b>2.2.1</b> Reducing the backlog for the examination of seized electronic devices to below 12 months	
	<b>2.2.2</b> Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse	
	<b>2.2.3</b> Increasing the quality and quantity of information on economic crime provided to Divisions	
<b>2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience</b>	<b>2.3.1</b> Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates	
	<b>2.3.2</b> Conducting a post-implementation review of the operation of the Divisional Protective Services Units	
<b>2.4 Continue to combat drug dealing and the effects of drug dealing in communities</b>	<b>2.4.1</b> Continuing to disrupt local drug dealing through the activities of Divisional Drug Units	
	<b>2.4.2</b> Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families	
<b>2.5 Prioritise the service provided to vulnerable people, including victims of hate crime</b>	<b>2.5.1</b> Rolling-out Hate Crime training	
	<b>2.5.2</b> Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	
<b>2.6 Maintain or reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate</b>	<b>2.6.1</b> Maintaining and building on positive results in respect of: <ul style="list-style-type: none"> <li>• Fear of crime has no impact on quality of life</li> <li>• People do not worry about becoming a victim of crime</li> <li>• People have no fear of crime in general</li> <li>• Proportion of people who said they were victims of crime</li> <li>• Awareness of Garda patrols in local areas</li> </ul>	

<b>2.7 Implement appropriate operations to support any measures arising from COVID-19</b>	2.7.1 Operations and activities to respond to COVID-19	Green
<b>2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity</b>	2.8.1 Continuing to take action targeting organised crime groups	Blue
	2.8.2 Implementing and reviewing the OCG threat assessment matrix	Green
	2.8.3 Monitoring the level of seizures of firearms, drugs and currency	Blue
<b>2.9 Continue to improve road safety and reduce deaths and serious injuries as measured</b>	2.9.1 Continuing to implement Crowe Horwarth recommendations	Blue
	Enhancing mobility access for Roads Policing	Green
	Increasing the proportion of FCNs issued through the use of mobility devices	Green
	2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	Green
	2.9.3 Monitoring Road deaths / serious injuries	Green
	2.9.4 Monitoring Lifesaver offences	Green
2.9.5 Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence	Green	

### Priority 3. A Secure Ireland

<b>3.1 Continue to enhance the security of the State, managing all possible threats and challenges</b>	<p><b>3.1.1</b></p> <ul style="list-style-type: none"> <li>• Conducting Intelligence-led operations with our domestic and international partner agencies</li> <li>• Continuing to monitor threats posed by extremists</li> <li>• Identifying, targeting and disrupting terrorist linked activities and support network</li> <li>• Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism</li> </ul> <p>DOJ</p>	Dark Blue
<b>3.2 Enhance our intelligence capacity/capability</b>	<p><b>3.2.1</b></p> <ul style="list-style-type: none"> <li>• Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence</li> </ul> <p>DOJ</p>	Dark Blue

<b>3.3 Collaborate with our partners, contributing to national and international security</b>	<b>3.3.1</b> Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises	Green
	<b>3.3.2</b> Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána	Green

**Priority 4. A Human Rights Foundation**

<b>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</b>	<b>4.1.1</b> Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to COVID-19	Green
	<b>4.1.2</b> Rolling-out human rights training	Green
	<b>4.1.3</b> Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody	Yellow
	<b>4.1.4</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	Grey
	<b>4.1.5</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	Grey
	<b>4.1.6</b> Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	Green
	<b>4.1.7</b> Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
<b>4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation</b>	<b>4.2.1</b> Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	<b>4.2.2</b> Commencing Anti-Corruption Unit activities	Green

## Priority 5. Our People

<b>5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce</b>	<b>5.1.1</b> Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021	Green
	<b>5.1.2</b> Developing a diversity recruitment roadmap	Yellow
<b>5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time</b>	<b>5.2.1</b> Strategic workforce planning	Yellow
	<b>5.2.2</b> Continuing to roll-out the HR Operating Model	Yellow
	<b>5.2.3</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed	Grey
<b>5.3 Prioritise the wellbeing of our people</b>	<b>5.3.1</b> Commencing implementation of the Health and Wellbeing Strategy	Yellow
<b>5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit</b>	<b>5.4.1</b> Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	Red

## Priority 6. Transforming our Service

<b>6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges</b>	<b>6.1.1</b> Roll-out of the Operating Model	Yellow
	<b>6.1.2</b> Enhance our Finance Function	Green
	<b>6.1.3</b> Progressing the enhancement of corporate functions	Blue
	<b>6.1.4</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel that An Garda Síochána is modern and progressive	Grey
<b>6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools</b>	<b>6.2.1</b> Continuing the roll-out of the Digital Strategy	Yellow
	<b>6.2.2</b> Roll-out of the Investigation Management System	Yellow
	<b>6.2.3</b> Roll-out of the Rosters and Duty Management System	Yellow

**Appendix B – Schedule of Expected Vacancies for period to end December 2021**

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2021												<i>Total to end 2021</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
<b>Assistant Commissioner</b>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Chief Superintendent</b>	0	0	0	0	0	2	1	0	0	2	0	0	<b>5</b>
<b>Superintendent</b>	0	0	1	0	1	1	2	1	1	1	1	0	<b>9</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>14</b>

**Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of November 2021**

<i>Data as at the end of November 2021</i>													
Rank	ECF	Position at end of last month - October	Appointed in Month - November	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					
<b>Assistant Commissioner</b>	8	8	0	0	0	0	0	0	0	0	0	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	48*	46	2	0	0	0	0	0	0	0	2	<b>48</b>	<b>0</b>
<b>Superintendent</b>	168	166	5	0	0	0	1	0	0	2	2	<b>168</b>	<b>0</b>
<b>Total</b>	<b>224*</b>	<b>220</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>224</b>	<b>0</b>

\* ECF for Chief Superintendent rank temporarily increased to 48 from 17/11/2021 until 30/03/2022.

## Appendix D - Part 1– Breakdown of Garda Leave – Garda Members

As at 30.11.21	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	1	0.01%	0.01%	17	0.14%	0.20%	0	0.00%	0.00%	0	0.00%	0.00%	16	0.14%	0.19%	19	0.16%	0.23%
	Female	82	0.70%	2.41%	25	0.21%	0.74%	64	0.55%	1.88%	25	0.21%	0.74%	0	0.00%	0.00%	73	0.62%	2.15%
Sergeant	Male	1	0.05%	0.07%	2	0.11%	0.14%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.21%	0.28%
	Female	1	0.05%	0.22%	0	0.00%	0.00%	9	0.48%	2.02%	6	0.32%	1.35%	0	0.00%	0.00%	3	0.16%	0.67%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.01%	0.02%	19	0.13%	0.18%	0	0.00%	0.00%	0	0.00%	0.00%	16	0.11%	0.16%	23	0.16%	0.22%
	Total Female	83	0.58%	2.10%	25	0.18%	0.63%	73	0.51%	1.85%	31	0.22%	0.78%	0	0.00%	0.00%	76	0.53%	1.92%
	Total	85	0.60%		44	0.31%		73	0.51%		31	0.22%		16	0.11%		99	0.69%	

## Appendix D - Part 2– Breakdown of Garda Leave – Garda Members

As at 30.11.21	Gender	SWY	% Garda Member	% by Gender	Carers	% Garda Member	% by Gender
Garda	Male	0	0.00%	0.00%	1	0.01%	0.01%
	Female	1	0.01%	0.03%	5	0.04%	0.15%
Sergeant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	2	0.11%	0.45%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	0	0.00%	0.00%	1	0.01%	0.01%
	Total Female	1	0.01%	0.03%	7	0.05%	0.18%
	Total	1	0.01%		8	0.06%	

## Appendix E - Part 1– Breakdown of Garda Leave – Garda Staff

As at 30.11.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.06%	5	0.26%	1.03%	0	0.00%	0.00%	0	0.00%	0.00%	6	0.31%	1.24 %	1	0.05%	0.07%
	Female	254	12.98%	17.26%	11	0.56%	0.75%	19	0.97%	1.29%	4	0.20%	0.27%	50	2.55%	3.40%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	2	0.27%	1.03%	0	0.00%	0.00%
	Female	37	5.05%	6.88%	8	1.09%	1.49%	5	0.68%	0.93%	3	0.41%	0.56%	20	2.73%	3.72%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.58%	1.52%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.34%	3.81%	2	1.17%	1.90%	1	0.58%	0.95%	1	0.58%	0.95%	5	2.92%	4.76%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.35%	2.27%	0	0.00%	0.00%	0	0.00%	0.00%	2	2.70%	4.55%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	13.33%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	3.45%	28.57%	1	1.72%	14.29%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	50.00%	0	0.00%	0.00%
	Female	1	9.09%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.76%	5.26%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	10	0.29%	1.05%	6	0.18%	0.63%	0	0.00%	0.00%	0	0.00%	0.00%	9	0.26%	0.94%	1	0.00%	0.10%
	Total Female	301	8.85%	12.30%	23	0.68%	0.94%	25	0.73%	1.02%	8	0.24%	0.33%	77	2.26%	3.15%	0	0.00%	0.00%
	Total	311	9.14%		29	0.85%		25	0.73%		8	0.24%		86	2.53%		1	0.03%	

**Appendix E - Part 2– Breakdown of Garda Leave – Garda Staff**

As at 30.11.21	Gender	SWY	% Total Staff	% by Gender	Carers	% Total Staff	% by Gender
CO	Male	1	0.05%	0.21%	0	0.00%	0.00%
	Female	1	0.05%	0.07%	5	0.26%	0.34%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	0.14%	0.19%	1	0.14%	0.19%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	1	0.03%	0.10%	0	0.00%	0.00%
	Total Female	2	0.06%	0.08%	6	0.18%	0.25%
	Total	3	0.09%		6	0.18%	

## Appendix F – 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
<b>Nov 2021</b>	<b>1559</b>	<b>181</b>	<b>135</b>	<b>15</b>	<b>6</b>	<b>1</b>	<b>1,700</b>	<b>197</b>
<b>Oct 2021</b>	1,492	167	130	15	10	2	<b>1,632</b>	<b>184</b>
<b>Sept 2021</b>	1,405	168	117	16	7	1	<b>1,529</b>	<b>185</b>
<b>Aug 2021</b>	1,269	166	85	13	6	1	<b>1,360</b>	<b>180</b>
<b>July 2021</b>	1,424	170	91	12	6	1	<b>1,521</b>	<b>183</b>
<b>Jun 2021</b>	1,372	176	114	12	8	1	<b>1,494</b>	<b>189</b>
<b>May 2021</b>	1,161	163	123	10	6	1	<b>1,290</b>	<b>174</b>
<b>Apr 2021</b>	1,041	168	92	10	6	0	<b>1,139</b>	<b>178</b>
<b>Mar 2021</b>	988	163	82	11	8	0	<b>1,078</b>	<b>174</b>
<b>Feb 2021</b>	904	164	86	11	10	1	<b>1,000</b>	<b>176</b>
<b>Jan 2021</b>	863	160	79	12	9	0	<b>951</b>	<b>172</b>
<b>Dec 2020</b>	1,032	155	83	9	4	0	<b>1,119</b>	<b>164</b>
<b>Nov 2020</b>	1,060	162	77	8	2	0	<b>1,139</b>	<b>170</b>

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Nov 2021</b>	<b>1662</b>	<b>182</b>	<b>146</b>	<b>16</b>	<b>6</b>	<b>1</b>	<b>1,814</b>	<b>199</b>
<b>Oct 2021</b>	1,585	170	139	15	10	2	<b>1,734</b>	<b>187</b>
<b>Sept 2021</b>	1,488	169	119	16	8	1	<b>1,615</b>	<b>186</b>
<b>Aug 2021</b>	1,335	167	88	13	6	1	<b>1,429</b>	<b>181</b>
<b>July 2021</b>	1,518	170	94	12	6	1	<b>1,618</b>	<b>183</b>
<b>Jun 2021</b>	1,451	179	121	12	8	1	<b>1,580</b>	<b>192</b>
<b>May 2021</b>	1,226	163	128	11	6	1	<b>1,360</b>	<b>175</b>
<b>Apr 2021</b>	1,095	171	96	10	6	0	<b>1,197</b>	<b>181</b>

<b>Mar 2021</b>	1,040	163	84	11	9	0	<b>1,133</b>	<b>174</b>
<b>Feb 2021</b>	941	168	89	11	10	1	<b>1,040</b>	<b>180</b>
<b>Jan 2021</b>	904	160	81	12	10	0	<b>995</b>	<b>172</b>
<b>Dec 2020</b>	1,084	157	85	9	4	0	<b>1,173</b>	<b>166</b>
<b>Nov 2020</b>	1,107	162	81	8	2	0	<b>1,190</b>	<b>170</b>

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Nov 2021</b>	<b>13,390</b>	<b>5,059</b>	<b>1,319</b>	<b>451</b>	<b>131</b>	<b>30</b>	<b>14,840</b>	<b>5,540</b>
<b>Oct 2021</b>	13,511	4,828	1,374	465	134	62	<b>15,019</b>	<b>5,355</b>
<b>Sept 2021</b>	11,986.5	4,654.5	1,221.5	446	111.5	30	<b>13,319.5</b>	<b>5,130.5</b>
<b>Aug 2021</b>	12,279.5	4,719	1,091.5	403	86	31	<b>13,457</b>	<b>5,153</b>
<b>July 2021</b>	13,056	4,794.5	1,159.5	346	104	31	<b>14,319.5</b>	<b>5,171.5</b>
<b>Jun 2021</b>	11,038	4,879	1,088.5	312	95.5	30	<b>12,222</b>	<b>5,221</b>
<b>May 2021</b>	9,996	4,526.5	1,235	310.5	72	31	<b>11,303</b>	<b>4,868</b>
<b>Apr 2021</b>	9,011	4,332.5	1,019.5	295	106	0	<b>10,136.5</b>	<b>4,627.5</b>
<b>Mar 2021</b>	9,200	4,662.5	962	317	124.5	0	<b>10,286.5</b>	<b>4,979.5</b>
<b>Feb 2021</b>	8,569.5	4,113	893	281	216	7	<b>9,678.5</b>	<b>4,401</b>
<b>Jan 2021</b>	9,865	4,667	900	281	120	0	<b>10,885</b>	<b>4,948</b>
<b>Dec 2020</b>	10,546	4,449	1,058	279	88	0	<b>11,692</b>	<b>4,728</b>
<b>Nov 2020</b>	10,087.5	4,338	1,004	240	44	0	<b>11,135.5</b>	<b>4,578</b>

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Nov 2021</b>	<b>14,840.00</b>	<b>-179.00</b>	<b>-1.19%</b>
<b>Oct 2021</b>	15,019.00	1,699.50	12.76%
<b>Sept 2021</b>	13,319.50	-137.50	-1.02%
<b>Aug 2021</b>	13,457.00	-862.50	-6.02%
<b>July 2021</b>	14,319.50	2,097.50	17.16%
<b>Jun 2021</b>	12,222.00	919.00	8.13%
<b>May 2021</b>	11,303.00	1166.50	11.51%
<b>Apr 2021</b>	10,136.50	-150.00	-1.46%
<b>Mar 2021</b>	10,286.50	608.00	6.28%
<b>Feb 2021</b>	9,678.50	-1,206.50	-11.08%
<b>Jan 2021</b>	10,885.00	-807.00	-6.90%

Dec 2020	11,692.00	556.50	5.00%
Nov 2020	11,135.50	-964	-7.97%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%

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

Month	No. of Days Absent	LTR
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%
Feb 2021	9,678.50	2.50%
Jan 2021	10,885.00	2.81%
Dec 2020	11,692.00	3.03%
Nov 2020	11,135.50	2.87%

#### Garda Staff - Numbers who availed of sick leave

Date	No.
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
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244

#### Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260

**Garda Staff - Number of days absent**

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%

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

Date	Days Absent	LTR
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%
Feb 2021	3,103.50	3.72%
Jan 2021	3,216.00	3.85%
Dec 2020	3,174.00	3.82%
Nov 2020	2,656.50	3.19%

## 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
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
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549

*Sick leave statistics as recorded on SAMS and reported @ 1.12.2021. 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 – November**

There has been a slight decrease in sick absence days for Garda members and a slight increase for Garda staff this month. Instances and numbers availing of sick absence leave reflect an increase for both Garda members and Garda staff in comparison to the previous month. Comparing November 2021 to November 2020, year on year ordinary illness days have significantly increased for Garda members by 32.27% and for Garda staff by 57.22%. The COVID-19 effect contributes to the variances, however, when compared to 2019 pre-pandemic, sick absence for Garda members shows a significant increase of 8.5% and Garda staff sick absence shows an increase of 29.5%.

Injury on duty sick absence also shows an increase month on month. Comparing November 2021 to November 2020, year on year injury on duty has increased by 21%. When compared to 2019 pre-pandemic sick absence for Garda members, it shows a significant increase of 22.87%. 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 3.45%. Instances of sick absence reflect an increase of 6.42%. Likewise, the number of Garda members availing of sick absence leave month on month displays an increase of 7.07%.

### **Ordinary Illness**

The number of sick absence days, month on month, shows a minimal decrease of 1.19% for Garda members and a 1.77% increase for Garda staff. The instances of sick absence, month on month, show an increase for Garda members at 4.61%, and for Garda staff, the increase can be seen at 11%. 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 4.17% increase and a 10.67% increase for Garda staff.

Since November 2020, we have included 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 5.88% increase from October 2021. However, the number of sick day absences for Garda members in November 2021 was 452 days, which shows a 3.83% decrease from October 2021. 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**

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 who had a positive COVID-19 test.