



An Garda Síochána
Monthly Report to the Policing Authority

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

June 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
a leanas le do thoil:
Please quote the following ref.
number: **CMR_34-529/21**



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

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
Policing Authority

Re: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

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

As in previous reports, the update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to advise you of progress in this area through our various reports.

Yours sincerely,

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

June 2021

Contents

Cover Letter to the Chief Executive	1
Contents.....	2
Message from the Commissioner	3
1. Update on the National Policing Plan for COVID-19.....	4
2. Finance	5
3. Human Resources and People Development (HRPD).....	7
4. Information and Communications Technology (ICT)	10
5. Corporate Communications.....	12
6. Progress update on embedding the Code of Ethics.....	18
7. Implementation of Cultural Change	18
8. Risk Management	18
9. Use of Force	20
10. Crime Trends.....	21
11. Policing Successes	26
12. Community Engagement and Organisational Initiatives	30
Appendix A – Policing Plan 2021 – Performance at a glance, May 2021.....	35
Appendix B - Schedule of Expected Vacancies.....	40
Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of May 2021	41
Appendix D – Breakdown of Leave – Garda Members	42
Appendix E – Breakdown of Leave – Garda Staff.....	43
Appendix F – Garda Members and Garda Staff Unavailable for duty due to sick Leave	44

Message from the Commissioner

In May 2021, An Garda Síochána introduced a number of new anti-corruption policies that will help promote the highest levels of honesty, integrity and professionalism within the organisation, while enhancing public confidence in the policing service. These policies will enable the Garda Anti-Corruption Unit (GACU) to further deliver the recommendations outlined in the Government's A Policing Service for Our Future plan. To date 11 matters, flowing from intelligence / referrals received at the GACU have been forwarded to the Investigation Section (GACU). Following the completion of enquires, two of these matters have been closed with no further action to be taken and one matter has been transferred to another internal stakeholder for attention. Eight investigations remain open at the GACU, a number of which are at an advanced stage of completion.

In addition to this, the implementation of our Diversity and Integration Strategy 2019 -2021 has been ongoing this month. The Garda National Diversity and Integration Unit (GNDIU) is fulfilling our commitment to proactively and respectfully engage with minority groups and those from diverse backgrounds. The Unit also recently launched its Garda Community Policing Toolkit which contains information and resources to help Community Gardaí more effectively engage and problem-solve with diverse and minority groups. The provision of Diversity and Hate Crime training tailored to the policing needs of particular divisions is also underway.

Several successful operations targeting the assets of Organised Criminal Groups (OCGs) involved in the sale and supply of controlled drugs, money laundering, theft, fraud and extortion from elderly and vulnerable victims were conducted during May.

The Garda National Cyber Crime Bureau has been working closely with the State's Cyber Security Incident Response Team to respond and investigate the recent unprecedented cyber-attack on the Health Service Executive and Department of Health.

Since the last report, a number of public order incidents have occurred at various crowded locations in Dublin City Centre primarily involving large groups and which posed a danger to both the public and Gardaí which resulted in extensive Policing Plans being put in place. It is positive that the latest Recorded Crime statistics indicate an overall reduction in the level of crime in Ireland during the past 12 months. In closer detail, a 13% year-on-year increase in the number of fraud incidents shows that criminals are quickly adapting and trends in crime are catching up. An Garda Síochána continues to respond to all of the emerging complexities of crime.

During May 2021, two members of An Garda Síochána received gunshot injuries as they responded to a 999 call for assistance in the Dublin 15 area. Protocols for barricade incidents saw the deployment of a number of STOC teams, including the Emergency Response & Armed Support units as well as the National Negotiation Unit. The incident was resolved through negotiation tactics with one person arrested and a number of illegal firearms and ammunition seized. The injured Gardaí are currently off duty recovering and receiving the necessary welfare supports.

The Garda Memorial Medal was presented to Detective Garda Colm Horkan's family on the 17 May 2021. Presenting the Garda Memorial Medal to a family means their loved one has died in the execution of their duty. The Memorial Medal symbolised Detective Garda Colm Horkan's dedication to the oath he swore back in Templemore and the ultimate sacrifice he made on the 17 June 2020. It is a symbol of the qualities that made Colm the person and Garda he was. He will always be remembered by his family, friends and his colleagues in An Garda Síochána. May he rest in peace.

JA HARRIS
COMMISSIONER

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

An Garda Síochána continues to implement a graduated policing response as part of the Government's response to COVID-19 to address the current status of the pandemic in Ireland. Over the June Bank Holiday weekend, An Garda Síochána implemented policing plans in each Division to mitigate against the risk of large crowds gathering in public places. Liaison took place with local authorities to identify locations where people are likely to gather and additional personnel were deployed to outdoor policing duties.

As mentioned previously, the operational policing response to the COVID-19 pandemic will continue through roads policing patrols, community engagement patrols, crime prevention and detection patrols, and uniformed beats and patrols. Rolling checkpoints for the purpose of crime prevention and detection will also continue, preventing access and use of the road networks by criminals and other organised crime groups. Additionally, members continue to build upon the excellent community engagement that has already taken place, by ensuring ongoing contact with the elderly and vulnerable in local communities. This work is valued by the public and will continue to form part of our overall policing approach.

Since the beginning of the pandemic, we maintain our focus on keeping people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities. The number of COVID-19 related fines being issued are now at a much lower level than earlier in the year and during the height of the restrictions. In addition, two types of fine offences relating to the movements of persons have expired with effect from 9 May 2021.

Operation Faoiseamh

Operation Faoiseamh is continuing with the Garda National Protective Services Bureau and Divisional Protective Service Units, providing an enhanced level of support, protection and reassurance to victims of domestic abuse. On 30 April 2021, Phase IV of Operation Faoiseamh commenced and concentrated on the execution of arrests for breaches of domestic violence orders and proactive follow up calls to all victims of domestic abuse by Garda Victim Service Offices. As of 23 May 2021, 33,277 contacts or attempts at contact to victims of domestic abuse have been recorded as part of Operation Faoiseamh, with a number of victims using the opportunity presented by the proactive contact to request further assistance from An Garda Síochána, with local resources dispatched accordingly.

2. Finance

Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end May €'000	Remaining June-Dec €'000	%
Gross Total	1,952,163	781,127	1,171,036	60%
Appropriation in Aid (receipts)	95,988	48,277	47,711	50%
Net Total	1,856,175	732,850	1,123,325	
Deferred Capital Surrender	12,750			

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of May 2021, total gross expenditure is €781m (40% of allocation) and ahead of the end of May 2021 profiled spend by €6m, with further detail below. Appropriations in Aid are €48.3m at the end of May 2021 (50% of allocation), €8.8m ahead of the estimated profiled receipts.

Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b and pay of €1.25b, including pay for the Garda College. Expenditure on pay in May 2021 was €99.3m and year to date is €518.65m. Expenditure on the salaries pay element to end of May 2021 was €471.88m, which is €1m over profile. Expenditure on the overtime element was €46.77m, which is €7.56m over profile. This is due in the main to the continued response to the COVID-19 pandemic and increased activity in targeting organised and serious crime. Overall, pay and overtime is over profiled spend at end May by €8.62m.

Superannuation of €365m: Expenditure on superannuation in May 2021 was €30.81m and the year to date is €148.41m. Non-pay is totalled at €222.6m (including for the Garda College). Expenditure on non-pay in May 2021 was €13.13m and the year to date is €70.59m. Overall non-pay expenditure is €7.72m under profile at the end of May 2021. Non-pay expenditure in relation to COVID-19 at the end of May 2021 is reported at just over €2m.

Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in May 2021 was €4.19m and the year to date is €43.48m. The capital subheads have a combined over profile spend of €6.26m to the end of May 2021. Expenditure on IT capital (including communications capital) to the end of May 2021 was €37.16m, which is ahead of profile by €4.63m.

The variance at the end of May 2021 is a reduction of €1.9m on the April 2021 variance (€6.54m) and is anticipated to come back within the 2021 allocation by year end. In addition to the 2021 allocation is €12.750m of a capital surrender from 2020 into 2021, to be utilised in capital works.

Appropriations in Aid

Appropriations in Aid are €48.28m at the end of May 2021, €8.78m ahead of the estimated profiled receipts.

Estate Management May 2021

Development of the new purpose built Garda facility at Military Road

As mentioned in earlier reports, the project commenced in mid-February 2020, with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements. The handover date is currently September 2022 and the OPW advises that the project is on target and within the project budget.

The current phase of excavation/ground works has seen the project basement levels complete, with risk to the project reduced as it reaches that milestone. The OPW has stated that the project is now entering a phase where substantial visible progress will be made with the shell of each floor being constructed every four weeks.

As advised in previous reports, Military Road will not accommodate all Garda Bureaus based at Harcourt Square and the OPW has a number of proposals relating to how An Garda Síochána accommodation needs will be met. Funding will be required to meet the accommodation needs of the Bureaus that will not be accommodated in Military Road.

Developments in May 2021 with resumption of construction activity

As advised in last month's report, 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:** Substantial completion and handover of the station is expected in Q3 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of the station is expected to be complete in Q2/Q3 2021, with Phase 3 (linking Phases 1 and 2) complete in Q3 2021.
- **Longford Garda Station:** The project to enhance custody facilities continues and the anticipated project completion timeframe is Q4 2021.
- **Sligo Garda Station:** Work continues to enhance custody facilities with expected completion in Q3 2021.

Other projects are at earlier stages of development and continue to be progressed in conjunction with the OPW, including the following:

- **Bailieboro Garda Station:** The full design team is in place. Planning has been completed and approved. Tenders have been returned and the OPW has advised it is in the final stage of the evaluation process.
- **Drogheda PEMS & Locker Room/Tallaght PEMS/Naas PEMS:** The OPW has informed An Garda Síochána that it has appointed a senior architect to assess and finalise the tender documents in relation to each of these projects. Once that final assessment is complete, the OPW will be in a position to advise on projected timeframes.
- **Cell Refurbishment Programme:** The full schedule of works for the 2020/2021 cell refurbishment programme has been developed by An Garda Síochána and communicated to the OPW.

Budgetary Constraints

Overall budgetary constraints will significantly impact on the delivery of the Garda Capital Investment Programme. The capacity of An Garda Síochána to provide accommodation to cater for the expansion of the Garda workforce and the implementation of the Garda Operating Model is under ongoing detailed examination.

Ongoing progress on Garda accommodation projects is subject to government public health measures that are implemented at any given time. The construction restrictions previously in place impacted on the delivery of certain projects and the OPW advised that a number of cell projects have recommenced on site, in line with the lifting of restrictions on construction activity in early May 2021.

3. Human Resources and People Development (HRPD)

- The Garda strength as at 31 May 2021 stood at 14,499 (14,455.5 WTE) and Garda staff strength at 3,363 (3,132.6 WTE). A full breakdown by rank, grade and gender is outlined to follow.
- Intake 21.1 commenced on 24 May 2021, meeting the target of 150 Garda Trainees entering the college.
- In respect of Intake 21.2, work is ongoing to meet the target of 75 Garda Trainees entering the college on 19 July 2021. Physical competence tests (PCT) recommenced on 5 June 2021, with 100 candidates scheduled to attend. If the July 2021 target is to be achieved, medicals will also have to be carried out in large numbers and vetting/re-vetting will need to be carried out as a priority in the organisation.
- There are currently 96 internal Garda member competitions in progress across the organisation.
- Work continues on the next Sergeants and Inspectors promotion competitions.
- Work continues on recruiting new Garda staff posts based upon sanctions.
- The internal Higher Executive Officer panel has been finalised and positions are currently being offered.
- The observations of the Policing Authority in respect of the draft Workforce Plan are being incorporated into a final plan. A prioritisation exercise is now held on a monthly basis with the Garda Executive to determine resource allocations across An Garda Síochána.

Garda Strengths

Rank	As at 31 May 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	39	81%	9	19%	48
Superintendent	167	145	87%	22	13%	167
Inspector	428	350	82%	78	18%	428
Sergeant	1,948	1,496	77%	452	23%	1,946
Garda	11,897	8,460	71%	3,437	29%	11,855.5
Total	14,499	10,496	72%	4,003	28%	14,455.5

Of which	As at 31 May 2021	Male	%	Female	%
Career Breaks (incl. ICB)	54	24	44%	30	56%
Work-sharing	43.5	1.5	3%	42	97%
Secondments (Overseas etc.)	12	10	83%	2	17%
Maternity Leave	75	N/A	0%	75	100%
Unpaid Maternity Leave	44	N/A	0%	44	100%
Paternity Leave	12	12	100%	N/A	N/A
Available Strength	14,258.5	10,448.5	73%	3,810	27%

Garda Reserves Strength as at 31 May 2021	Total*	Male	%	Female	%
	470	341	73%	129	27%

*Equates to 87 full-time members

Garda members reassigned to operational duties as of 31 May 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	4	8	38	51
Total	0.05	11.5	30	116	639	797

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	1	100%	0	0%
PO	22	22	11	50%	11	50%
AP	68	68	30	44%	38	56%
HEO	125	124	52	42%	73	58%
AO	18	18	9	50%	9	50%
EO	766	756.4	207	27%	559	73%
CO	1,930	1,845.6	471	24%	1,459	76%
Total	2,936	2,841	785	27%	2,151	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	60	59.4	36	60%	24	40%
Administrative **	2,935	2,840	784	27%	2,151	73%
Industrial/Non Industrial	368	233.3	118	32%	250	68%
Total	3,363	3,132.7	938	28%	2,425	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	23	23	N/A	0%	23	100%
Unpaid Maternity Leave	15	15	N/A	0%	15	100%
Paternity Leave	0	0	0	0%	N/A	0%
Available Total	3,325	3094.6	938	28%	2,387	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%
	314	218.4	9	3%	305	97%

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

Career Breaks****	Total	WTE	Male	%	Female	%
	30	30	8	27%	22	73%

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

Parental Leave

01.05.2021 – 31.05.2021	Garda Members	Garda Staff
	86	68

Garda Staff assigned and commenced – as at 31 May 2021

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Total number of vacancies filled since 1 January 2021	40	18	27	31	46							

These include: backfills, new, reassignments, fractional reassignments.

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
78	70	90%	8	10%

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

4. Information and Communications Technology (ICT)

Under current COVID-19 restrictions, it is still advised by Government to continue to work from home unless absolutely necessary to attend in person. With demand remaining high, ICT continues to deliver solutions to support personnel throughout the organisation to enable accessing Garda information systems remotely in a secure manner.

In addition, in light of the recent Ransomware attack on the HSE and in line with industry best practice, ICT and external partners undertook a review of its estate to ensure necessary controls and protections were in place and operating as required, to mitigate the risk of a similar incident occurring.

Schengen Information System (SIS Recast) also known as SIS III: Development work has commenced alongside the completion of functional/technical specifications. This is progressing in parallel with SIS II support activities and SIS II Evaluation preparatory work. SIS II Evaluation will take place from 13 - 18 June 2021.

Computer Aided Dispatch 2 (CAD 2): Design/configuration sprints are ongoing and call taker and dispatcher configuration requirements are nearing completion. PULSE integration Application Programming Interfaces (APIs) are in development.

Roster Duty Management System Deployment (RDMS Deployment): This remains unchanged as current COVID-19 restrictions are still affecting access by the OPW to stations to complete works. Data gathering is being conducted for the DMR North Central rollout.

Investigation Management System Deployment (IMS Deployment): As outlined in previous reports, current COVID-19 restrictions have paused the rollout of IMS. Once restrictions allow, training will recommence and the rollout can continue.

Mobile Device Deployment

Current progress includes the following;

- A bulk deployment of 402 frontline devices was completed across the country. Devices were deployed using the low-touch model, due to continuing COVID-19 restrictions.
- Preparation works for mini deployments for two Divisions are ongoing; approximately 80 frontline devices. Work on the next bulk rollout list is progressing, using a set of criteria to decide which members would benefit most from early deployment.
- A full complement of frontline devices for 2021 has been acquired and the target of 5,000 in total has been met.
- 878 frontline devices have been deployed so far in 2021 (bulk deployments).
- Replacement of broken/damaged existing state mobiles continues.

The mobile devices continue to contribute to more efficient processing of Fixed Charge Notices (FCN). FCN send backs are where a member submits an FCN by paper notepad that has to be sent back to the member due to issues with the information provided e.g. data errors or illegibility. The FCN App eliminates the majority of these issues, resulting in lower overall FCN processing costs and faster progress of the FCN through the end to end process.

As advised previously, ongoing investment is required to support devices that have already been deployed, including significant licencing renewal costs, investment in backend infrastructure and continued development of apps to expand operational benefits of the mobility programme.

Overall Device Deployment Figures

As of 25.05.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in WS1*	3057	2984	59	6100

*Enrolled in WS1 – is actual turned on device – as soon as the device is turned on and enrolment commences.

ICT Capacity

ICT Accommodation Plan

A previously reported, the main An Garda Síochána Data Centre (J Block, Garda Headquarters) must be vacated to a new location in Q2/Q3 2021 due to the Harcourt Square decant. The location of the secondary data centre is confirmed as Finglas Garda Station, supplemented by other ICT accommodation. This is a medium-term solution ahead of the Government Data Centre, which is due to become available in 2025.

Works are commencing in Phoenix House for new office space, due to become available in September/October 2021. Planning for ICT requirements to support relocation is continuing. High level plans for a consolidated ICT hardware hub are to be drafted and reviewed by Estate Management, which will deliver efficiencies on accommodation and resourcing as hardware support is currently dispersed across Garda Headquarters.

ICT Workforce Plan

The review and approval of the ICT Strategic Workforce Plan by the Garda Executive is awaited. The Workforce Plan identifies priority gaps in workforce resilience and the ability to cope with emergency surges in demand, such as COVID-19, and information security threats and responses. While these are prioritised, capacity to support existing projects and modernisation plans are severely affected by overall capacity. The pace of modernisation continues to be an issue.

One Principal Officer commenced in May 2021 (Head of ICT Operations). The one remaining PO level position to be filled is that of Head of ICT Corporate Systems (HR, Finance etc.). Clearance and start dates for a number of priority EO, HEO and AP posts are confirmed or underway, with the majority pending review of the Strategic Workforce Plan.

Operating Model

The Operating Model Implementation Group (OMIG) is to confirm the approach of data and amalgamating geographies on the District Model (including merging of Divisions) in advance of (further) rollout of the Operating Model. This will require ICT to support moving stations within and across Divisions and the merging of Divisions, including the migration of all ICT data. Multiple systems will be impacted and multiple migration scripts will be required. Co-ordination and stakeholder management will also be required and the structure is to be confirmed, but it is proposed to be under Regional Assistant Commissioner management.

Remote Working

As advised last month, ICT is continuing to rollout laptops with new technologies, as well as working on a plan to upgrade existing suitable devices. 1000 laptops with this new technology have been rolled out to date. New video conference technology has also been deployed, with 1073 accounts rolled out to date.

5. Corporate Communications

Engagements

During May 2021, the Office of Corporate Communications engaged with external and internal audiences by publishing significant content, highlighting An Garda Síochána varied national and local policing activities through a range of measures, such as press releases, media briefings, interviews, media queries, internal weekly Newsbeat publication and numerous social media posts.

Following the publication on 1 May 2021 of the Government's roadmap for reopening society and businesses to ease COVID-19 restrictions, An Garda Síochána adapted its ongoing policing plan to support the reopening of Ireland's economy and society, in a safe and phased manner. As always, the focus of An Garda Síochána was on keeping people safe through a wide range of operational activities.

The varied high-level communications during the month of May 2021 focused on issues such as:

- The management of a media blackout request and all communications following a critical firearms incident in Blanchardstown, Dublin 15, where two Detective Garda colleagues were injured.
- The publication of video and other advices warning the public to be vigilant of scams following the HSE cyber-attack.
- Live streaming of the Garda Memorial Day event at the Dublin Gardens, Dublin Castle.
- **Organised Crime:** The publication of multiple press releases on various types of organised crime, including drug and cash seizures with a combined value of approximately €8.5m in May 2021.
- **Internal Communications:** Newsbeat published twice a week with a readership of over 13,000 for the month of May 2021, focusing on critical organisational messaging.

An Garda Síochána won first prize in the COVID Communications Awards 2021, in the category "Best essential worker communications". This was awarded for our internal communications during COVID-19. We have also received three further nominations in the country's premier PR awards, the PRII Awards. An Garda Síochána has been nominated in the best social media category for the Jerusalem video, best internal communications and best in-house team, which covers all units in the Office of Corporate Communications. The PRII Awards are due to take place in late June 2021.

Media Briefings and Interviews

Numerous interviews were facilitated with national and local media on a range of topics and some of the high-level interviews conducted during May 2021 are highlighted below;

- Assistant Commissioner Hilman, Roads Policing & Community Engagement discussed diversity on the Claire Byrne Live show.
- Chief Superintendent Finbarr Murphy & Superintendent Peter Burke briefed the media following the critical firearms incident in Blanchardstown.
- Detective Chief Superintendent Michael Gubbins of the Criminal Assets Bureau provided an interview to the Irish Mirror on the expansion of CAB and the additional Divisional Asset Profilers.
- Chief Superintendent Pat Lordan of the Garda National Economic Crime Bureau provided an interview to the Sunday Independent in relation to online fraud and money laundering. Chief Superintendent Lordan also provided an interview to RTÉ on cryptocurrency scams.
- Superintendent Michael Cryan of the Garda National Economic Crime Bureau provided a number of interviews to various media outlets on identifying and dealing with scams.
- Inspector Ann Ellis of the Missing Persons Bureau provided an interview to the Irish Independent on the process involved in investigating missing persons.

- Crime Prevention Officer, Sergeant Michael Walsh provided a number of interviews focusing on bike theft prevention across print, radio and television.
- Chief Superintendent Christy Mangan and Superintendent Andy Watters were interviewed by RTÉ in relation to the ongoing local feud in the Drogheda area.
- The May 2021 episode of Crimecall had a viewership of 300,000 with 28% of the viewing public watching the programme that evening.
- A demonstration on the Garda Mobility App was provided to the media.

Launches & Initiatives

- An Garda Síochána launched its Health and Wellbeing Strategy Statement 2021 – 2023, ‘Keeping our People Supported’.
- A Roads Policing and RSA media event was held in relation to ‘The Road Back’ safety campaign in light of inter county travel now permitted under Covid-19 regulations. See image to follow.
- A ‘Lock it or Lose it’ bike theft awareness campaign was launched. See image to follow.
- An Garda Síochána continued to highlight the Government COVID-19 health and safety advice through press releases and on social media.
- Ongoing road safety advice was issued to the public around the dangers of speeding and driving, and drink and drug driving.

Press Office

- Approximately 70 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during May 2021.
- In excess of 230 press releases were issued by the Press Office and hundreds of press queries were handled during the month of May 2021 on a range of criminal justice issues.

Corporate Communications

Throughout May 2021, the Corporate Communications team continued high levels of engagement with communities and 1.6m social media followers through consistent highlighting of the positive work of An Garda Síochána in supporting the Government’s roadmap for the reopening of society. Our communications focused on encouraging public compliance as we promoted the advice of the HSE and demonstrated examples of good practice by Gardaí using hashtags such as #StaySafe, #HereToHelp etc. These communications have included;

- Regular updates on our social and digital media channels, including the various public health measures and reopening of retail.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4E’s approach across social media platforms and the Government’s Plan for Living with COVID-19.
- Promoting the COVID Tracker App and subsequent updates to it.
- Sharing images of Gardaí highlighting community engagement and assisting vulnerable members of the public.
- Supporting HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.
- An appeal to motorcyclists to #BeSafeBeSeen and #EaseOffTheThrottle, and offering safety advice to motorcyclists and all other drivers at checkpoints in various locations.
- Supporting the International Day Against Homophobia, Biphobia, Interphobia and Transphobia. #IDAHOBIT and the LGBTQ Domestic Violence Support Awareness Day #SeenAndBelieved campaign.
- Advice encouraging people who have reason to suspect they are victims of cyber related crime, particularly the recent criminal cyber-attack of the HSE, to contact the Garda confidential line.

- Information and advice in relation to investment fraud, as well as cold calling scams purporting to be from the HSE or An Garda Síochána.
- Information and advice on crime prevention for retailers, a retail security video and a checklist were shared on social media and made available on the Garda website.

Throughout May 2021, our social media audience was continually updated on the ongoing efforts by Gardai to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries. An Garda Síochána demonstrated the ACTIVE MOBILITY project and app, the most innovative change to policing in the last twenty years.



The 'Lock it or Lose it' bicycle theft awareness campaign appealed to the public to take precautions in keeping their bicycles safe by locking them in the most secure way possible. Images of bicycles currently in Garda property stores were released with a view to reuniting them with their owners.



The Park Smart Campaign appealed to all car and van owners to lock and secure their vehicles when parked overnight.

PARK SMART
SECURE YOUR VEHICLE

ALMOST €2 MILLION WORTH OF ITEMS WERE STOLEN FROM VEHICLES IN THE FIRST HALF OF 2020

ITEMS MOST COMMONLY STOLEN FROM VEHICLES:

- TOOLS
- CASH
- CATALYTIC CONVERTERS
- ELECTRONICS
- HANDBAGS
- EYEWEAR

37% of all thefts from vehicles are at **Residential Locations**.

- 🕒 12am to 7am is when over half of these thefts occur.
- 🏠 Driveways are the most common place for these thefts.

63% of all thefts from vehicles are at **Non-Residential Locations**.

- 🅐 of these 50% of vehicles were parked on the street and 37% were parked in car parks.
- 🕒 most Non-Residential thefts from vehicles occur during business hours.

➡ TIPS TO PREVENT THEFT ⬅

- ✓ Wherever you park your car or van, take your property with you.
- ✓ Ensure your vehicle is locked, alarmed and parked in a secure, well-lit location.
- ✓ Store your keys safely, away from windows and letterboxes.

GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU
AN GARDA SÍOCHÁNA | WWW.GARDA.IE

📱 📺 📷 📺

KEY FACTS: STATISTICS FROM FIRST HALF OF 2020

'The Road Back' road safety campaign, in conjunction with the RSA, asked road users to 'get their mind in gear' and put safety first, as restrictions ease and traffic levels increase.



A Ransomware awareness raising campaign on 11 May 2021 provided prevention advice via video, infographics and social media posts.

What is Ransomware?

Ransomware is a form of malware that encrypts a victim's files. The attacker then demands payment from the victim to restore access to the data. Victims are shown instructions for how to pay a fee to get the decryption key.

How to Prevent Ransomware



- 1 Backup essential files**
Always have a safe and up to date back-up which is kept separate from the network or computer system.
- 2 Anti-virus updates**
Only use official sources to update your antivirus software and computer systems.
- 3 Links and attachments**
Do not open attachments or links unless you know and trust the source.
- 4 Data organisation**
Do not mix data from your work and personal online activity.
- 5 Remote access**
Be careful when using remote access methods to your company network.
- 6 Report any attacks & do not engage**
If you are a victim of Ransomware, report it to your local Garda station immediately.

Garda National Cyber Crime Bureau

www.garda.ie



Internal Communications

As mentioned above, An Garda Síochána won first prize in the COVID Communications Awards 2021, in the category “Best essential worker communications”. This was awarded for our internal communications during COVID-19. The awards ceremony was held online on 27 May 2021 and the judges commended An Garda Síochána for their creative and transformative approach to communicating with employees.

Internal communications writing workshop

The first writing workshop for internal communications was held on 12 May 2021 with members and staff from the Human Rights Section. The learnings from this workshop will enable this section to create clear and compelling content for Newsbeat based on human rights, particularly aimed at the cohort of Human Rights Champions.

Internal communications issued this month

The Internal Communications Unit issued Newsbeat twice a week during the month of May 2021. Readership has increased to approximately 13,000 personnel per edition. The Garda Portal and screensavers continued to be updated with new content on a regular basis.

Key updates delivered to personnel included:

- The launch of the Health and Wellbeing Strategy 2021 – 2023, ‘Keeping our People Supported’.
- COVID-19: reminders about close contact and keeping your distance in the canteen.
- Updates on the mobility rollout.
- ICT tips based on the most common queries received by the ICT Helpdesk.
- The Garda Memorial Day.
- Reminders to complete Garda Decision Making Model training.

An Garda Síochána Portal upgrade

Work has commenced on drafting an e-tender for a consultant to commence work on the Portal e-tender. This is a collaborative effort between ICT and the Office of Internal Communications.

6. Progress update on embedding the Code of Ethics

Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation and current figures indicate that 94.5% of all personnel have signed. Divisional Officers and section heads have been provided with a list of personnel who have not signed the declaration and have been requested to encourage those personnel who have not signed to do so and also to provide the Garda Ethics and Culture Bureau (GECB) with the reason. As of 4 June 2021, 32 Divisions within An Garda Síochána have a 100% sign up rate.

35,000 pens containing the GECB logo and 'Doing the Right Thing for the Right Reason' have been received by GECB. Approximately 75% (27,000) have been distributed nationwide, with the remaining 8,000 being distributed in the coming weeks.

Newsbeat articles are currently being prepared to communicate the relevance of the Code of Ethics in the context of Covid-19 policing and a GECB page has been added to the Garda website, www.garda.ie

Garda Decision-Making Model

The Garda Decision Making Model (GDMM) e-learning module is now 'live' with a timeline for completion by Garda members and Garda staff of 1 July 2021. Two articles were published in Newsbeat during May 2021, encouraging participation in the GDMM module on LMS.

7. Implementation of Cultural Change

Culture Reform Programme

Correspondence in relation to the Staff Cultural Engagement Initiatives was forwarded to all Assistant Commissioners, Executive Directors, Chief Superintendents and section heads on 24 May 2021. This correspondence explained the background to and rationale for the Staff Cultural Engagement Initiatives, the 2021 plan and sought suggestions in relation to best practice for staff engagement. A Staff Cultural Engagement Initiative infographic is being drafted for publication in Newsbeat in the coming weeks. The contract for the second Cultural Audit of An Garda Síochána was forwarded to the successful vendor on 13 May 2021 for consideration and response.

8. Risk Management

An Garda Síochána Corporate Risk Register captures 12 principal risks currently facing the organisation. These are being managed effectively by their assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU). A meeting of the RPGB took place on 19 May 2021. A 'Risk Appetite Statement' for An Garda Síochána is currently under development.

Meetings were held with all Corporate Risk Owners and support staff to assist the review and update of their risk registers. Superintendent GRMU facilitated four risk register development workshops and a 'support staff briefing' was held via video conference on 20 May 2021. GRMU held two further 'peer review' meetings with Police Scotland on 4 and 14 May 2021.

GRMU continues to engage with the Strategic Transformation Office in terms of 'Governance & Accountability Design Blueprints Planning'. The Operating Model Blueprint 'as-is' document is completed.

9. Use of Force

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

As outlined in previous reports, the Chief Information Officer advises 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 April and May 2021

- Use of force has seen an increase in May 2021 when compared with April 2021. There were 98 recorded uses of force in May 2021, compared with 84 recorded incidents in April 2021.
- The use of incapacitant spray has seen an increase, with 77 uses in May 2021, compared with 62 uses in April 2021.
- The use of batons has decreased with 14 uses in May 2021, compared with 18 uses in April 2021.
- There was a decrease in the use of Taser in May 2021, with two discharges in May 2021 compared with three in April 2021.
- There was an increase in the use of firearms, with five discharges in May 2021, three of which were the 40mm launcher and two were conventional firearms. There was only one deployment of a 40mm launcher in April 2021.
- Types of incidents: Public order offences have risen from 44% to 50% and drugs offences have remained consistent. Mental health incidents, during which there was a use of force, have reduced by half in May 2021 when compared with April 2021. Assault related incidents accounted for the third highest number of incidents during which there was a use of force.
- Use of force incidents have increased in Dublin City. The DMR South Central, DMR South and DMR North were the top three Divisions in which there was a use of force in May 2021. Levels of force use in Cork City fell by 4% when compared with April 2021.

A new automated system has been introduced on the last PULSE update of October 2020, and it is anticipated that the data collected from the commencement of this new process will be used to report trends in the future.

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. This downward trend 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, while burglary has remained at low levels.

COVID-19: Since 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 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, late October to the end of November 2020 and the 'Level 5' restrictions (late December 2020 – May 2021) have had a large impact on many types of crime.

Data Quality Assurance

Detailed data collection, analysis and reporting on COVID-19 policing continued during May 2021. Reporting on Fixed Payment Notices (FPNs) is being gradually reduced in line with the reducing numbers of FPNs. Detailed data on quarantine enforcement has been provided to stakeholders since March and will continue. The priority data quality actions for 2021 are continuing. The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. As is the case in other jurisdictions, it is likely that better outcomes insights will indicate wider challenges beyond the immediate control of investigators or An Garda Síochána generally. These in turn will suggest and/or inform initiatives to improve detection rates. The fieldwork is being carried out iteratively with the initial results from the first Divisions for one crime type informing the overall methodology. There are often multiple reasons for a non-detection outcome in individual criminal investigations. This will need to be reflected in the way outcomes are reported. Fieldwork is continuing but the pace is impacted by other active investigations. The second priority for 2021 is the implementation of recording of victim:offender relationships with associated validation to further enhance the early identification of domestic abuse cases. This is still on track for PULSE 7.7, early in Q3 2021 (exact release date to be confirmed). The release will be followed by updated policies on the recording the relationships between victims and offenders. Significant changes to PULSE to meet additional Schengen Information System (phase 3) requirements, including those from the June 2020 review, may still impact on other data quality improvements in 2021.

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.

In the crime trends 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.

Chart 1: Total Property Crime - 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 27.0% in the 12 months to May 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. With plans to reopen retail and services over the coming months, it is likely that an increase in property crime will follow as was observed during the summer months of 2020.



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 40.2% and burglary occurring elsewhere down 42.6% in the 12 months to May 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 when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 due to ongoing COVID-19 restrictions, however, as with property crime, it is likely to increase over the coming months as the economy reopens.

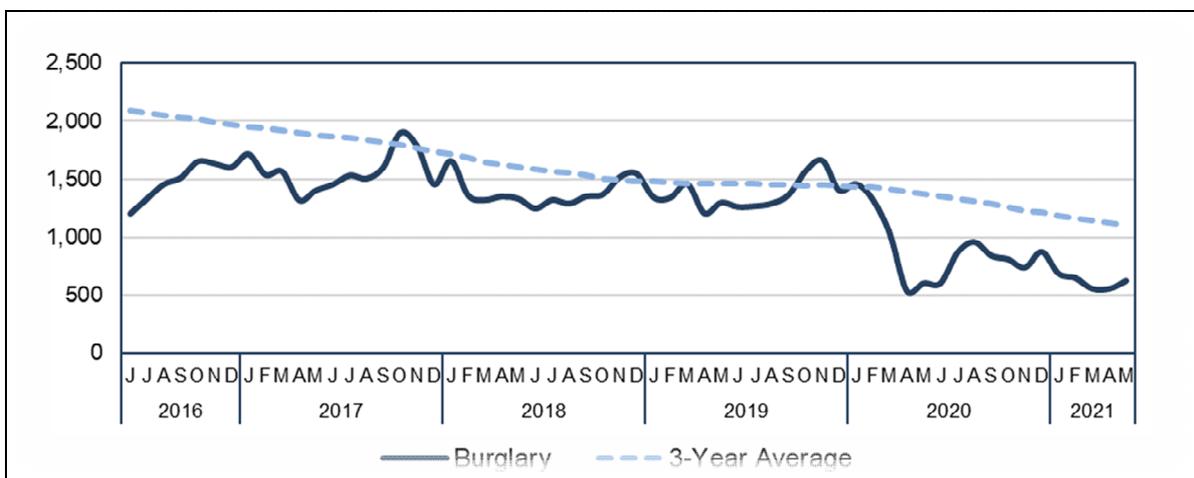


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. There was a decrease of 10.0% in the 12 months to May 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, 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. Most assault typically occurs in public locations. Public minor assault decreased by 24.9% and public assault causing harm decreased by 28.3% in the 12 months to May 2021, as compared to 12 months prior. Conversely, assault causing harm in residential locations increased by 9.5% during this period, while residential minor assault has not changed.

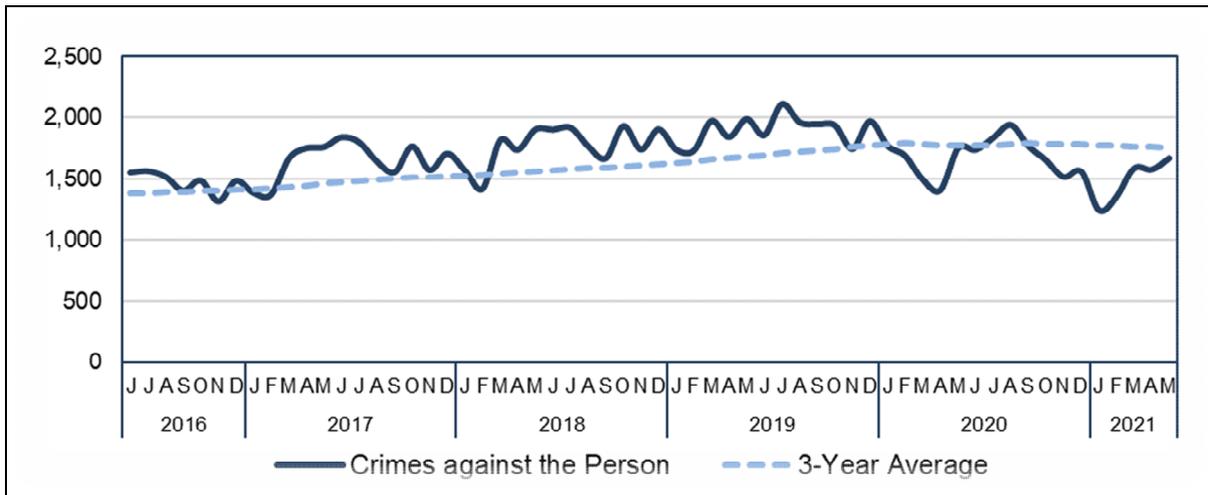
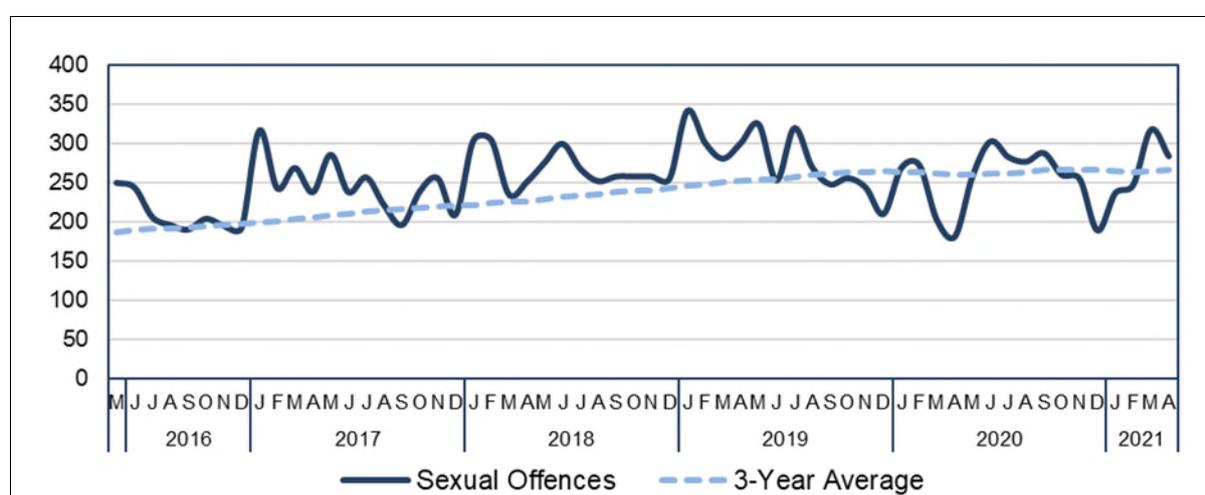


Chart 4: Sexual Offences - 5 Year Trend (to April 2021)

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, however, this has plateaued in the last 12 months. In the 12 months to April 2021 there has been an increase in reported sexual offences of 5.5%. Given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an accurate approximation of the impact of COVID-19 on reported sexual offences. However, COVID-19 is likely to be impacting the rate of sexual offences due to the similarity of the recent trend to other crime types (such as crimes against the person). The general increase in sexual offences in recent years is not unique to Ireland¹ and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.



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

11. Policing Successes

Throughout the month of May 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 May 2021 is provided below.

On 5 May 2021, personnel from the Garda National Immigration Bureau (GNIB) arrested a suspect at Dublin Airport on suspicion of organising/facilitating the illegal entry of a person into the State. The suspect was detained under the provisions of Section 4 of the Criminal Justice Act, 1984 and subsequently charged contrary to Section 2 of the Illegal Immigrants (Trafficking) Act, 2000, and Section 29 of the Criminal Justice (Theft & Fraud Offences) Act, 2001. Investigations are ongoing and the accused person remains in custody, pending future court proceedings.

On 6 May 2021, following a comprehensive investigation conducted by the Garda National Bureau of Criminal Investigation (GNBCI), a suspect pleaded guilty before Dublin District Court to an offence contrary to Section 20(1)(a) of the Passports Act, 2008 (providing false or misleading information or documentation in connection with an application for a passport). The individual received the benefit of the Probation Act after paying €1,000 to charity.

On 11 May 2021, during the course of an ongoing intelligence led operation targeting serious and organised crime, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted a number of targeted searches at locations in the Dublin area, resulting in the seizure of cash totalling €188,295. As a result, one suspect was arrested, detained and subsequently charged in respect of alleged money laundering related offences. The accused person remains on bail, pending future court proceedings.

The Garda National Bureau of Criminal Investigation (GNBCI) is engaged in an ongoing investigation relating to suspected procurement and attempted procurement of genuine Irish passports through fraudulent means. On 13 May 2021, a suspect received an 18 month suspended prison sentence at Dublin Circuit Criminal Court, having previously pleaded guilty to an offence contrary to Section 20(1)(a) of the Passports Act, 2008 (providing false or misleading information or documentation in connection with an application for a passport).

On 14 May 2021, as a result of a comprehensive investigation conducted by the Garda National Protective Services Bureau (GNPSB), a suspect was charged with sexual exploitation and sexual assault of minors in the Philippines, along with other charges relating to online exploitation of minors in Ireland and the possession of child pornography. The suspect pleaded guilty to numerous counts of child exploitation in Ireland, the Philippines and England, and is due to be sentenced before the courts in July 2021.

On 15 May 2021, Gardaí from Eastern Region responded to a call from a local resident, who raised concerns in relation to a male calling to their home purporting to be from a named bank operating in Ireland, and who had no official identification issued from the bank. It was stated that the male presented fraudulent bank documentation on official paper/correspondence and requested the injured party to provide their bank card and PIN number in order to resolve a fraud incident, allegedly having occurred in the person's bank account. An immediate investigation commenced and as Gardaí approached the address, the male was observed leaving the area in a taxi. The taxi was intercepted and the passenger was arrested for using a false instrument under the Criminal Justice (Theft and Fraud Offences) Act, 2001 and conveyed to a local Garda Station, where he was detained under the

provisions of Section 4 of the Criminal Justice Act, 1984, as amended. At the time of the arrest, Gardaí seized items of evidential value for analysis and further enquiries are ongoing. The suspect was subsequently charged contrary to Section 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and is currently remanded on bail to Blanchardstown District Court in July 2021.

On 17 May 2021, Gardaí attached to the Armed Support Unit (ASU) responded to a call from a taxi driver stating that two passengers had alighted from his vehicle armed with a pool cue and a rifle, and were looking for a named individual at an address in Dublin. An immediate investigation commenced, resulting in two males being stopped and searched by members of ASU, during which, a rifle, identified as an airsoft, was recovered. The two suspects were subsequently arrested.

Also on 17 May 2021, as part of a multi-agency operation, Gardaí attached to the Southern Region, in liaison with the Roads Policing and Divisional Drugs Units, and in addition to personnel from the Road Safety Authority and the Department of Employment Affairs and Social Protection, conducted a number of coordinated checkpoints in the area. During the operation, a number of detections were ascertained. These included testing by the Divisional Drugs Unit of four drivers with the Drugs Drager, and the detection by the Roads Policing Unit of five road traffic offences. Additionally, the Department of Employment Affairs and Social Protection interviewed 87 people of interest and the Road Safety Authority controlled 32 vehicles, resulting in three prosecutions.

On 18 May 2021, personnel from GNIB removed two Polish nationals from the State, who are subject of EU Removal/Exclusion Orders issued by the Minister for Justice. The Irish Air Corps provided an aircraft to transport the persons concerned to the relevant jurisdiction. Both Polish nationals were subject of criminal conviction in Ireland, one having been convicted in respect of a breach of the provisions of Section 48 of the Offences Against the Person Act, 1861 and Section 2 of the Criminal Law (Rape) Act, 1981, as amended by Section 21 of the Criminal Law (Rape)(Amendment) Act, 1990.

On 24 May 2021, in the course of an ongoing intelligence led operation targeting serious and organised crime, personnel from GNDOCB coordinated a stop and search of a vehicle in Dublin, resulting in the seizure of cash totalling €379,410. In the course of a follow up search, a further €2k in cash and equipment utilised to vacuum and pack cash were seized. Two suspects were arrested, detained and subsequently charged in respect of alleged money laundering related offences. Both accused persons remain on bail, pending future court proceedings.

On 25 May 2021, local Gardaí responded to reports of a firearms incident at an address in Dublin. Upon arrival at the scene, members almost instantaneously came under fire from a male occupant of the residence, resulting in an exchange of gunfire between the suspect and armed Detectives, during which two members received gunshot injuries. The Armed Support Unit (ASU), with the assistance of Dublin Fire Brigade, treated the two members who received gunshot wounds at the scene and were then safely extracted. A number of units, including members from ASU, the Emergency Response Unit (ERU) and uniform Gardaí, created a strong cordon and a number of nearby houses were evacuated. An Operational Commander was appointed, who was supported by the National Negotiators Unit (NNU) and following extensive negotiation, two firearms were surrendered from the house. A short time later, following an agreed surrender plan, the suspect exited the house. The suspect was detained by members of ASU, and subsequently arrested and conveyed to the local Garda Station, where he was detained under Section 30 of the Offences Against the State Act, 1939, as amended. He was later charged and appeared before the courts, where he was remanded in custody to appear before the courts later in June. . The injured Gardaí are currently off duty recovering and receiving the necessary welfare supports.

On 28 May 2021, Gardaí attached to in the Northern Region Garda Station received reports of a fire at an apartment complex in the area and proceeded immediately to the scene. Upon arrival, two units of the fire service were present and dense smoke could be observed coming from the building. Gardaí, in cooperation with the fire service, assisted in the evacuation of a number of persons from the building, who were assessed by paramedics at the scene and no further treatment was required. A male suspect was arrested under Section 12 of the Mental Health Act and conveyed to the local Garda Station, where he was assessed by a doctor and admitted to a psychiatric unit. Upon his discharge, he was arrested and detained at the local Garda Station, where he was subsequently charged with criminal damage. On 29 May 2021, the suspect appeared before the courts, where he was remanded in custody.

Also on 28 May 2021, during the course of an ongoing intelligence led operation targeting serious and organised crime, personnel from GNDOCB coordinated a stop and search of a vehicle, resulting in the seizure of 3.5kg of cannabis herb concealed in an elaborate hide within the vehicle. In the course of a follow up search, a further 64kg of cannabis herb was seized, bringing the total value of cannabis herb recovered at an estimated €1,350,000. Two suspects were arrested, detained and subsequently charged in respect of drug related offences. Both accused remain in custody, pending future court proceedings.

Extradition Unit

The COVID-19 pandemic poses particular challenges with regard to engaging in the extradition process, however, the Extradition Unit within the Garda National Bureau of Criminal Investigation (GNBCI), has continued to ensure that the process of extradition of fugitives is undertaken, where appropriate. Activity undertaken during May, included:

- The arrest of 13 persons subject of extradition related proceedings.
- 11 repatriations.
- Nine persons subject of extradition related proceedings, surrendered.

Garda National Protective Services Bureau

The Garda National Protective Services Bureau (GNPSB) are engaged in an ongoing proactive action, which focuses on disruption and detection of persons disseminating harmful content (child sexual abuse and/or exploitation material) online. The next phase of this action commenced on 26 April 2021 and finished on 3 May 2021, during which 31 searches took place following notifications to GNPSB from the National Centre for Missing and Exploited Children (NCMEC). Local Divisional Protective Services Units conducted the searches. To date, 266 searches have been carried out nationwide as part of this ongoing operation.

Garda National Cyber Crime Bureau

During the month of May 2021, personnel from the Garda National Cyber Crime Bureau, Cyber Investigation Unit, commenced a major investigation into a Ransomware attack on the ICT systems of the Health Service Executive (HSE), and an attempted Ransomware attack of the ICT systems of the Department of Health. With the assistance of Europol and Interpol, a full and thorough investigation is currently in progress with continued liaison with industry, academia and other law enforcement experts, including the FBI, Canadian Police, the National Crime Agency (NCA) and the United States Secret Service. As part of this investigation, enquires are continuing into the identification of the level and the sources of data that have been exfiltrated from the systems of the HSE.

Criminal Assets Bureau

During the month of May 2021, the Criminal Assets Bureau (CAB) conducted searches in counties Kildare, Dublin, Clare, Offaly, Laois and Westmeath, targeting the assets of organised crime groups suspected of being involved in the sale and supply of controlled drugs, laundering money, theft, fraud and extortion from elderly and vulnerable victims. Orders were subsequently granted, pursuant to Section 17 of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010, in respect of €92,900 in cash, £3,385 in sterling, €345k restrained in financial accounts, three vehicles, 12 high end watches and a quantity of designer handbags and accessories.

Also during May 2021, CAB secured orders, pursuant to Section 3 and 4A of the Proceeds of Crime Act, 1996, as amended, in respect of €64,210.00 in cash, two high value motor vehicles and £870 in sterling.

12. Community Engagement and Organisational Initiatives

Garda National Diversity and Integration Unit

Training of Garda Diversity Officers

From 4-6 May 2021, the Garda National Diversity and Integration Unit (GNDIU) delivered online training to current and prospective Garda Diversity Officers (GDOs) from the DMR West and DMR North Divisions; Blanchardstown, Finglas, Cabra, Balbriggan and Rush. A total of 46 members of Sergeant and Garda rank were trained over the two days and will be added to the list of Garda Diversity Officers on the Garda website.

Training topics included hate crime, diversity training, demographic challenges, roles and responsibilities of GDOs, the work of GNDIU, cultural awareness, unconscious bias and the Garda response to hate crime. Guest speakers contributing to the two-day event were Pastor Dare Adetuberu, Dublin City Interfaith Forum (and the Garda National Diversity Forum), Inspector Andy George, PSNI, the President of the National Black Police Association (NBPA) and Superintendent, Balbriggan.

Training for Garda Information Services Centre Call Takers

Throughout the month of May 2021, GNDIU continued to provide training for Garda Information Services Centre (GISC) call takers, focusing on the Data Quality Team and GISC management, to address issues with the recording of hate crime and hate incidents on PULSE. GNDIU is currently carrying out a number of initiatives to improve the quality of hate crime recording across the organisation. As part of this effort, an online briefing of Divisional Performance and Accountability Framework (PAF) Administrators was held on hate crime recording, with the intention of raising awareness of the concepts of hate crime and the recurring data quality issues being experienced at a national level.

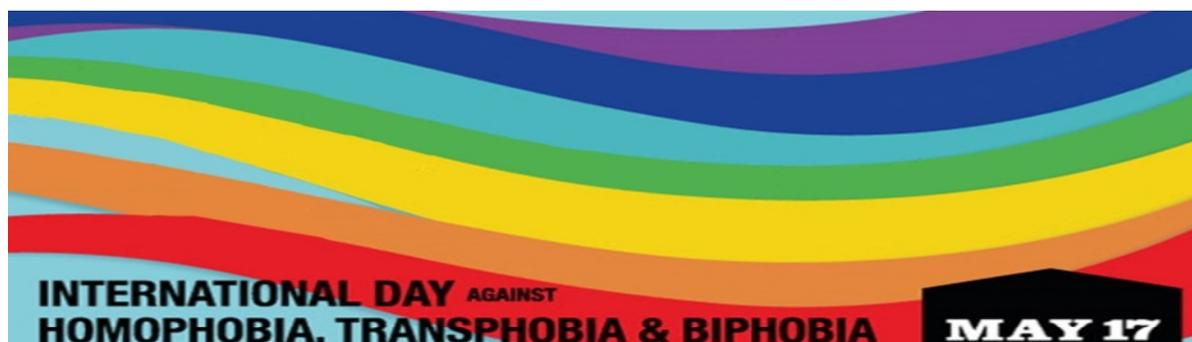


Community Relations

During the month of May 2021, Community Relations took part in a number of initiatives to support the LGBTI+ community. The Garda diversity car was on tour for the month of May in support of the Pride movement across the country and to raise awareness of An Garda Síochána commitment to the LGBTI+ community.



On 17 May 2021, a message of support was posted on An Garda Síochána social media accounts under the hashtags #IDAHOBIT and #letsstophatetogether to mark the International Day Against Homophobia, Biphobia, Interphobia and Transphobia, and express An Garda Síochána commitment in confronting all forms of hate in our communities.



On 24 May 2021, GNDIU participated in an online event hosted by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY), in collaboration with the Health Promotion Research Centre (HPRC) at NUI Galway. The HPRC at NUI Galway was commissioned to carry out a landscape and knowledge gap analysis of the research on LGBTI+ youth health and wellbeing in Ireland and Europe, and to map the findings to the objectives of the LGBTI+ National Youth Strategy.

This launch was held to share the report on the findings of this project with the wider community of stakeholders, including young people, service providers, LGBTI+ youth organisations, the research community, and policy and decision makers.

On 28 May 2021, An Garda Síochána partnered with the DVA Foundation to highlight LGBTQ Domestic Violence Awareness Day by lighting up Garda Headquarters in the Phoenix Park. The theme for the 2021 Awareness Day was to be 'Seen & Believed' #SeenAndBelieved, which aims to:

- Shine a light on the prevalence of domestic violence in LGBTQ communities and make the invisible victims visible.
- Inform LGBTQ victims and survivors that they are #SeenAndBelieved and that there are people out there who will support them.
- Advocate for and support the empowerment of LGBTQ victims and survivors of domestic violence.
- Recognise LGBTQ survivors and give hope and encouragement to those currently experiencing domestic violence.

Community Policing Toolkit

On 28 May 2021, the Garda National Community Engagement Bureau launched the Community Policing Toolkit for Community Gardaí. The toolkit is hosted in a secure location on the Garda website, www.garda.ie and it contains a variety of resources to inform and assist Gardaí when engaging with communities.

The resources include ready-to-go presentations, 'how-to' guides, guideline documents, crime prevention materials, school programme material and relevant forms. As a web-based solution, it will integrate easily with the current piloted Mobility Project. The toolkit is user-friendly and intuitive to allow Garda members navigate to the information they require easily.



Mobility Devices

Mobility devices were disseminated to a number of Community Policing members in 2020 to assist in their daily roles. The Garda National Community Policing Unit is currently working with Garda Information and Communications Technologies (ICT) to develop new apps that will assist Community Policing members with their duties. As part of this process, during May 2021, all Community Gardaí were given the opportunity to submit their ideas and views on what applications may be beneficial to their role.



Crimecall on RTÉ

On 31 May 2021, a 'back to business' retail security segment was broadcast on Crimecall on RTÉ, which promoted good retail practices following the relaxation of COVID-19 restrictions. A retail checklist has been developed by the Garda National Crime Prevention Unit and an accompanying video is on the Garda website. Each Garda Division will be encouraged to liaise with their respective Business Watch schemes to promote retail security.



An Garda Síochána ✓
31 May · 🌐

The Garda National Crime Prevention Unit are asking retailers to check their premises are secure as they emerge from Covid-19 restrictions. Retail thefts are down 27.5% over the last 12 months largely due to reduced opportunities for criminals. As restrictions are lifted more opportunities will arise for criminals to steal from retailers. The Retail Security Checklist will give business owners a simple guide to start checking on their security. The retail checklist is available from the Garda website www.garda.ie. If you require more assistance you can contact your local crime prevention officer.



On 31 May 2021, Crimecall on RTÉ featured an in studio item on Agricultural Machinery and tractors. This included safety advice to drivers of such machinery and also to road users to be cautious as silage season begins and traffic returns to the roads, following lockdown.

Garda National Roads Policing Bureau

During the month of May 2021, in line with An Garda Síochána aim to keep people safe on our roads, the Garda National Roads Policing Bureau launched a number of campaigns and initiatives, including the following:

- Two events were carried out to coincide with the 6th UN Global Road Safety Week that took place from 17-23 May 2021.
- In conjunction with the easing of COVID-19 restrictions on inter-county travel from 10 May 2021, Operation 'Slow Down' proceeded with the enforcement of excessive and inappropriate speed, as it remains a major contributory factor in road traffic collisions

On 16 May 2021, An Garda Síochána, in liaison with the Road Safety Authority, commenced a Motorcycle Safety Awareness Campaign. The campaign highlighted two joint An Garda Síochána/Road Safety Authority checkpoints in Dublin and Kildare, focusing on motorcyclists. The aim was to engage with them and offer advice on safety practices and protective gear.



An Garda Síochána ✓

16 May · 🌐

Sunday from 2–7pm is the most dangerous time for motorcyclists on our roads. Today we held checkpoints at various locations to offer road safety advice to motorcyclists and all other drivers. We are asking motorcyclists is to [#BeSafeBeSeen](#) by always wearing a high visibility vest and to [#EaseOffTheThrottle](#) and always stay within the posted speed limits. To all motorists we ask you to [#ThinkBikeCheckTwice](#) especially when coming to junctions and turning right. By following this simple advice we can all help make the roads a safer place and [#ArriveAlive](#)



Appendix A – Policing Plan 2021 – Performance at a glance, May 2021

Policing Plan RAG rating	
On target	
At risk of missing target	
Off target	
No update requested	
Reported by DOJ	

Priority 1. Community Policing

1.1 Enhance community engagement and public safety	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	
1.2 Enhance our proactive engagement with local communities	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	
1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey.	1.3.1 Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> • An Garda Síochána is trusted by the local community • The local community are listened to by An Garda Síochána • An Garda Síochána prioritises issues that matter to people in the local community • Community relations are central to the work of Garda Síochána • An Garda Síochána organisation is community focused • Number of victims reporting their most recent crime incident • Number of victims that felt that the right amount of information had been provided to them 	
1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey.	1.4.1 Maintaining and building on positive results in respect of the following- <ul style="list-style-type: none"> • The local community is consistently satisfied with the service from An Garda Síochána • The right level of Garda presence is established in local areas • Victims are satisfied with the service provided by An Garda Síochána • An Garda Síochána is seen as a friendly and helpful service 	
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.	1.5.1 Maintaining and building on positive results in respect of the following- <ul style="list-style-type: none"> • The perceptions of crime in local areas as a serious problem is reduced • Awareness of Garda patrols in local areas • Garda members in the area can be relied upon to be there when you need them • Level of Domestic Burglaries • Incidents of Assaults in Public 	

Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse.	2.1.1 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh).	
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	
	2.1.3 Domestic Abuse Risk Assessment Tool	
2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability.	2.2.1 Reducing the backlog for the examination of seized electronic devices to below 12 months.	
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse.	
	2.2.3 Increasing the quality and quantity of information on economic crime provided to Divisions	
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.	2.3.1 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates.	
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units.	
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units.	
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families.	
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	
	2.5.2 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.	
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.	2.6.1 Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> • Fear of crime has no impact on quality of life • People do not worry about becoming a victim of crime • People have no fear of crime in general • Proportion of people who said they were victims of crime • Awareness of Garda patrols in local areas 	
2.7 Implement appropriate	2.7.1 Operations and activities to respond to Covid-19	

operations to support any measures arising from Covid-19.		
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.	2.8.1 Continuing to take action targeting organised crime groups.	
	2.8.2 Implementing and reviewing the OCG threat assessment matrix.	
	2.8.3 Monitoring the level of seizures of firearms, drugs and currency.	
2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.	2.9.1 Continuing to implement Crowe Horwarth recommendations	
	Enhancing mobility access for Roads Policing	
	Increasing the proportion of FCNs issued through the use of mobility devices	
	2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	
	2.9.3 Monitoring Road deaths / serious injuries	
	2.9.4 Monitoring Lifesaver offences	
	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	

Priority 3. A Secure Ireland

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

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

Priority 4. A Human Rights Foundation

4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána	4.1.1 Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to Covid-19	Green
	4.1.2 Rolling-out human rights training	Green
	4.1.3 Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody.	Green
	4.1.4 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	Yellow
	4.1.5 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	Yellow
	4.1.6 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
	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.	4.2.1 Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	4.2.2 Commencing Anti-Corruption Unit activities	Green

Priority 5. Our People

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

Priority 6. Transforming our Service

6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges	6.1.1 Roll-out of the Operating Model	Yellow
	6.1.2 Enhance our Finance Function	Green
	6.1.3 Progressing the enhancement of corporate functions	Grey
	6.1.4 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
6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools.	6.2.1 Continuing the roll-out of the Digital Strategy	Green
	6.2.2 Roll-out of the Investigation Management System	Yellow
	6.2.3 Roll-out of the Rosters and Duty Management System	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.												
	2021												<i>Total to end 2021</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	2	1	0	0	1	0	0	4
Superintendent	0	0	1	0	1	1	2	1	1	0	1	0	8
Total	0	0	1	0	1	3	3	1	1	1	1	0	12

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of May 2021													
Rank	ECF	Position at end of last month - April	Appointed in Month - May	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	1	0	0	0	0	0	0	0	0	48	0
Superintendent	168	168	1	0	0	0	1	0	0	1	0	167	1
Total	223	223	2	0	0	0	1	0	0	1	0	223	1

Appendix D

<i>Breakdown of Leave – Garda Members</i>																			
<i>As at 31.05.2021</i>	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
<i>Garda</i>	Male	2	0.02%	0.02%	22	0.18%	0.26%	0	0.00%	0.00%	0	0.00%	0.00%	11	0.09%	0.13%	17	0.14%	0.20%
	Female	81	0.68%	2.36%	30	0.25%	0.87%	71	0.60%	2.07%	41	0.34%	1.19%	0	0.00%	0.00%	63	0.53%	1.83%
<i>Sergeant</i>	Male	1	0.05%	0.07%	2	0.10%	0.13%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	3	0.15%	0.03%
	Female	3	0.15%	0.66%	0	0.00%	0.00%	4	0.21%	0.88%	3	0.15%	0.66%	0	0.00%	0.00%	3	0.15%	0.07%
<i>Inspector</i>	Male	0	0.00%	0.00%	0	0	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	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Superintendent</i>	Male	0	0.00%	0.00%	0	0	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	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	3	0.02%	0.03%	24	0.17%	0.23%	0	0.00%	0.00%	0	0.00%	0.00%	12	0.08%	0.11%	20	0.14%	0.19%
	Total Female	84	0.58%	2.10%	30	0.21%	0.75%	75	0.52%	1.87%	44	0.30%	1.10%	0	0.00%	0.00%	66	0.46%	1.65%
	Total	87	0.60%		54	0.37%		75	0.52%		44	0.30%		12	0.08%		86	0.59%	

Appendix E

Breakdown of Leave – Garda Staff																			
<i>As at 31.05.21</i>	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
<i>CO</i>	Male	9	0.47%	1.91%	6	0.31%	1.27%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.21%	0.85%	0	0.00%	0.00%
	Female	259	13.42%	17.75%	11	0.57%	0.75%	11	0.57%	0.75%	9	0.47%	0.62%	37	1.92%	2.54%	0	0.00%	0.00%
<i>EO</i>	Male	0	0.00%	0.00%	1	0.13%	0.48%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.39%	1.45%	0	0.00%	0.00%
	Female	39	5.09%	6.98%	7	0.91%	1.25%	9	1.17%	1.61%	5	0.65%	0.89%	16	2.09%	2.86%	0	0.00%	0.00%
<i>AO</i>	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%	1	5.56%	11.11%	0	0.00%	0.00%	0	0.00%	0.00%
<i>HEO</i>	Male	0	0.00%	0.00%	1	0.80%	1.92%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	4	3.20%	5.48%	2	1.60%	2.74%	2	0.00%	0.00%	0	0.00%	0.00%	7	5.60%	9.59%	0	0.00%	0.00%
<i>AP</i>	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	1.47%	2.63%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.47%	2.63%	0	0.00%	0.00%
<i>Teacher</i>	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	12.50%	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%
<i>Cleaner</i>	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	0.83%	0.92%	1	0.42%	0.46%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Accountant</i>	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	20.00%	25.00%	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%
<i>Solicitor</i>	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%
<i>Chef</i>	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	4.35%	4.76%	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%
<i>Catering Manager</i>	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	4.35%	4.76%	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	9	0.27%	0.96%	8	0.24%	0.85%	0	0.00%	0.00%	0	0.00%	0.00%	7	0.21%	0.75%	0	0.00%	0.00%
	Total Female	309	9.19%	12.74%	22	0.65%	0.91%	23	0.68%	0.95%	15	0.45%	0.62%	61	1.81%	2.52%	0	0.00%	0.00%
	Total	318	9.46%		30	0.89%		23	0.68%		15	0.45%		68	2.02%		0	0.00%	

Appendix F

Garda Members - Unavailable for duty due to sick leave

*OI = Ordinary injury **IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160
Sept 2020	1,242	155	104	9	8	0	1,354	164
Aug 2020	1,095	144	83	10	11	1	1,189	155
Jul 2020	1,076	145	92	8	7	1	1,175	154
Jun 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2021	1226	163	128	11	6	1	1,360	175
Apr 2021	1095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166
Nov 2020	1,107	162	81	8	2	0	1,190	170

Oct 2020	1,158	152	97	9	2	0	1,257	161
Sept 2020	1,303	156	108	9	8	0	1,419	165
Aug 2020	1,149	145	84	10	11	1	1,244	156
Jul 2020	1,133	145	96	8	7	1	1,236	154
Jun 2020	960	146	67	9	4	1	1,031	156
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
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948
Dec 2020	10,546	4,449	1,058	279	88	0	11,692	4,728
Nov 2020	10,087.5	4,338	1,004	240	44	0	11,135.5	4,578
Oct 2020	10,946	4,331	1,128.5	277	25	0	12,099.5	4,608
Sept 2020	11,307	4,067	1,043.5	244	151	0	12,501.5	4,311
Aug 2020	10,731.5	4,108	1,000	298	161	17	11,892.5	4,423
Jul 2020	9,804	4,174.5	963.5	248	114	31	10,881.5	4,453.5
Jun 2020	8,629	4,103.5	608.5	263	92	30	9,329.5	4,396.5
May 2020	8,855.5	4,164.5	764.5	304	53	31	9,673	4,499.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%
Dec 2020	11,692.00	556.50	5.00%
Nov 2020	11,135.50	-964	-7.97%
Oct 2020	12,099.50	-402	-3.22%
Sept 2020	12,501.50	609	5.12%
Aug 2020	11,892.50	1011	9.29%

Jul 2020	10,881.50	1552	16.64%
Jun 2020	9,329.50	-343.50	-3.55%
May 2020	9,673	-793.5	-7.58%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Oct 2020	4,608.00	297	6.89%
Sept 2020	4,311.00	-112	-2.53%
Aug 2020	4,423.00	-30.50	-0.68%
Jul 2020	4,453.50	57	1.30%
Jun 2020	4,396.5	-103	-2.29%
May 2020	4,499.50	67.50	1.52%

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

Month	No. of Days Absent	LTR	Commentary
May 2021	11,303.00	2.90%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 3.2%.
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%	
Oct 2020	12,099.50	3.12%	
Sept 2020	12,501.50	3.21%	
Aug 2020	11,892.50	3.05%	
Jul 2020	10,881.50	2.79%	
Jun 2020	9,329.50	2.38%	
May 2020	9,673	2.46%	

Garda Staff - Numbers who availed of sick leave

Date	No.
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206
Jul 2020	236
Jun 2020	211
May 2020	198

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Oct 2020	277	4	281
Sept 2020	300	2	302
Aug 2020	213	1	214
Jul 2020	251	1	252
Jun 2020	221	0	221
May 2020	196	2	198

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
Oct 2020	2,966.5	41	3,007.50	-31.5	-1.03%
Sept 2020	3,008	31	3,039.00	354	13.18%

Aug 2020	2,654	31	2,685.00	-22.50	-0.83%
Jul 2020	2,688.5	19	2,707.50	74.00	2.81%
Jun 2020	2,633.5	0	2,633.50	-188.50	-6.68%
May 2020	2,810	12	2,822.00	-475.00	-14.41%

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

Date	Days Absent	LTR	Commentary
May 2021	3,528.50	4.20%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 5.2%.
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%	
Oct 2020	3,007.50	3.61%	
Sept 2020	3,039.00	3.66%	
Aug 2020	2,685.00	3.25%	
Jul 2020	2,707.50	3.32%	
Jun 2020	2,633.50	3.25%	
May 2020	2,822.00	3.50%	

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
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
Oct 2020	18	486
Sept 2020	13	354
Aug 2020	10	293
Jul 2020	14	383
Jun 2020	16	329
May 2020	13	463

Sick leave statistics as recorded on SAMS and reported @ 01.06.2021. These statistics have been compiled using the mental health illness subcategory based on illness classification on medical certification. The statistics for mental health provided are included in the ordinary illness category.

Commentary Sick Absence – May 2021

Sick absence for Garda members and Garda staff have both seen an increase in ordinary illness sick absence in the month of May. Instances and numbers availing of sick absence leave also reflect an increase for both Garda members and Garda staff in comparison to the previous month. Comparing May 2021 to May 2020, year on year, ordinary illness days have significantly increased for Garda members by 16.85% and for Garda staff by 25.04%. There is no specific factor identified to explain the month on month increase.

Injury on duty sick absence shows an increase month on month and comparing May 2021 to May 2020, year on year injury on duty has increased by 8.19%. The number of days in the respective months is a contributing 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 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 5.2%, however, instances of sick absence reflect a slight decrease at 3.31% and the number of Garda members availing of sick absence leave month on month displays a decrease of 2.25%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 11.51% for Garda members and a notable increase of 18.77% for Garda staff. The instances of sick absence month on month show an increase for Garda members at 13.62% and for Garda staff the increase can be seen at 16.98%.

Figures relating to the number of members availing of sick absence leave show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 13.26% increase and a 14.56% increase for Garda staff.

As mentioned in previous reports, since November 2020, we are including 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 16, which reflects a 23.08% increase from April 2021. The number of sick day absences for Garda members in May 2021 was 413 days, which shows an 18% increase from April 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

As included in previous reports, the Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Such absences are not recorded as sick absence but as special paid leave and apply 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.