



An Garda Síochána
Monthly Report to the Policing Authority

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

June 2020

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

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

This report is provided for review in advance of the Policing Authority meeting with the Commissioner on Wednesday, 24 June 2020.

Again this month, an update regarding the National Policing Plan for COVID-19 is outlined at Section 1 and we will keep you advised through our Weekly COVID-19 report and other reports and meetings throughout this period.

Yours sincerely

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

June 2020

Contents

Cover Letter to the Chief Executive	2
Contents.....	3
Message from the Commissioner	4
1. Update on the National Policing Plan for COVID-19.....	5
2. Finance	11
3. Human Resources and People Development (HRPD).....	12
4. Information and Communications Technology (ICT)	15
5. Corporate Communications.....	16
6. Progress update on embedding the Code of Ethics.....	19
7. Implementation of Cultural Change	19
8. Risk Management	19
9. Use of Force	20
10. Crime Trends	21
11. Policing Successes	28
12. Community Engagement and Organisational Initiatives.....	30
Appendix A – Policing Plan 2020 – Performance at a glance, May 2020.....	32
Appendix B – Schedule of Expected Vacancies.....	35
Appendix C - Return to the Policing Authority in relation to numbers and vacancies in the specified ranks.....	36
Appendix D – Breakdown of Leave – Garda Members	37
Appendix E – Breakdown of Leave – Garda Staff.....	38
Appendix F – HR and Trend Data on Sick Leave.....	39

Message from the Commissioner

This report details the continuing work undertaken across An Garda Síochána to support the country's collective effort to reduce the spread of COVID-19. Building on our tradition of policing by consent, An Garda Síochána has maintained the graduated policing response to Engage, Explain, Encourage, and as a last resort, Enforce.

An Garda Síochána has placed a considerable focus on supporting the most vulnerable in our communities with Gardaí assisting those who have been unable to leave their homes while maintaining social distancing.

As outlined in last month's report, I was heartened to see the results of a number of independent surveys showing significant public support for our approach. In addition, our members have received very positive personal messages, letters, e-mails and social media comments. This verifies the positive work Gardaí are doing on a daily basis throughout the country.

I want to thank the Policing Authority and the Chairperson for recent supportive comments on the importance of this work in further cementing the strong bond we have with communities and I look forward to building on this in the months and years ahead.

An Garda Síochána has adapted at a rapid pace to change how we work, and facilitate alternative working arrangements for a large number of personnel to now work remotely. The efficiency and high standard of work maintained by personnel working remotely has ensured that there has been no interruption to the support provided to front line policing.

As well as supporting the COVID-19 Regulations, our work in protecting and supporting communities by preventing and detecting crime has continued. We have had significant seizures of drugs and firearms, arrests for thefts of vehicles and burglaries and we continue to detect road traffic offences, including drink and drug driving. We also have continued to provide support, through Operation 'Faoiseamh' to victims of domestic violence.

The country is in Phase 2 of the Government of Ireland's 'Roadmap for Re-opening Society and Business'. As we progress through the different phases, and amendment of Regulations, An Garda Síochána will maintain its tradition of policing by consent and in close connection with the community.

As I write, we had just received the terrible news of the tragic killing of Detective Garda Colm Horkan in the line of duty. During his 24 years as a member of An Garda Síochána, Detective Garda Horkan worked in the communities he served in with distinction and pride. Detective Garda Horkan was killed while carrying out his lawful duties to protect the local community. Colm's dedication to community service in the best traditions of An Garda Síochána is evident from everyone I have spoken to who knew Colm both within the organisation and in the local community.

My thoughts, and the thoughts of all personnel in An Garda Síochána, are with his family and friends and his colleagues at Castlerea Garda Station and the Detective Unit he served in.

Detective Garda Colm Horkan is the 89th member of An Garda Síochána to be killed in the line of duty. His death is a stark reminder of the significant sacrifices, including the ultimate sacrifice, that Gardaí make to keep people safe.

JA HARRIS
Commissioner

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

An Garda Síochána is continuing to implement a graduated policing response, as required, during the Government's response to COVID-19, which is evolving, to address the current status of the pandemic in Ireland. The Government has introduced the Health (Preservation and Protection and Other Emergency Measures in the Public Interest) Act 2020 which amends the Health Act 1947 and accompanying Regulations to enforce temporary residential and social gathering restrictions to arrest the spread of COVID-19 in Ireland.

The prioritised strategy of An Garda Síochána to support the Government in reducing the impact of COVID-19 is as follows:

- Act to minimise the risk to the public by promoting, through good practice, the advice of the Health Service Executive (HSE). This includes acting in a way to thwart the spread of COVID-19 via social transfer.
- Maximise the safety of the public through engaging, explaining, encouraging and ultimately enforcing the Health Regulations.
- Act to prevent and detect crime, preserve the peace and reduce road traffic collision fatalities and injuries.
- Promote confidence in An Garda Síochána through retaining a close connection with our community, providing accurate and timely information, by supporting, as far as possible, the patterns of daily life with civility and courtesy and by continuing to seek out and respond to those who are vulnerable at this time.

Statutory Instrument Number 181 of 2020, the Health Act 1947 (Section 31A – Temporary Requirements) (COVID-19 Passenger Locator Form) Regulations 2020 were signed by the Minister for Health on 24 May 2020 and came into effect from 28 May 2020. These will cease to have effect at midnight on 18 June 2020.

These Regulations, made under section 31A, Health Act, 1947 (inserted by section 10, Health (Preservation and Protection and other Emergency Measures in the Public Interest) Act, 2020), provide for the imposition of a requirement that international passengers (including Irish citizens) arriving in the State at a port or airport from a place outside the State complete a COVID-19 Passenger Locator Form for the purposes of recording and verifying information regarding their contact details and place of residence for a period of up to 14 days following arrival.

In-line with Phase 2 of the lifting of the Government's restrictions, which commenced on 8 June 2020, under the National Policing Plan, An Garda Síochána is continuing to adopt a graduated policing response in order to ensure compliance by members of the public with Government restrictions and regulations, to reduce the spread of COVID-19 in the community, focusing on Community Engagement and gatherings at public spaces / amenities.

Community Engagement

Community Engagement has been a significant pillar in An Garda Síochána National Policing Plan in place during the Government's advices & Regulations to prevent the spread of COVID-19 in the community. All members of An Garda Síochána have been tasked with providing an enhanced service in order to facilitate engagement with vulnerable individuals and in providing reassurance to communities. Personnel at Divisional level have been specifically tasked to assist with ongoing engagement in local communities, with many Gardaí assisting local volunteers in providing support to

vulnerable and hard-to-reach individuals and groups within community settings. This community engagement is continuing and ongoing, while the restrictions are being lifted, on a phased basis. As part of An Garda Síochána's national response to COVID-19 the Garda National Diversity and Integration Unit (GNDIU) commenced deliberate communications with identified stakeholders within communities, specifically reaching out to isolated individuals and more remote groups / communities in order to provide reassurance, offer assistance and other supports and information. The GNDIU provided support and advices to diverse, ethnic and hard to reach communities, during COVID-19, and this remains ongoing.

Particular attention has also been given to engaging with positive-ageing groups and disability networks, whose members have been predominantly affected by the restrictions imposed during COVID-19, specifically those cocooning. The following is a list of some of the agencies which Community Engagement is currently engaging with:

Strand	Agency / Group
Traveller & Roma	Pavee Point
	Irish Traveller Movement
	Traveller Mediation Service
	Southside Travellers
	Traveller Counselling
	Bray Travellers
	Donegal Travellers
	Exchange House
Religions	Dublin City Interfaith
	Irish Jewish Community
	Islamic Foundation of Ireland
	Islamic Cultural Centre of Ireland
	Islamic Centre of Ireland
	Ahmadiyya Muslim Society
	Hindu
	Sikh Community
Gender / Sexual Orientation	BelongTo
	Dundalk Outcomers
	Outhouse.
	LGBT Ireland
	Dublin Pride
	TENI
Age Specific	Age Friendly Ireland
	SAGE
	Third Age
	Alone
	Age Action
	Age and Opportunity
Disability	Disability Federation of Ireland
	Irish Criminal Justice Disability Network
	Dementia – Understand Together
	AsIAm (Autism & Advocacy Organisation)
	Aware
	Disabled Women Ireland
Enable Ireland	

	Inclusion Ireland
	Irish Wheelchair Association
	New Communities
Race	Partners – Training for Transformation
	Community Action Network
	Sikh Community
	Immigrant Council of Ireland
	Migrant Rights Centre
	NASC – Migrant and refugee rights
	Aikidwa
	Africa Centre
	Cavan Cross Cultural Community
	INAR
	Cairde
	Crosscare Migrant Project
	Irish Refugee Council
	Irish Human Rights and Equality Commission
	MERG - Migrants and Ethnic Minorities for Reproductive Justice
	MASI - Migrants Against Social Injustice

Following international reaction to the death of George Floyd in Minneapolis in May 2020, the GNDIU has engaged with representatives of black and minority ethnic communities and opened lines of communication with diverse groups. This is ongoing and aimed at providing reassurance to community leaders and people at community level.

Update on Operation 'Faioseamh'

As previously advised, in response to an increase in domestic abuse, An Garda Síochána launched Operation Faioseamh to offer support and protection to victims of domestic abuse in these extraordinary times and to ensure all incidents are actively investigated. In undertaking Operation Faioseamh, An Garda Síochána is determined to provide an enhanced level of support, protection and reassurance to victims of domestic abuse during the COVID-19 restrictions and is conscious that incidents of domestic abuse can involve a pattern of escalating violence.

Phase I of Operation Faioseamh commenced on 1 April 2020 and focused on victims of domestic abuse. These victims were contacted by members of An Garda Síochána to ensure their personal safety. It is assessed that this aspect of the operation has proved particularly successful and indications are that it has been welcomed by victims. Feedback received by the Garda National Protective Services Bureau (GNPSB) from relevant non-governmental organisations (NGOs) also indicates a high level of satisfaction by victims of domestic abuse, who have acknowledged experiencing high levels of reassurance resulting from enhanced contact provided by An Garda Síochána, in particular Divisional Protective Service Units.

To date, in the course of Operation Faioseamh, a total of 8,229 contacts or attempts to contact victims have been recorded for domestic abuse incidents which occurred between 1 January and 25 May 2020. (This figure may include more than one attempt to contact a victim). As a result, 'contact made' is now recorded on 4,232 domestic incidents.

Phase II of Operation Faioseamh commenced on 13 May 2020, for a period of 2 weeks, and targeted persistent breaches of Protection, Safety and Barring Orders issued by the Courts under the Domestic

Violence Act, 2018. Prior to commencing this phase of Operation Faoiseamh, the Garda Síochána Analysis Service (GSAS) identified a total of 282 breaches of such Orders which would become statute-barred. In making contact with relevant injured parties, a further 81 breaches of Orders, not previously reported to An Garda Síochána, were reported.

A total of 284 incidents of breaches have been acted upon, as follows:

Description	Incidents
Criminal proceedings commenced	107
Dealt with under the Juvenile Diversion Programme	2
Incident Reviewed by Superintendent / Acting Superintendent - 'No Prosecution' directed	77
Investigation ongoing	86
Incidents marked as 'invalid' as 'no breach of order' occurred	12
Total	284

Update reports are awaited in respect of 79 incidents.

Currently, records indicate a 25% increase in the number of Domestic Abuse incidents on PULSE and recorded by CAD, compared with the same time period in 2019. The call-back rate for Domestic Abuse incidents has increased to over 70% (to Sunday 14 June 2020) from just over 39% for the same period in 2019. Records indicate that, in some cases, call-backs are occurring on the same day as the incident was originally report to Gardaí.

Garda National Economic Crime Bureau

The Garda National Economic Crime Bureau (GNECB) has been proactive in attempting to prevent and detect the threat of fraud relating to the health sector in Ireland and at an EU and wider level arising from the impact of COVID-19.

In March 2020, Europol published a report on how criminals within the EU are exploiting the COVID-19 crisis. The report, based on information received from the EU Member States, advises that criminals have quickly adapted to the health crisis and are expected to continue to exploit the pandemic as states begin to lift their lockdowns and the European Union faces into a severe recession. Europol has warned that con artists are preying on fears of illness by offering fake Personal Protection Equipment (PPE), medicine, COVID-19 tests and even vaccines.

Europol has also warned that when the development of a genuine vaccine is announced "it is expected that counterfeiters and fraudsters will invest heavily in offering ineffective counterfeits of this vaccine especially online via different platforms and on social media".

The World Health Organisation (WHO) recently warned of fraudulent emails sent by criminals posing as the WHO for such purposes. It is also reported that cyber criminals have impersonated the US Centre for Disease Control (CDC) in various criminal activities, including requests for bitcoin donations to fund a fake COVID-19 vaccines and encouraging users to 'click' on a link to see high-risk COVID-19 areas, resulting in the download of keylogger malware.

In circumstances where criminals are actively manipulating the COVID-19 pandemic, An Garda Síochána, through the Garda National Economic Crime Bureau (GNECB), is maintaining close links with Europol, Interpol and other relevant law-enforcement agencies operating at an international level, to

ensure that the organisation participates in an appropriate manner in the international effort to tackle relevant organised crime groups.

Personnel assigned to GNECB have participated in online webinars, organised by Interpol, Europol and the Financial Action Task Force (FATF), which deal with preventing fraud against the health sector, with a view to identifying new trends and typologies in this area. This initiative has proven very beneficial in providing appropriate advice to potential victims of crime, to assist in mitigating against relevant forms of criminality. In particular, the Financial Intelligence Unit (FIU) at GNECB has proactively engaged with relevant stakeholders to ensure that the financial institutions that are providing banking services to the health sector remain vigilant to unusual transactions that may represent fraud.

A Joint Intelligence Group (JIG), involving the FIU and representatives of particular financial institutions operating in the domestic market, meet regularly to discuss relevant emerging trends and typologies, with a view to preventing and detecting money laundering and terrorist related financing.

The FIU is the nominated point of contact for receipt of all Suspicious Transaction Reports (STRs). To identify possible COVID-19 related criminality, GNECB has introduced additional measures to assist in identifying STRs involving frauds associated with the health sector.

Furthermore, GNECB, in conjunction with the Garda Press Office has undertaken a number of crime prevention campaigns, involving the public and the business sector being advised to be wary of possible fraudulent activity linked to the COVID-19 crisis. The GNECB has also provided advice to the public regarding the disclosure of personal information, in response to unsolicited text messages that identify particular individuals as having been in contact with an infected person.

Restrictions imposed on the movement of people, as a consequence of the COVID-19 pandemic, has resulted in a decrease in the occurrence of particular fraud related criminality, which is committed in retail outlets and through sales of products and services in a residential setting by bogus tradesmen.

However, criminals have diverted their focus to cyber-enabled frauds, in particular, fraudulent activity such as smishing / vishing / phishing and activity involving what is described as 'account take-over', on-line shopping, CEO / Invoice re-direct investment, money laundering and abuse of the social welfare payment system, has become particularly frequent as a consequence of the COVID-19 pandemic.

There is evidence of an increase in this type of fraud in 2020, with financial institutions making numerous reports to An Garda Síochána regarding largescale smishing / vishing from their customers' bank accounts. In May 2020, there were 73 reports of smishing / vishing / phishing, which represents an increase of 19% compared to the previous month.

COVID-19 related Fraudulent Claims

GNECB has observed new emerging trends and methods where persons engaged in fraudulent activity are exploiting the circumstances that arise as a consequence of the existence of the COVID-19 pandemic.

In particular, the specific welfare related payments as a consequence of loss of employment arising from the COVID-19 pandemic have led to claims being submitted that involve suspected fraudulent activity, including use of false identity. In some cases, persons allegedly not resident in Ireland, but purport to do so, have made applications, and have received payment, for particular welfare benefits.

In this regard, the Garda National Economic Crime Bureau engages with the Department of Employment Affairs and Social Protection (DEASP) on an ongoing basis, for the purpose of identifying and stopping such suspect payments.

On 7 May 2020, two premises were searched under warrant by personnel from the Garda National Economic Crime Bureau, supported by personnel from the Garda Dog Unit, during which a number of suspected false Identity documents (passports), a sum of cash, a number of mobile SIM cards and a significant volume of documents were seized. A male was arrested on suspicion of involvement in money-laundering related offences and was detained pursuant to the provisions of Section 4, Criminal Justice Act, 1984, as amended. He was subsequently charged with nine offences contrary to the Criminal Justice (Theft and Fraud Offences) Act, 2001 and was brought before the District Court, where he was granted bail.

At a second premises, a second person was arrested on suspicion of an offence contrary to Section 72, Criminal Justice Act, 2006, as amended and was detained pursuant to the provisions of Section 50 Criminal Justice Act, 2007, as amended. The arrested person was subsequently released without charge, pending the submission of an Investigation File to the Law Officers.

During these searches, evidence was adduced, leading to suspicion that six people who were in receipt of a COVID-19 related social welfare payment, were not entitled to the payment. This is being pursued by the Department of Employment Affairs and Social Protection.

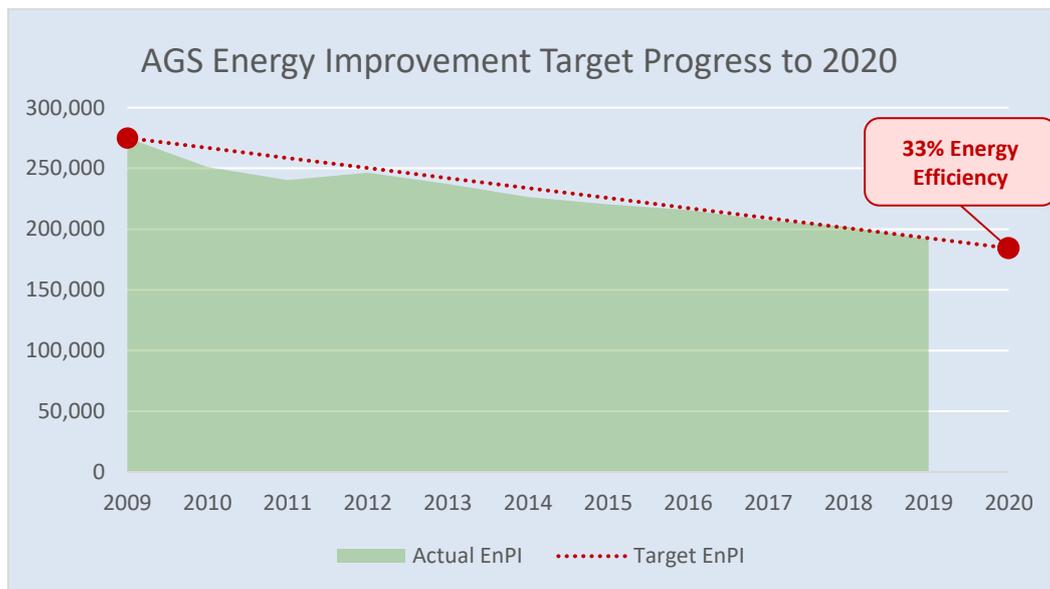
2. Finance

The overall financial position at the end of May 2020 shows a total net expenditure of €710.8m, which is €16.3m less than the profiled spend of €727.1m. The underspend is due to a combination of a capital underspend of €16.8m and additional Appropriations of €7.4m offset by other net current overspends of €7.9m. Due to COVID-19, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. The additional costs relate to the 12 hour roster, the expenditure on ICT to facilitate remote working, increased fleet rental costs and the purchase of PPE and cleaning services. Also, the early attestation of over 300 Garda members, will result in an annual increase in payroll expenditure of €4.5m.

The expenditure on overtime for the year to date (including the Garda College) is €43.2m, which is €4.7m or 12% in excess of the profiled budget. The expenditure on the salaries element in May 2020 was €88.9m, and a year to date spend of €459.4m, which results in a year to date overspend of €4.6m.

Public Sector Energy Reporting Programme

An Garda Síochána has been involved in the Public Sector Energy Reporting Programme since 2011 and has achieved a 30.4% improvement in energy efficiency up to 2019. This is measured against the National Energy Efficiency Action Plan (NEEAP) 33% energy efficiency target by 2020. An Garda Síochána has generated cumulative energy cost savings of €26.2m and some cumulative reduction of 172,256 tonnes in the Organisation's carbon footprint.



3. Human Resources and People Development (HRPD)

- Garda and Staff strengths at 31 May 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- Work continues on resourcing additional and new Garda staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Equality and Public Expenditure and Reform to ensure visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties at 31 May 2020 is 651. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.
- A detailed breakdown of leave rates is outlined at Appendices D and E.

Garda Strengths

Rank	At 31 May 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	47	39	83%	8	17%	47
Superintendent	166	149	90%	17	10%	166
Inspector	379	312	82%	67	18%	379
Sergeant	2,107	1,636	78%	471	22%	2,104.5
Garda	11,990	8,545	71%	3,445	29%	11,938
Total	14,700	10,688	73%	4,012	27%	14,645.5

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	66	30	45%	36	55%
Work-sharing	54.5	1.5	3%	53	97%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	69	N/A	0%	69	100%
Unpaid Maternity Leave	46	N/A	0%	46	100%
Paternity Leave	12	12	100%	N/A	N/A
Available Strength	14,439.5	10,635.5	74%	3,804	26%

Garda Reserve Strengths

Garda Reserves Strength as at 31 May 2020	Total	Male	%	Female	%
	436	327	75%	109	25%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.4	36	60%	24	40%
Administrative **	2,814	2,716.4	739	26%	2,075	74%
Industrial / Non Industrial	393	244.1	119	30%	274	70%
Total	3,267	3,019.9	894	27%	2,373	73%

Of which	Total	Male	%	Female	%
Maternity Leave	19	N/A	0%	19	100%
Unpaid Maternity Leave	16	N/A	0%	16	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
Available Total	3,232	894	28%	2,338	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	339	8	2%	331	98%

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

Career Breaks****	Total	Male	%	Female	%
	27	6	22%	21	78%

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

Garda members reassigned to operational duties as at 31 May 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	1	12	36	49
Total	0.5	10.5	24	98	518	651

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	66	66	30	45%	36	55%
HEO/AO	135	134	55	41%	80	59%
EO	744	734.2	198	27%	546	73%
CO	1,841	1,754.2	440	24%	1,401	76%
Total	2,814	2,716.4	739	26%	2,075	74%

Parental Leave

01.05.2020 – 31.05.2020	Garda Members	Garda Staff
	95	89

Suspensions: Persons suspended from An Garda Síochána as at 17 June 2020

Total	Male	%	Female	%
52	47	90%	5	10%

4. Information and Communications Technology (ICT)

COVID-19: ICT is still experiencing a high number of demands from users in the Organisation as a result of the current COVID-19 pandemic. A total of 4,873 users throughout the Organisation have been provided with additional hardware or software solutions to facilitate remote working. Specific solutions have been delivered to specialist sections to provide backup sites and maintain critical services where remote working is necessitated. Key examples include:

- Backup control centres in each Region including a second operational centre in the DMR.
- An alternative phone system for GISC, with additional hardware to support the taking of calls remotely.
- Dedicated remote PCs to support Finance Officers throughout the Organisation.
- Mobile solutions enabling the ICT Service Desk to continue providing technical support to the Organisation in a remote capacity.

The 'code freeze' on changes to operational ICT systems to ensure systems stability, put in place at the beginning of March, are being incrementally lifted since 2 June 2020, on a phased basis. This will allow changes required to ICT systems to support ongoing business needs and enhancements to commence again.

Frontline Mobility: With the bulk of available new devices deployed throughout the Organisation (1,900 Frontline Devices: Samsung Note10+ and 1,800 Manager Devices: S10/S10e), the Mobility team shifted focus in May 2020 to a number of key tasks that were delayed due to COVID-19 related deployments. These included:

- **Staged deployment of the new version of the Fixed Charge / Penalty Point Notice (FCN) App:**

While versions of this App have been live since mid-2019, significant work has taken place at the backend to allow the system to scale up to large numbers of users. Using a staged deployment model, the Mobility Team has been able to monitor the data quality of FCNs issued and catch any data anomalies while the volumes issued daily remain small. The deployment of the new FCN App to all members of Roads Policing is nearing completion.

- **HSE COVID-19 Tracker Application:**

The HSE has asked An Garda Síochána to test its new COVID-19 Tracker Application on our Mobility devices. On 4 June 2020, Garda members were invited to participate in a large scale technical field test of the App which took place over the following 14 days. As frontline members continue their essential work, they bring an invaluable element to the field test because of their mobility. Garda ICT has access to any data created as part of the Field Test and will communicate statistics to the HSE on completion.

Schengen Information System II (SISII): The SISII project team will complete all mandatory system testing in June but deployment into production is postponed due to disruption caused by the COVID-19 pandemic. The Department of Justice & Equality, on behalf of Ireland, will prepare a new Declaration of Readiness for the EU Commission.

Under the current COVID situation, eu-LISA is prioritising support of the production environment (i.e. their existing live systems) and will review all project planning when capacity allows. Assurances have been given by both An Garda Síochána and eu-LISA that deployment of SIS remains a priority. Scheduling of the deployment date will be agreed between the EU Commission and Department of

Justice & Equality in consultation with An Garda Síochána. The project team continues to progress the plan and eu-LISA continues to support the completion of outstanding tasks. Once technically ready in June, the system will enter a state of readiness while the significant task of deployment planning is progressed in preparation for a confirmed deployment date. At this stage, the indication from eu-LISA is that the earliest deployment date could be scheduled at the end of 2020, subject to their planning review and resource capacity.

PRÜM: Prüm connectivity, in respect of dactyloscopic data¹, is currently live with two member states, Austria and Romania, with Romania going live in March 2020. Testing was due to commence with Poland on 16 March 2020, but this was delayed until 4 May 2020. A formatting issue was found during testing with the resolution currently being worked on. The issue with the Netherlands test system has now been resolved. The issue identified during testing with Portugal has also been resolved. However, the implementation and testing with both countries is currently postponed due to the ongoing work and commitments to the SIS II Project and the impact on resources due to the COVID-19 pandemic.

5. Corporate Communications

Engagements

During May 2020, the Office of Corporate Communications continued to engage with our external and internal audiences to provide key COVID-19 messaging. Content also focused on varied policing activities, which were shared through a range of measures including press releases, interviews, media queries, Crimercall, internal daily updates, and social media posts. Some varied high level communications during the month of May focused on issues such as:

- Drug Seizures: A total of 34 press releases issued on drug seizures with a combined value of over €4.15m for May.
- Garda Remembrance Day: A Facebook Live video and associated posts had a reach of approximately 500k across all of An Garda Síochána's social media channels.
- Road Safety: National Slow Down Day posts had a social media reach of 1.6m.

Launches & Initiatives

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

- Newsbeat, the internal communications newsletter, has been relaunched and is now circulated every Tuesday to all personnel.
- The Office of Corporate Communications highlighted road safety appeals including National Slow Down Day across all media, amid rising road death statistics. These appeals included numerous videos and had a combined social media reach of 1.6m.

Press Office

- Weekly press release issued on key COVID-19 related data, including COVID-19 Regulations and other powers used.
- Approximately 250 press releases were issued by the Press Office and hundreds of press queries were handled during May 2020 on a range of criminal justice issues.

¹ **Dactyloscopy** relies on the analysis and classification of patterns observed in individual fingerprints.

Internal Communications

May 2020 saw the relaunch of Newsbeat, the internal communications newsletter which is now circulated every Tuesday to all personnel. This has been redesigned in an easy-to-read, professional format with engaging content written in plain English. It aims to keep all personnel up-to-date about what's happening in An Garda Síochána.



AN GARDA SÍOCHÁNA
KEEPING PEOPLE SAFE

26th May 2020

What's our policing priority during Phase 1?

As we continue through Phase 1 of the Government's plan to ease public health restrictions, our main focus is to ensure compliance with public health guidelines through community engagement, particularly at parks, beaches and natural beauty spots.

Checkpoints will now be largely focused on roads safety and policing.

1 ENGAGE 2 EXPLAIN 3 ENCOURAGE 4 ENFORCE

You should focus on community engagement. Encourage social distancing, and use the 4 E's (Engage, Explain, Encourage, Enforce) to drive compliance with:

- No more than 4 people together in a group;
- 5km limit for exercise (including golf and other sports & leisure activities);
- No non-essential travel.



The Office of Internal Communications works closely with a range of key stakeholders including the Chief Administrative Officer, Chief Medical Officer and other senior leaders to ensure that important messages are communicated through Newsbeat. This includes updates on operational matters relating to COVID-19, occupational health, and updates on the Operating Model.

Newsbeat now has an average weekly readership of 12,000 personnel, which makes it a very effective way to reach our people with information. This is in line with the Garda Internal Communications Strategy, in which we strive “to reach all personnel with clear and timely messages”.

Corporate Communications

Corporate Communications continued to support An Garda Síochána’s strategy to assist the Government in reducing the impact of COVID-19. Engaging with our continuously growing 1.3m social media followers, we continue to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such as #HoldFirm #InThisTogether. This has included:

- An information video in advance of the partial reopening of Dublin City in conjunction with the Government of Ireland’s Phase 2 of the Roadmap for Re-opening of Society and Business.
- Regular updates via social media at each stage, including Phase 1 and 2 of reopening.

We also highlighted the continued efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries through:

- Raising awareness on the help and supports available to victims of domestic abuse including Operation Faoiseamh.
- National Slow Down Day (22-23 May 2020) public awareness campaign, which included a video appeal to all road users to #SlowDown and #ArriveAlive shared on social media in advance. Speed checks conducted and detections were shared on social media throughout the day.
- Joint road safety operation with the RSA and video appeals to the public to take extra care on the roads.
- Crimerecall feature shared on social media highlighting agricultural vehicles on roads in summer.
- Raising awareness on emerging scams, including the Revenue phishing scam, and advice.
- Episode one of a new video series was shared, highlighting the work of the Garda Mounted Unit.
- Facebook Live on Garda Memorial Day for all those who could not attend the commemoration ceremony for deceased members of An Garda Síochána who gave their lives in the line of duty.
- Sharing bicycle security and crime prevention tips.

It was also important to retain a close connection with our community, providing accurate and timely information. To do this we shared examples of Gardaí supporting and continuing to seek out and respond to those who are vulnerable at this time. This included:

- Partnering with ‘Healthy Ireland’ to produce a video with advice on staying safe at home.
- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies. #HereToHelp

6. Progress update on embedding the Code of Ethics

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

Owing to COVID-19, no workshops have been conducted since March 2020. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the Organisation. This has included mobility and promotion. A plan for the continued embedding of the Code of Ethics in 2020 has been developed and it is intended to proceed with the communications related activities, however, some aspects will be affected by the cancellation of all training activity.

The Garda Ethics and Culture Bureau has conducted a comparison between the CPD Garda College records and personnel lists. Contact is being made with Regions and Divisions to liaise with personnel who have not participated in workshops or signed the ethics declaration. The Code of Ethics Strategy was published to the Organisation on 21 May 2020.

Garda Decision Making Model

The Garda Ethics and Culture Bureau has submitted content for inclusion in the Garda Decision Making Model eLearning training to the Garda College.

7. Implementation of Cultural Change

The 12 Staff Cultural Initiatives remain ongoing throughout the Organisation. Statistical data on each of the 12 initiatives is collated and a desktop review is currently being undertaken.

On 19 May 2020, the first in a series of Newsbeat articles was disseminated to the Organisation. The article highlighted a number of significant changes that have been introduced since the publication of the Cultural Audit. The metrics relating to readership were very positive and anecdotal feedback indicates that the content resonated with personnel across the Organisation.

8. Risk Management

Due to COVID-19, it has been necessary to put a number of support services carried out by the Garda Risk Management Unit on hold. This has included Support Staff Briefings, Development Programmes, Quality Assurance Meetings etc. However, support for all risk management stakeholders continues over the telephone, via email and via teleconferencing. A Risk and Policy Governance Board meeting took place on 16 June 2020 with all board members attending via video-link.

A thorough review of all corporate risks has been completed and as a result, seven risks have been de-escalated. One additional risk has been added and there are now 11 risks on An Garda Síochána's Corporate Risk Register. As mentioned in last month's report, A 'Review of the Risk Management Framework' is being undertaken as an initiative under 'A Policing Service for the Future' by external agency 'Mazars'. A draft report has been developed by Mazars, following their 'Review of Risk Management'. A meeting will be held in the coming days between the Garda Risk Management Unit and Mazars, following which, the final report will be published. It is anticipated that the implementation of the review recommendations will be ongoing until the end of Q4, 2020.

Compliance rates for Q1, 2020 are currently being collated, however, compliance rates from Divisions and Regions remained consistently high throughout 2019, averaging 93%.

9. Use of Force

An Garda Síochána conducted a comparison of a further two data sets of use of force statistics. Data for April and May 2020 has been compiled by Internal Affairs Section using the newly developed system whereby IAS has written a script to capture data contained on the PULSE narrative regarding use of force. The following points of interest have been noted:

- The total uses of force have increased from 100 in April 2020 to 128 in May 2020.
- Baton uses have increased from 23 in April 2020 to 32 in May 2020. The use of Incapacitant Spray has risen from 73 discharges in April 2020 to 89 in May 2020. The use of Taser has increased from 2 uses in April 2020 to 4 uses in May 2020. The use of Firearms has increased with two discharges of the 40mm Launcher in April 2020 and a discharge of a firearm and two discharges of the 40mm Launcher in May 2020.
- There is a noticeable drop in the number of Public Order Offences that had an element of force use. In April 2020, Public Order Offences accounted for 65% of all incidents in which force was used. That figure has dropped to 54% in May 2020.
- The DMR South Central Division is traditionally the Division which records the most use of force incidents. In April 2020, the DMR South Central accounted for 15% of all use of force incidents; that figure has dropped to 12% in May 2020.
The DMR West has seen a sharp increase in the amount of Use of Force Incidents. In April 2020, the DMR West accounted for 2% of all use of force Incidents. In May 2020, the DMR West has increased to 11% bringing it almost in line with the DMR South Central. The other Divisions in the country remained steady with no noticeable increases or decreases.
- Regarding the times of day during which force was used, there has been a slight increase in the time period 3am to 6am from 7% in April to 11% in May 2020.
- With respect to the days force was used, we see an increase on Sunday. In April 2020, Sunday accounted for 11% of use of force incidents. In May 2020, that figure has risen to 21%.
- Despite the increase in the number of Domestic related calls that members of An Garda Síochána are attending, we do not see any drastic increase in uses of force in Domestic Related Incidents. In April 2020, Domestic Incidents accounted for 2% of all incidents in which force was used. In May 2020, that figure has risen to 3%.
- Males accounted for 89% of all persons subject to force in May 2020, with females accounting for 10%. The discrepancy of 1% is due to the fact that animals were subject to Garda force during a number of incidents, with Garda members reporting using force on dogs in approximately three incidents.

Complete reports have been forwarded separately to the Policing Authority.

10. Crime Trends

National Overview

Long term trends in **Property Crime** and **Burglary** plateaued in 2019 following a sustained period of reduction from 2015 – 2018. This reduction has started to resume in 2020, largely due to the COVID-19 pandemic. **Crimes against the Person** and **Sexual Offences**, for which continuous upward trends had been observed in recent years have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019. **Criminal Damage** which had stabilised in 2019 has resumed a gradual decrease that was observed from 2015 – 2018.

In all Crime Trend charts to follow, the three-year average line represents the sum of incidents for the previous three years, divided by the total number of months (36) to arrive at the average. **It is important to note that crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.**

COVID-19

Since 24 March 2020, Government measures to inhibit the transmission of Coronavirus have been in place, including ceased operation of all non-essential services and prohibition of all non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since March 2020. April and May 2020 were complete months of COVID-19 restrictions and this allows for comparison with last year and an approximation of the impact that COVID-19 has had on various types of crime. Comparisons of April/May 2020 with April/May 2019 are provided to follow.

Data Quality Assurance

The Chief Information Officer, along with the Garda Síochána Analysis Service (GSAS) and Garda Information Services Centre (GISC) management, continue to hold informal and scheduled meetings with the Central Statistics Office (CSO) on data matters. This includes topics such as the recording of ethnicity and gender. A meeting was held on 19 May 2020 and most recently on 16 June 2020. An Garda Síochána published provisional crime data for the period March – May 2020 on 12 June 2020, as part of the plan to improve the frequency and level of data reporting. This is in addition to the weekly reporting of COVID-19 policing data. The three priority data quality actions discussed with Policing Authority staff on 5 March 2020 are still in progress:

1. The external publication of crime recording rules is delayed due to COVID-19 prioritised work. The revised date for publication is 30 July, but earlier if possible.
2. Eircode capture is being implemented in PULSE 7.6 (currently scheduled for September 2020 but may be delayed with COVID-19 disruption. PULSE 7.5.1 was delayed by approximately 6 weeks). Eircode matching of existing addresses will also commence once project management resource allocation allows.
3. The PULSE data review process operating by GISC and essential to maintaining quality continues to function well and has been an essential enabler in the production of weekly data publications summarising COVID-19 operations. It is still intended to organise a formal (external) assessment of the data quality review process when conditions allow for face-to-face meetings.

Chart 1: Total Property Crime - 5 Year Trend

Property Crime had been trending downwards since the end of 2015. This trend flattened out in 2019 but has taken a further downward turn in 2020. Levels are down 9.2% in the 12 months to May 2020 as compared with the 12 months prior to this. COVID-19 has resulted in the closure of a lot of business premises and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. When April/May 2020 is compared with April/May 2019, there has been a reduction in Property Crime of 47.5%.

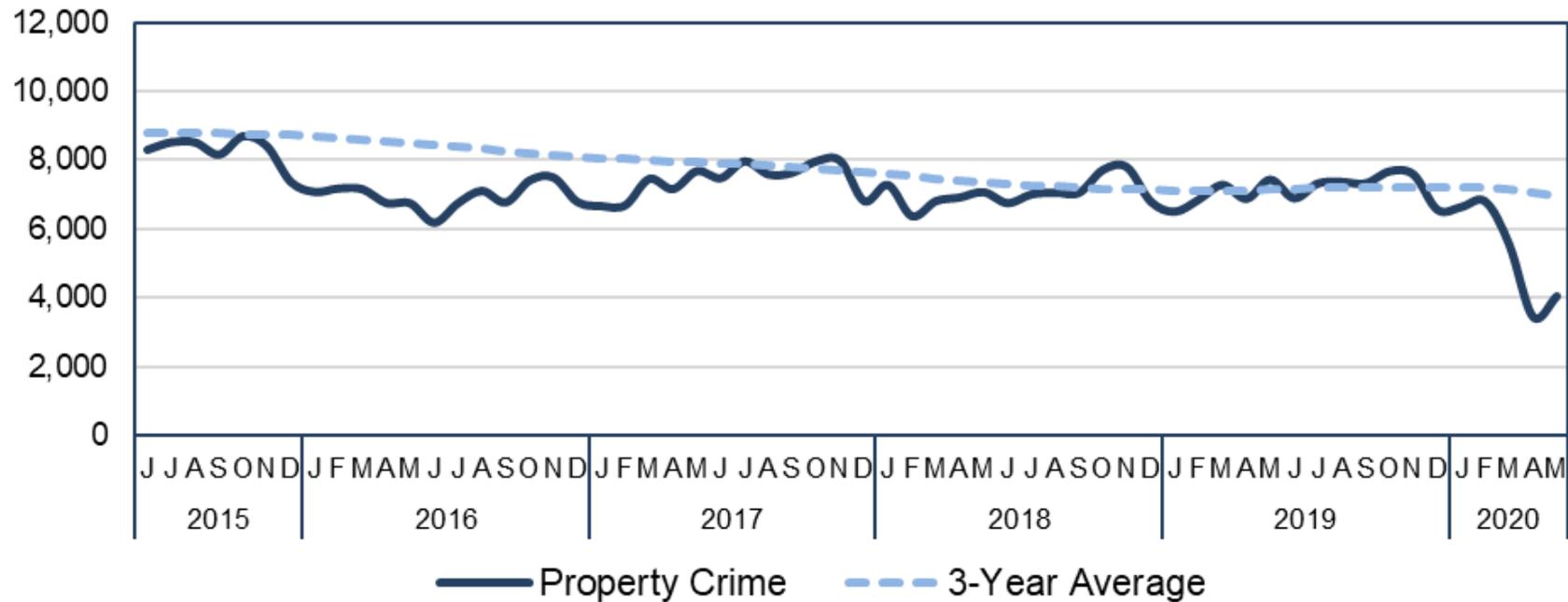


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was down 7% and burglary occurring elsewhere down 15.3% in the 12 months to May 2020. When compared with April/May 2019, residential burglary has decreased by 56% and burglary elsewhere has decreased by 53.2%.

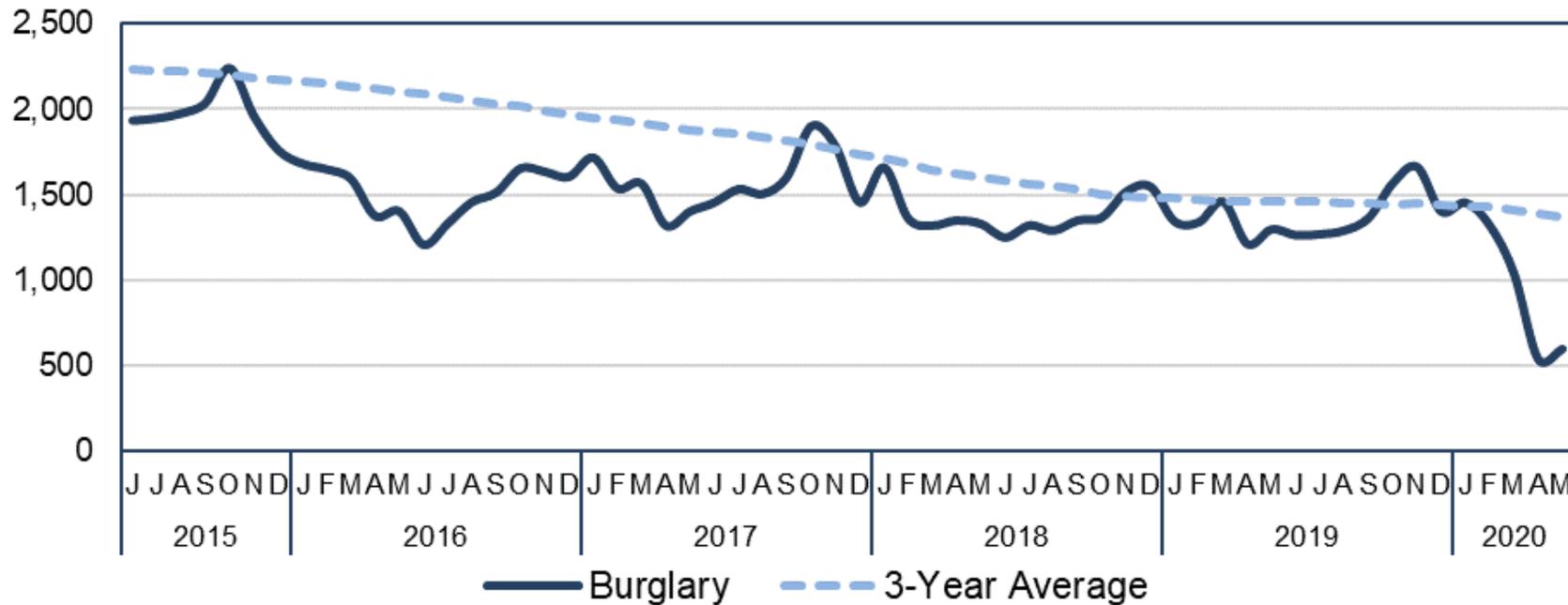


Chart 1: Crimes against the Person - 5 Year Trend

Crimes against the Person are starting to plateau following a gradual rise over the past 3 years. In the year to May 2020, there was a decrease of 3.8%. Although an increase of 16% was observed from April to May, there has been an overall decrease during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April/May 2020, Crimes against the Person were 22.8% lower than those reported in April/May 2019.

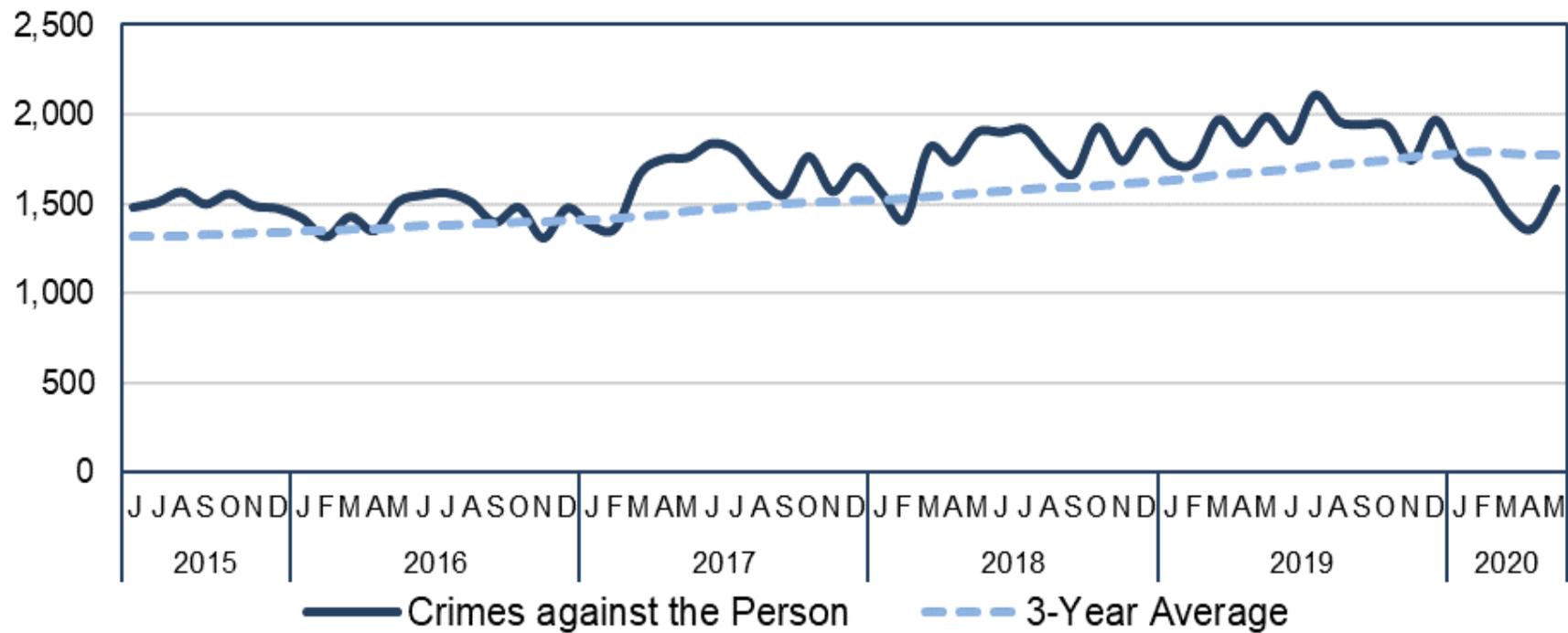


Chart 2: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015. However, the rate of increase has been slowing over the last 8 months and sexual offences are down 15.2% in the 12 months to May 2020. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. However, given the upward trend in Crimes against the Person in recent years, it cannot be precluded that there has been an increase in the number of sexual crimes occurring (in recent years). In April/May 2020, reported Sexual Offences were 41.2% lower than in April/May 2019. However, given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

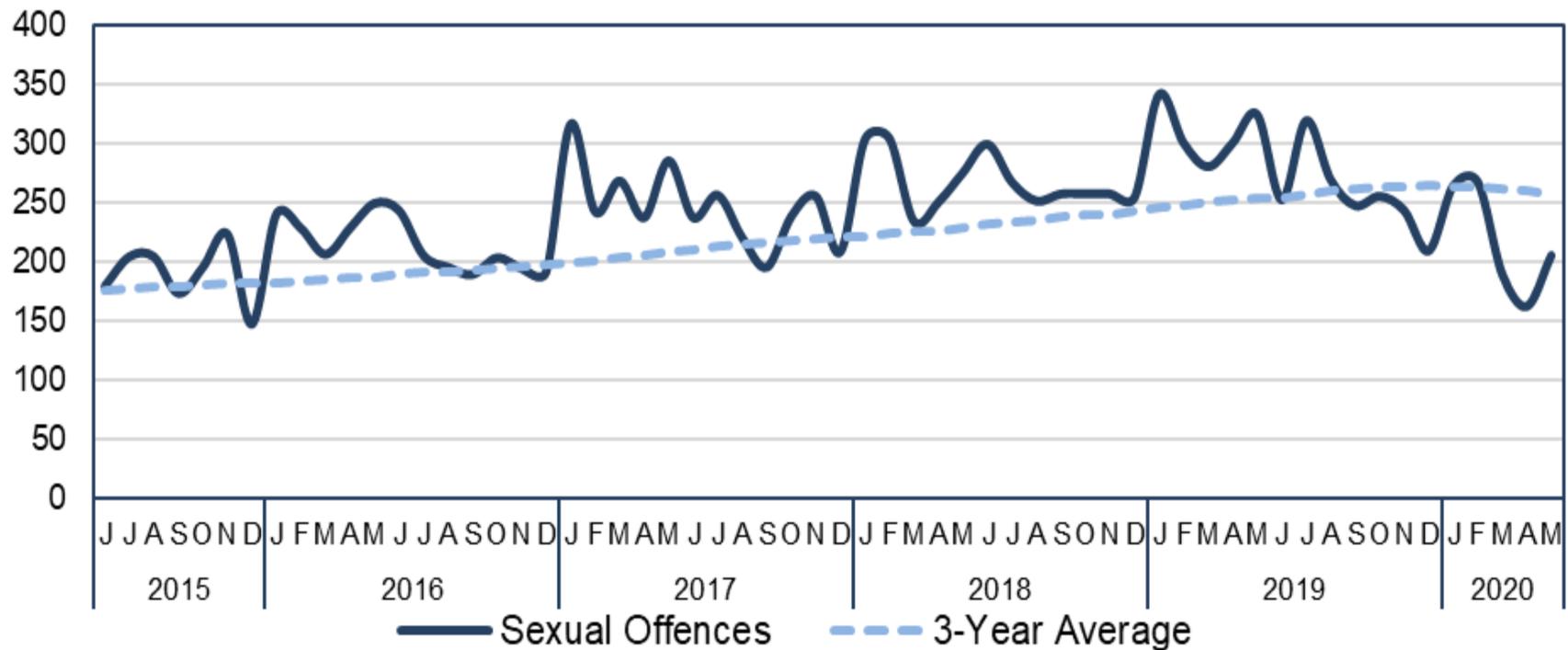


Chart 3: Total Criminal Damage - 5 Year Trend

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 6.5% in the 12 months to April 2020, as compared with the 12 months prior to this. In April/May 2020, there were 22.6% fewer reported Criminal Damage incidents compared to April/May 2019.

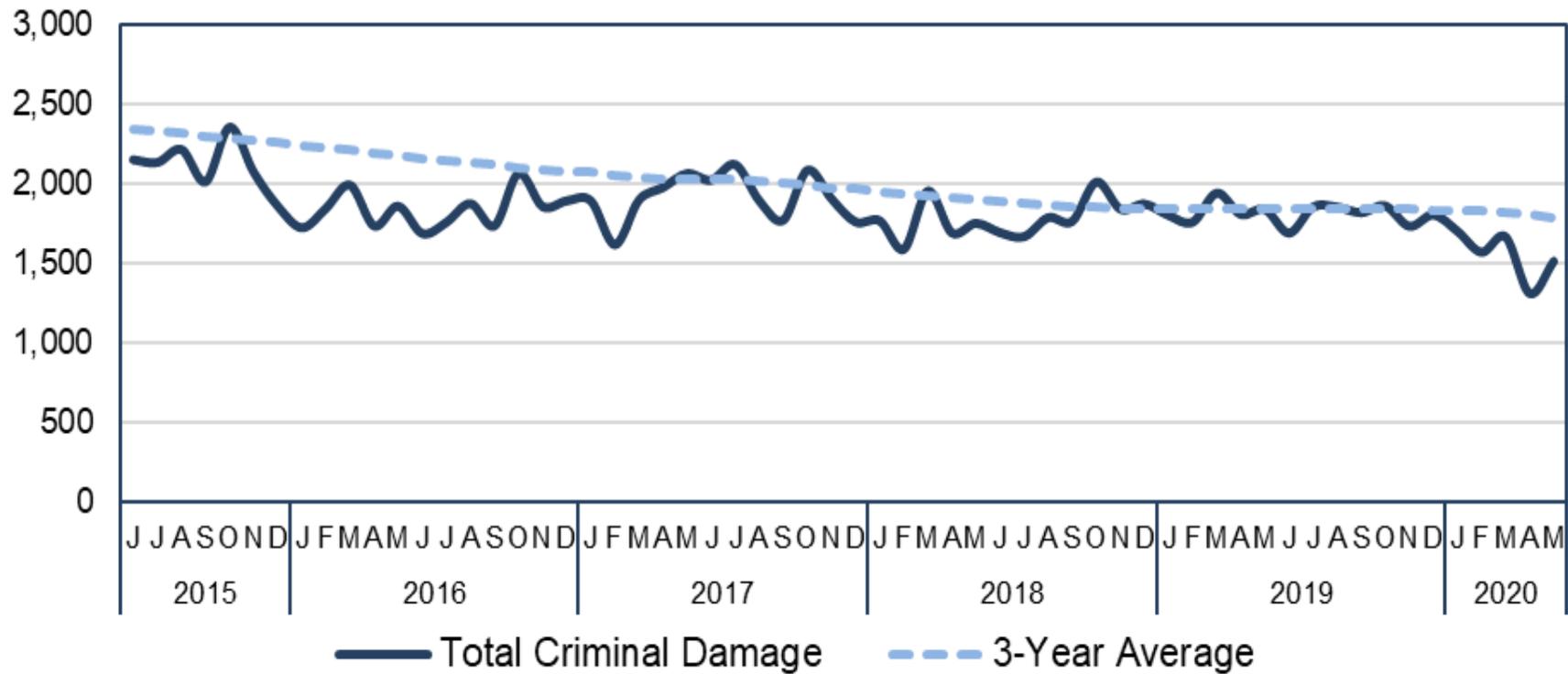
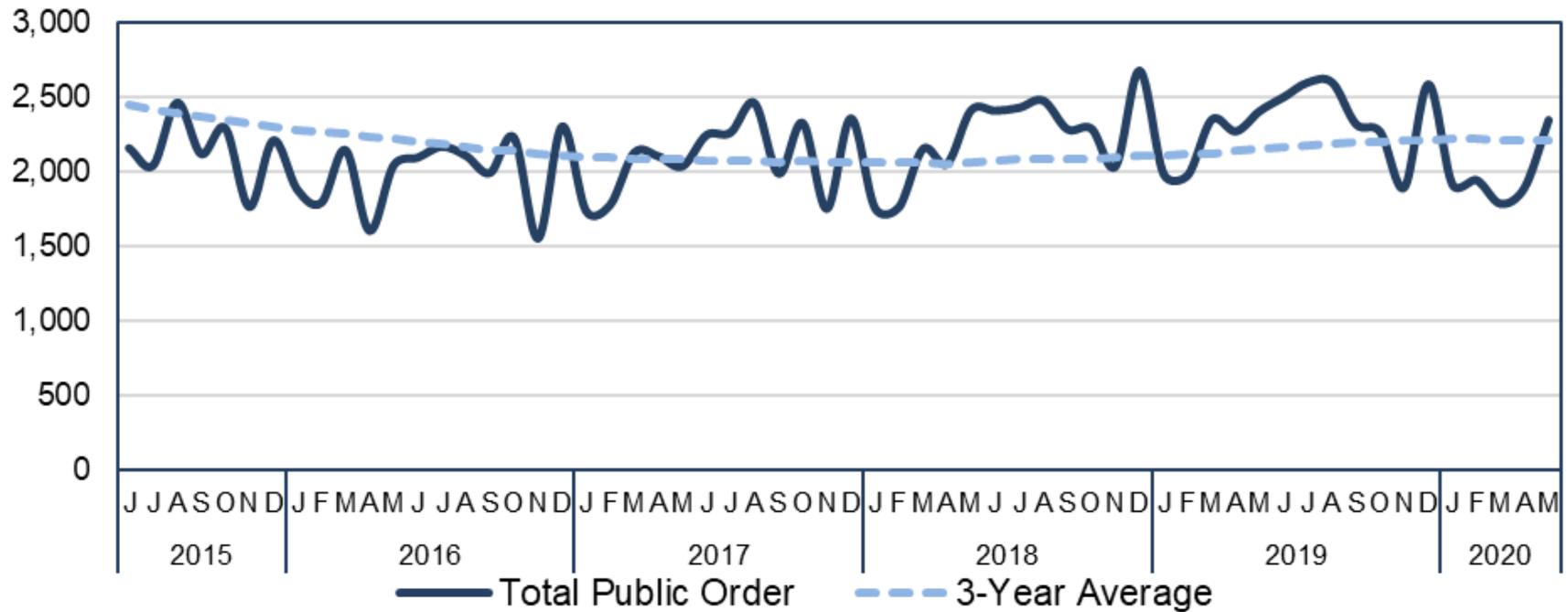


Chart 4: Total Public Order - 5 Year Trend

Public Order incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 3.4% in the 12 months to May 2020. Public order offences tend to spike in December and increase gradually throughout the year into summer. This year has seen a partial disruption of this pattern, with levels having remained around the January low through into April. However, an increase of 25% from April to May 2020, indicates a restoration of the normal seasonal pattern and in an indication that public order offences may be less affected by COVID-19 than other crime types. Public order in April/May 2020 is down 9.3% when compared with the same period last year.



11. Policing Successes

Throughout May 2020, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Organised and Serious Crime, Garda National Crime and Security Intelligence Service, Roads Policing & Community Engagement. These included the incidents set out to follow:

In counties Carlow, Louth, Tipperary, Longford, Meath, Galway and Dublin, searches conducted at Road Traffic Enforcement checkpoints, with follow-up searches at a number of residential properties, resulted in the seizure of drugs including Cocaine, Cannabis and Cannabis plants worth an estimated €376,000, over €25,000 in cash, including Sterling and other drug-related paraphernalia. A handgun and ammunition were also recovered. These searches resulted in several arrests with charges proffered in respect of drug related offences. Investigations remain ongoing.

In the course of a murder investigation, personnel attached to the Serious Crime Review Team (SCRT) at the Garda National Bureau of Criminal Investigation (GNBCI), assisted by local Garda members, arrested a male on suspicion of involvement in the offence of participating or contributing in activity with the intention of enhancing the capability of a criminal organisation, contrary to the provisions of Section 72, Criminal Justice Act, 2006, as amended. The male was detained at Ashbourne Garda Station, pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007. On 3 May 2020, directions were received from the Director of Public Prosecutions to charge the prisoner with firearm offences, contrary to the provisions of Section 27(a)(1), Firearms Act, 1964, as substituted by Section 59, Criminal Justice Act, 2006, as amended by Section 38, Criminal Justice Act, 2007. On 3 May 2020, the prisoner was brought before Dundalk District Court, where he was remanded in custody.

On 11 May 2020, in the course of ongoing investigations into serious and organised criminal activity in the Eastern and North Western Regions, Cocaine and prescription drugs worth over €1.1m, in excess of €600k in cash and luxury items of jewellery were seized. Members from the Garda National Drugs & Organised Crime Bureau (GNDOCB) intercepted three vehicles in Louth. Three suspects were arrested on suspicion of offences contrary to Section 72, Criminal Justice Act, 2006, as amended. A number of follow-up searches were undertaken in Dublin, Meath and Wexford. All three prisoners were charged in respect of offences relating to alleged money-laundering and were remanded in custody by the Courts.

On 20 May 2020, as part of an intelligence-led investigation, a motor vehicle was intercepted in Co. Kilkenny, resulting in the recovery of a firearm and 40 rounds of ammunition. Three occupants were arrested and detained pursuant to the provisions of Section 30, Offences Against the State Act 1939/98. Follow-up searches were conducted in Wexford and Waterford, resulting in the seizure of a large sum of cash and a quantity of suspected Cocaine, worth an estimated €35k. Two prisoners were subsequently charged with offences contrary to Section 27(a) Firearms Act 1964 as amended and the remaining prisoner was released without charge. An Investigation File will be submitted to the Law Officers.

On 26 May 2020, in the course of an investigation targeting serious and organised crime related activity in Dublin, members from the Garda National Drugs and Organised Crime Bureau (GNDOCB) intercepted a vehicle in Dublin 9. A significant quantity of cash was recovered. In follow-up searches, conducted in Dublin and Meath, other cash in various currencies, was found and seized. A total of nearly €900,000 in cash (comprising Euro, Sterling, US Dollars, Ukrainian Hryvnia and Romani Lei) and drugs, suspected Cocaine and Ecstasy, worth an estimated €30k were seized. Three males were arrested pursuant to the provisions of Section 72, Criminal Justice Act, 2006 and Section 15 Misuse of

Drugs Act 1977/84 and were detained at Ballymun, Raheny and Clontarf Garda Stations. Two prisoners were subsequently charged with offences, contrary to the provisions of Section 7, Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010. The remaining prisoner was charged with drug trafficking offences.

On 28 May 2020, as part of an ongoing investigation into the sale and supply of drugs in the Mayo Garda Division, Gardaí from the Division accompanied by the Regional ASU and the Garda Dog Unit executed search warrants at eight properties in Co. Mayo. During the searches, a growhouse was discovered with drugs, including suspected Cocaine, Cannabis Plants and Herb, worth an estimated €333k, prescription medication and a small amount of ammunition were seized. One male was arrested and detained at Ballina Garda Station, where he was subsequently charged with offences contrary to Sections 3 & 15 Misuse of Drugs Act 1977/84 and is currently before the Courts. A female, also arrested during the course of searches, was released without charge.

Also on 28 May 2020, a search warrant was executed at a residential property in Kill, Co. Kildare, during which a quantity of suspected Cocaine, worth approximately €280k was seized. Two males were arrested and were subsequently charged with offences contrary to the Misuse of Drugs Act 1977/84, with one prisoner remanded in custody, while the other was granted bail by the Courts.

Other Operations

On 9 May 2020, under the auspices of 'Operation Quest', and in conjunction with relevant NGOs, a safeguarding message, in a number of languages, was issued on social media by An Garda Síochána (GNPSB) to persons advertising the sale of sex on social media. Positive feedback was received from recipients, who voiced their appreciation to An Garda Síochána for engaging with those involved in the sex industry and expressing concern for their welfare and well-being, especially during the current COVID-19 restrictions.

The Garda National Immigration Bureau (GNIB) at Dublin Airport continues to liaise with the Special Investigation Unit at the Department of Employment Affairs and Social Protection, which has, to date, resulted in substantial savings in respect of the payment of COVID-19 allowance and other DEASP Allowances to individuals who have left the jurisdiction and would no longer be entitled to such a payment. Immigration Officers are continuing to implement the graduated Policing Response in engaging with persons arriving in this jurisdiction at the specified ports since the commencement of the Health Act 1947 (Section 31A - Temporary Restrictions) (COVID-19) (Passenger Locator Form) Regulations, 2020 on 28 May 2020. Specifically at Dublin Airport, GNIB personnel are liaising with the Border Management Unit (BMU) in ensuring compliance with the provisions of the Regulations which are due to expire at midnight on 18 June 2020. An Garda Síochána will continue to monitor developments in this regard, concerning the amendment of or commencement of further Regulations.

During the month of May 2020, the Criminal Assets Bureau, assisted by local Gardaí and supported by ASU, conducted searches in counties Dublin and Meath targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs. Two motor vehicles, designer jewellery and watches, electronic storage devices and financial documentation were seized. Also during May 2020, the Criminal Assets Bureau secured Orders, pursuant to Section 2, Proceeds of Crime Act 1996, as amended, over nearly €63,000 in cash and a designer watch.

12. Community Engagement and Organisational Initiatives

Commemoration Ceremony for members An Garda Síochána

On Saturday 16 May 2020, An Garda Síochána gathered at the Garda Memorial Garden at Dublin Castle to remember our colleagues who made the ultimate sacrifice. This is a day where we honour their memories and commemorate their courage and service. It is a vital reminder to us all and the wider public of the qualities required to be a member of An Garda Síochána and the role that An Garda Síochána plays in society. We remember the Gardaí who gave their lives to help build and sustain that trust, and by doing so made this country a safer place. That is their great legacy to us.



National Slow Down Day

An Garda Síochána conducted a national speed enforcement operation, "Slow Down", supported by the Road Safety Authority (RSA) and other stakeholders, for a 24 hour period from 7am on Friday 22 May to 7am on Saturday 23 May 2020. The aim of "Slow Down day" is to remind drivers of the dangers of speeding, to increase compliance with speed limits and act as a deterrent to driving at excessive or inappropriate speed. The overall objective is to reduce the number of speed related collisions, save lives and reduce injuries on our roads.

In terms of road safety, 2019 saw 141 deaths recorded on our roads. We can never be complacent about road safety. Excessive and inappropriate speed is a major contributory factor in road traffic collisions. The higher the speed, the greater the likelihood is of a collision happening and the more severe the outcome of that collision. As a general rule, a 1% reduction in average speed will bring about a 4% reduction in fatal collisions, and this is why reducing motorists' speed is essential to improving road safety.

The operation consisted of high visibility speed enforcement in 1322 speed enforcement zones. The message was also delivered through various media channels to remind people of the potential impact on families and communities of speeding. Government Departments, Local Authorities, public and private sector fleet operators were invited to participate in the initiative by circulating employees with the key message to "Slow Down" and, whether driving for business or private purposes, to always drive within the speed limit and at a speed appropriate to the prevailing conditions.

In total, An Garda Síochána and GoSafe checked 126,001 vehicles and detected 1,072 vehicles travelling in excess of the applicable speed limit. At the conclusion of this operation, An Garda Síochána, GoSafe and the Road Safety Authority continue to remind motorists of the dangers of speeding and urge all drivers to Slow Down, drive carefully and always abide by the speed limits.



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

Priority 1. Community Policing

1	Community Policing Framework	Yellow	7	Community Policing Reserves	Green
2	Community Policing Training Phase I	Green	8	Diversity & Integration Feedback	Green
3	Community Policing Training Phase II	Green	9	National Drug Strategy	Green
4	Community Policing Mapping	Green	10	Community Partnerships	Green
5	Community Police Allocation	Yellow	11	Divisional Public Attitude Surveys	Yellow
6	Diversity & Integration Implementation	Green			

Priority 2. Protecting People

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

Priority 3. A Secure Ireland

47	Domestic & International Operations		54	International Engagement	
48	Monitoring Extremist Threats		55	Europol & Interpol Operations	
49	Terrorist Activities & Network Disruption		56	Europol & Interpol Engagement	
50	Security Service Training		57	Major Emergency Response	Green
51	Targeting Terrorist Finance		58	CBRN Response Capabilities	Green
52	Security & Intelligence Operating Model	Green	59	MEM Training	Red
53	Security & Intelligence Enhancements	Green			

Priority 4. A Human Rights Foundation

60	Human Rights Strategy	Green	63	Embedding Code of Ethics	Green
61	Recording Use of Force	Green	64	Human Rights Training	Yellow
62	Reporting Use of Force	Green	65	Human Rights Policy Reviews	Red

Priority 5. Our People – Our Greatest Resource

66	Garda Staff Training	Yellow	78	Workforce Plan	Green
67	Garda Probationer Monitoring	Red	79	Redeployment Strategy	Green
68	Garda Probationer Training	Yellow	80	Garda Redeployments	Yellow
69	Garda Staff Induction Training	Yellow	81	Enhanced Promotion Processes	Yellow
70	Learning & Development Director	Red	82	Diversifying Recruitment	Yellow
71	Learning & Development Strategy	Red	83	Irish Language Recommendations	Green
72	Learning & Development Reporting	Green	84	Divesting Non-Core Duties	Green
73	Electronic Training Management System	Green	85	Senior Leadership Training	Yellow
74	New Uniform Procurement	Green	86	Industrial Relations Structures	Green
75	Property & Exhibit Management System eLearning	Green	87	Addressing the Cultural Audit	Green
76	a) Gardaí/ b) Staff Recruitment	Yellow Yellow	88	Cultural Audit	Green
77	Human Resources Operating Model	Green	89	Staff Cultural Engagement	Green

90	Innovation Programme	Green	95	Discipline Regulation Statutes	Green
91	PALF Usage Review	Yellow	96	Anti-Corruption Unit	Yellow
92	PALF Usage	Yellow	97	Health & Wellbeing Strategy	Red
93	Performance Management for Garda Staff	Yellow	98	Post-traumatic Incident Support	Red
94	Frontline Policing Recognition	Yellow			

Priority 6. Transforming our Service

99	Revised Rostering	Yellow	107	Portal Upgrade Plan	Green
100	New Procurement Processes	Green	108	Data Quality Assurance Plan	Yellow
101	Implement Operating Model	Green	109	Core Technology Platforms Review	Green
102	Costed Policing Plans	Yellow	110	Criminal Justice Hub	Green
103	Corporate Governance Framework Review	Green	111	Mobility Evaluation	Green
104	Performance & Accountability Framework	Green	112	Enterprise Content Management Deployment	Yellow
105	Risk Management Framework Review	Yellow	113	Computer Aided Dispatch Procurement	Green
106	Internal Communications Strategy	Green	114	Roster Duty Management System Roll-Out	Yellow

Appendix B

Schedule of Expected Vacancies

Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3	1			10
Superintendent		1	1	7		1	7	1	15	1			34
Total	0	2	2	8	0	1	12	1	18	2	0	0	46

Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	8	1								1	9	0
Chief Superintendent	47	46	1								1	47	0
Superintendent	168	166	1							1	0	166	2
Total	224	220	3	0	0	0	0	0	0	1	2	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 31.05.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	27	0.23%	0.32%							12	0.10%	0.14%	13	0.11%	0.15%
	Female	102	0.85%	2.96%	33	0.28%	0.96%	58	0.68%	1.68%	37	1.07%	1.30%				75	0.63%	2.18%
Sergeant	Male	1	0.05%	0.06%	3	0.14%	0.18%							1	0.05%	0.06%	3	0.14%	0.18%
	Female	4	0.19%	0.85%	3	0.14%	0.64%	9	0.43%	1.91%	8	0.38%	1.70%				4	0.19%	0.85%
Inspector	Male																		
	Female										1	0.26%	0.02%						
Superintendent	Male																		
	Female							2	1.20%	11.76%									
	Total Male	3	0.02%	0.03%	30	0.20%	0.28%							13	0.09%	0.12%	16	0.11%	0.15%
	Total Female	106	0.72%	2.64%	36	0.24%	0.90%	69	0.47%	1.72%	46	0.31%	1.15%				79	0.54%	1.97%
	Total	109	0.74%		66	0.45%		69	0.47%		46	0.31%		13	0.09%		95	0.65%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.05.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.43%	1.82%	4	0.22%	0.91%										7	0.38%	1.59%
	Female	279	15.15%	19.91%	15	0.81%	1.07%	9	0.49%	0.64%	8	0.43%	0.57%				56	3.04%	12.73%
EO	Male																2	1.56%	3.85%
	Female	44	34.38%	57.89%	4	3.13%	5.26%	6	4.69%	7.89%	8	6.25%	10.53%				9	7.03%	11.84%
HEO	Male				2	3.03%	6.67%										2	3.03%	6.67%
	Female	5	7.58%	13.89%	1			2	3.03%	5.56%							8	12.12%	22.22%
AP	Male																		
	Female																5	7.58%	16.67%
Chef de Partie	Male																		
	Female																		
Teacher	Male																		
	Female	2	11.76%	22.22%															
Cleaner	Male																		
	Female	3	1.27%	1.33%	1	0.42%	0.44%	2	0.84%	0.89%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.89%	6	0.18%	0.67%										11	0.34%	1.23%
	Total Female	334	10.22%	14.08%	21	0.64%	0.84%	19	0.58%	0.80%	16	0.49%	0.67%				78	2.39%	3.29%
	Total	342	10.47%		27	0.83%		19	0.58%		16	0.49%					89	2.72%	

Appendix F – HR and Trend Data on Sick Leave

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
June 2019	1331	153	82	10	8	0	1421	163
July 2019	1374	157	96	10	7	0	1477	167
August 2019	1515	164	108	9	11	0	1634	173
September 2019	1619	165	129	10	10	0	1758	175
October 2019	1704	155	120	11	7	1	1831	167
November 2019	1593	154	135	11	8	0	1736	165
December 2019	1708	154	159	12	17	0	1884	166
January 2020	1774	154	170	11	17	0	1961	165
February 2020	1511	151	124	11	10	0	1645	162
March 2020	1215	159	103	10	12	0	1330	169
April 2020	768	150	76	9	9	1	853	160
May 2020	785	144	58	10	3	1	846	155

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
June 2019	1399	154	86	10	8	0	1493	164
July 2019	1470	157	103	10	7	0	1580	167
August 2019	1636	164	115	9	11	0	1762	173
September 2019	1741	165	137	10	10	0	1888	175
October 2019	1830	156	125	11	7	1	1962	168
November 2019	1723	158	145	11	8	0	1876	169
December 2019	1842	154	167	12	17	0	2026	166

January 2020	1938	156	182	11	17	0	2137	167
February 2020	1628	151	132	11	11	0	1771	162
March 2020	1284	161	108	10	12	0	1404	171
April 2020	795	150	78	9	9	1	882	160
May 2020	809	145	60	10	3	1	872	156

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
June 2019	10,563.5	4003	725.5	300	117	0	11406	4303
July 2019	11657.5	4238.5	1230	293	119	0	13006.5	4531.5
August 2019	12292	4493	1289	279	150	0	13731	4772
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
January 2020	14190.5	4245	1452	292	207	0	15489.5	4537
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%
September 2019	14310.50	579.50	4.05%

Garda Members - Injury on Duty

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

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

Month	No. of Days Absent	LTR	Commentary
May 2020	9673	2.46%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	

December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

Garda Staff - Numbers who availed of sick leave

Date	No.
June 2019	285
July 2019	308
August 2019	269
September 2019	333
October 2019	418
November 2019	396
December 2019	407
January 2020	515
February 2020	435
March 2020	321
April 2020	199
May 2020	198

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
June 2019	310	4	314
July 2019	323	9	332
August 2019	287	3	290
September 2019	348	4	352
October 2019	449	11	460
November 2019	435	7	442
December 2019	434	6	440
January 2020	577	3	580
February 2020	478	8	486
March 2020	341	5	346
April 2020	203	0	203
May 2020	196	2	198

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
June 2019	2713.5	91	2804.5
July 2019	3101	91	3192
August 2019	2989	62	3051
September 2019	3096.5	64	3160.5
October 2019	3153	100	3253
November 2019	3148	78	3226
December 2019	3559.5	70	3629.5

January 2020	3792	62	3854
February 2020	3500.5	73	3573.5
March 2020	3638.5	65	3703.5
April 2020	3297	0	3297
May 2020	2810	12	2822

Garda Staff – Number of Days Absent

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

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

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

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

Commentary on Sick Absence in May 2020

Sick Absence for both Garda Members and Garda Staff has seen another significant reduction in Ordinary Illness sick absence in May 2020. The days recorded for ordinary illness sick absence show a significant decrease; instances and numbers availing of sick absence leave are also showing a decrease. Comparing May 2020 to May 2019, year on year Ordinary Illness has decreased for Garda Members by 15.2% and Garda Staff by 6.9%. Injury on Duty sick absence shows a marginal increase in the month. Comparing May 2020 to May 2019, year on year Injury on Duty has decreased by 3.3%. The number of days in the respective months is a contributory factor in variances month on month.

Injury on Duty

Overall, Injury on Duty for Garda Members shows a slight increase month on month over the number of sick absence days (1.5%), while showing marginal decreases in the instances of sick absence (2.5%) and number of Garda Members availing of sick absence leave (3.1%).

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 7.5% for Garda Members and a decrease for Garda Staff of 14.4%. The instances of sick absence, month on month, for Garda Members, show a reduction of 1.1% for Garda Members and 2.4% for Garda Staff. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances. For Garda Members and Garda Staff, month on month, the numbers availing of sick leave have reduced by less than 1%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID–19 pandemic. Absence will not be recorded as Sick Absence, but as Special Paid Leave and applies in the following circumstances;

- Employees required to self-isolate;
- Employees under restricted movements where no flexible working arrangement can be achieved; or
- Employees required to cocoon where a working from home arrangement cannot be facilitated.