



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**October 2021**

# An Garda Síochána

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Gnóthaí Corparáideacha  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

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

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Dear Helen

I am pleased to provide the 10<sup>th</sup> monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of September 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

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

At Section 11, this month's report provides an update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes.

Yours sincerely,

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

**October 2021**

## Message from the Commissioner

Policing in a time of global pandemic has, among other things, cast light on the true value and importance of fully evolving into a more modern police service that the people of Ireland deserve and can be confident in. While one of our main priorities in the last 18 months has been supporting national and local efforts to reduce the spread of the virus, as well as keeping people safe, at organisational level we have also continued to implement change, albeit at a slower pace than originally envisaged. As you know, the changes set out in the Government's 'A Policing Service For Our Future' plan are intended to deal with a range of matters, be they historical, current or those that are potentially to come, amid the growing complexities of modern policing.

Exactly three years on since the Commission published its report on the Future of Policing in Ireland, one key area of the work on reform this month has been to promote a positive, well-functioning working environment that fully supports the duties and responsibilities of Garda personnel. This includes fostering a supportive environment for all Garda personnel to highlight and report concerns of wrongdoing at work.

To help achieve this, an addendum to our protected disclosures policy was published in September 2021. This update provided for the nomination of Transparency International (TI) Ireland as the specialist body to issue independent advice to Garda personnel in relation to making a disclosure. In practical terms, this means that Garda personnel can now access TI Ireland's independent 'Speak Up' free and confidential helpline for advice relating to reports of corruption, serious misconduct and protected disclosures.

Reform in An Garda Síochána also means becoming more far-reaching and all-encompassing than ever before, by streamlining processes and adopting new technologies to assist Gardaí. To this end, September marked the first six months of Ireland's successful connection to the Schengen Information System (SIS II).

During this period there were 74 arrests on SIS Article 26 (alerts on persons wanted for arrest for surrender or extradition purposes) and 52 arrests on already endorsed European Arrest Warrants for offences including drug trafficking, robbery, sexual assault, burglary, theft, assault causing harm, fraud and property offences, which is double the corresponding figures for the same six months of 2020. As An Garda Síochána is reforming, some fundamentals in our policing approach have remained consistent, and none more than the unflinching dedication and hard work of Gardaí in achieving operational success. For instance, during the four weeks of September 2021, in the region of €2.5m worth of illegal drugs and cash were seized.

I was also honoured this month to award the Gold Scott Medal posthumously to Garda Gary Sheehan, who was killed during a search operation in December 1983. Our presentation ceremony in Dublinlin Gardens, Dublin Castle on 24 September 2021 was foremost a poignant reminder of the dangers faced by Gardaí, but also of the extent to which they are prepared to go to keep people safe.

The majority of Gardaí work day in, day out to protect vulnerable people, families and entire communities from crime or harm. We know that during each week so far this year, an average of over 650 domestic abuse incidents have been reported to Gardaí. This one brief, but important statistic, gives an indication of how the work of An Garda Síochána is relied upon now more than ever, and how our ongoing commitment to meet changing demand and protect society is imperative.

**J A HARRIS  
COMMISSIONER**

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

An Garda Síochána operational policing response to the COVID-19 pandemic has diminished with the further easing of restrictions nationally. However, roads policing patrols, community engagement patrols, crime prevention and detection patrols, and uniformed beats and patrols are continuing. In addition, our engagement with the community is being maintained with members ensuring ongoing contact with the elderly and vulnerable in local communities.

### **Operation Citizen**

Operation Citizen has been initiated in the Dublin Metropolitan Region and will come into effect on 22 October 2021, in conjunction with the lifting of the remaining COVID-19 restrictions. It is hoped that this operation will reassure the citizens, visitors and the business community in Dublin City that it is a safe place to visit, and will see an increase in high visibility patrols.

### **Operation Faoiseamh**

Operation Faoiseamh continues 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. We, again, wish to remind anyone who may have been the victim of an incident of sexual or domestic crime to report the incident to An Garda Síochána.

As we reach a significant milestone on the road to recovery from the pandemic, the focus of An Garda Síochána remains to keep people safe. We will continue to maintain our tradition of policing by consent, in close connection with the community.

## 2. Finance

### Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end September €'000	Remaining Oct-Dec €'000	%
<b>Gross Total</b>	1,952,163	1,445,558	506,605	26%
<b>Appropriation in Aid (receipts)</b>	95,988	87,113	8,875	9%
<b>Net Total</b>	1,856,175	1,358,445	497,730	
<b>Deferred Capital Surrender</b>	12,750	12,750	0	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of September 2021, the total combined gross expenditure is €1.446b (74% of allocation), which is less than the end of September 2021 profiled spend by €16.52m, with further detail below on specific areas of over/under profile.

#### 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 September 2021 was €111.48m and year to date is €966.12m. Expenditure on the salaries pay element to end September 2021 was €878.84m, which is €1.09m under profile. Expenditure on the overtime element was €87.29m, which is €14.15m over profile. This is due in the main to the continued response to the COVID-19 pandemic and other operational activities. Overall, pay and overtime is over profiled spend at the end of September 2021 by €13.06m.

In respect of the superannuation of €364.95m, the expenditure in September 2021 was €33.64m and year to date is €275.79m, which is €4m over profile at the end of September 2021. The main reasons for the variance is an increase in estimated 2021 retirements and the first tranche of the pension parity arrears of approximately €1.5m. These payments are based on the application of pension increase policy agreed under the Public Service Stability Agreement 2018-2020, where a pensionable fixed periodic allowance (rent allowance) was consolidated into a pay scale, which included Garda pensioners. This was provided in the current financial year and as such, provision was not within the 2021 estimates.

In relation to non-pay of €222.57m (including for the Garda College), expenditure in September 2021 was €19.93m and year to date is €135.19m. Overall, non-pay expenditure is €25.97m under profile at the end of September 2021, considered in the main due to timing of receipt of goods/services. Non-pay expenditure in relation to COVID-19 at the end of September 2021 is reported at almost €2.5m.

#### Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in September 2021 was €5.31m and year to date is €68.46m. The capital subheads have a combined under profile spend of €7.62m to the end of September 2021.

In addition, the 2021 allocation is €12.750m of the capital carryover from 2020 into 2021 and was allocated to be utilised in capital works. This allocation was fully expended at the end of August 2021.

#### Appropriations in Aid

Appropriations in Aid are €87.11m at the end September 2021, €14.39m ahead of the estimated profiled receipts.

#### Estate Management September 2021

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

As reported previously, the OPW continues to manage this build and has stated that the project is on target with expected completion in September 2022. The current phase of the project has seen the shell of the complex developed to the 5<sup>th</sup> floor.

### **PPP Bundle**

The PPP project to build Garda stations at Macroom and Clonmel continues, with significant progress made on the development of the business case. Engagement on progressing the PPP Bundle is ongoing between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency.

### **Developments in September 2021**

The below projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána, with a view to progression and completion in the stated timeframes.

- **Fitzgibbon Street Garda Station:** Significant progress has been made in finalising the development of the station. Substantial completion and handover of the station was achieved on 7 October 2021.
- **Athlone Garda Station:** Phase 2 of the refurbishment and expansion of the station is expected to be complete in Q4 2021. Following the completion of Phase 2, Phase 3 (linking Phases 1 and 2) will also be concluded in Q4 2021 (as per current construction programme).
- **Longford Garda Station:** The project is ongoing to enhance custody facilities. The anticipated project completion is now Q1 2022.
- **Sligo Garda Station:** The project to refurbish and expand custody facilities was completed and handed over on 24 September 2021.

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

- **Bailieboro Garda Station:** Approval to proceed has been issued to the OPW from An Garda Síochána. The OPW is in final negotiations with the preferred tenderer and the awarding of the contract is expected imminently.
- **Drogheda PEMS and 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. A meeting is scheduled with the OPW for mid-October to discuss the associated timeframes and all aspects of the programme.
- **Cell Refurbishment Programme:** The full schedule of works for the 2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW. There are a number of projects on site and due for completion in the near future (including Garda stations at Longford, Roscommon and Sundrive Road), with other Garda stations in the development phase.

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

- As at 30 September 2021, the Garda strength stood at 14,345 (14,302 WTE) and the Garda staff strength at 3,395 (3,171.5 WTE). A full breakdown by rank, grade and gender is outlined in the tables below.
- Intake 21.3 commenced on 20 September 2021, with a total of 114 Garda Trainees entering the Garda College.
- There are currently approximately 100 Garda member competitions in progress to fill vacancies at national, regional and divisional levels across the organisation.
- There are currently 24 Garda staff recruitment competitions in progress across the organisation.
- The Sergeant's promotion competition is underway.
- 37 Higher Executive Officers have been promoted from the internal HEO panel to date. Staff competitions are proceeding with batch 2 of the HEO competition in order to fulfil the remaining vacancies.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority, Departments of Justice and Public Expenditure and Reform.

#### Garda Strengths

Rank	As at 30 September 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	63%	3	37%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	167	144	86%	23	14%	167
Inspector	416	339	81%	77	19%	416
Sergeant	1,915	1,466	77%	449	23%	1,913.5
Garda	11,789	8,378	71%	3,411	29%	11,747.5
<b>Total</b>	<b>14,345</b>	<b>10,371</b>	<b>72%</b>	<b>3,974</b>	<b>28%</b>	<b>14,302</b>

Of which	As at 30 September 2021	Male	%	Female	%
Career Breaks (incl. ICB)	46	20	43%	26	57%
Work-sharing	43	1	2%	42	98%
Secondments (Overseas etc.)	12	9	75%	3	25%
Maternity Leave	75	N/A	0%	75	100%
Unpaid Maternity Leave	28	N/A	0%	28	100%
Paternity Leave	21	21	100%	N/A	0%
<b>Available Strength</b>	<b>14,120</b>	<b>10,320</b>	<b>73%</b>	<b>3,800</b>	<b>27%</b>

\*Equates to 86 full-time members

Garda Reserves Strength as at 30 September 2021	Total*	Male	%	Female	%
	<b>442</b>	328	74%	114	26%

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

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	10	62	79
<b>Total</b>	<b>0.5</b>	<b>11.5</b>	<b>32</b>	<b>118</b>	<b>663</b>	<b>825</b>

## Garda Staff Strengths

### Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	24	24	12	50%	12	50%
AP	73	73	30	41%	43	59%
HEO	166	165	64	39%	102	61%
AO	21	21	10	48%	11	52%
EO	730	721.2	194	27%	536	73%
CO	1,954	1,871.2	480	25%	1,474	75%
<b>Total</b>	<b>2,975</b>	<b>2,882.4</b>	<b>794</b>	<b>27%</b>	<b>2,181</b>	<b>73%</b>

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	65	64.4	37	57%	28	43%
Administrative **	2,974	2,881.5	793	27%	2,181	73%
Industrial/Non Industrial	356	225.6	116	33%	240	67%
<b>Total</b>	<b>3,395</b>	<b>3,171.5</b>	<b>946</b>	<b>28%</b>	<b>2,449</b>	<b>72%</b>

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	28	28	N/A	0%	28	100%
Unpaid Maternity Leave	12	12	N/A	0%	12	100%
Paternity Leave	1	1	1	100%	N/A	0%
<b>Available Total</b>	<b>3,354</b>	<b>3,130.5</b>	<b>945</b>	<b>28%</b>	<b>2,409</b>	<b>72%</b>

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

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

Work Sharing ***	Total	WTE	Male	%	Female	%
	<b>308</b>	214.9	10	3%	298	97%

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

\*Rounding applied to WTE.

Career Breaks****	<b>Total</b>	<b>WTE</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
	<b>28</b>	28	6	21%	22	79%

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

#### Parental Leave

01.09.2021 – 30.09.21	<b>Garda Members</b>	<b>Garda Staff</b>
	90	82

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

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2021*	40	18	28	31	48	46	62	46	56				375

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

#### Persons suspended from An Garda Síochána

<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>81</b>	73	90%	8	10%

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

## 4. Information and Communications Technology (ICT)

With Government restrictions to the COVID-19 pandemic easing, ICT continues to deliver solutions to support and enable An Garda Síochána personnel to access Garda information systems remotely in a secure manner.

**Schengen Information System (SIS Recast) - also known as SIS III:** In relation to SIS Recast, early integration testing has been completed and system testing commenced in September 2021, with a number of interactions planned prior to formal compliancy testing. Targeting Technical Readiness is scheduled for December 2021, with entry into the live environment in February 2022. These dates are subject to change. The IE (Ireland) SIS II Evaluation final report from the EU Commission is expected circa October 2021. The IE (Ireland) SIS II Evaluation (Police Cooperation) is scheduled for 5 to 10 December 2021, and planning has commenced between the EU Commission, Department of Justice and An Garda Síochána. SIS Recast and SIS II activities are continuing in parallel, using the same resource pool, alongside multiple sidebar projects.

As reported previously, SIS II went live for Ireland in March 2021. A recent article by Robin Schiller was published on 16 September 2021 in the online version of the Irish Independent [www.Independent.ie](http://www.Independent.ie).

The article titled *'Gardaí arrest over 120 fugitives wanted for serious crimes since new alert system introduced'*, highlights the positive impact and benefits the SIS II system has made to An Garda Síochána and policing since its introduction.



The image is a screenshot of a news article from the website Independent.ie. At the top, the logo 'Independent.ie' is displayed with a green harp icon. Below the logo is a navigation bar with links for 'News', 'Opinion', 'Business', 'Sport', 'Life', 'Style', 'Entertainment', 'Travel', and 'Sections'. A secondary navigation bar lists 'Irish News', 'News', 'Politics', 'Education', 'Health', 'Courts', and 'Crime'. The main headline of the article reads 'Gardaí arrest over 120 fugitives wanted for serious crimes since new alert system introduced'. Below the headline is a photograph of Garda Commissioner Drew Harris, a man in a white uniform with a Garda Síochána badge on his shoulder. The caption below the photo reads 'Garda Commissioner Drew Harris. Photo: Liam McBurney/PA'.

**Computer Aided Dispatch 2 (CAD 2):** Detailed discussions are taking place between the supplier and An Garda Síochána IT Infrastructure, specifically around the supplier’s dependencies on An Garda Síochána. Hardware delivery to Dublin has been delayed from August 2021 and delivery is now expected in October 2021. Work on re-planning is in progress ahead of the hardware delivery. Internal discussions are continuing with the supplier regarding user needs and PULSE integration. Reporting capability has been significantly updated by the supplier for An Garda Síochána to review.

**Roster Duty Management System Deployment (RDMS Deployment):** The next deployment of RDMS to Limerick Division is progressing and on track. An Garda Síochána is working with a vendor with regard to investigating an issue found in testing. Work is ongoing with regard to RDMS and the integration with CAD.

**Investigation Management System Deployment (IMS Deployment):** This remains unchanged from previous updates. Current COVID-19 restrictions have paused the rollout of IMS. Once restrictions allow, training will recommence and the rollout can continue.

### Mobile Device Deployment

The next deployment of frontline devices will be to members in the Waterford and Balbriggan Districts. Testing of MTeams across the Districts is underway to allow for unit briefing/PAF meetings. Members in the Divisions that have Investigation Management System (IMS) deployed will have devices provided to them with the aim of supporting future deployment of an IMS App and create synergy across A Policing Service for our Future (APSFF) initiatives. Members will experience the usual benefits of having an active mobility device with access and connectivity to Garda email, the Garda Portal, Learning Management System (LMS), driver and vehicle lookup, and FCN App.

### Other activities taking place across the Mobility Team

- Follow up is continuing with personnel that were allocated active mobility devices as part of unmanaged device replacement.
- 1,000 active mobility devices will be rolled out in Q4 2021, with preparation of devices in progress.
- As previously reported:
  - There is ongoing replacement of broken/damaged existing state mobiles.
  - 1453 frontline devices have been deployed so far in 2021 (bulk deployments).
  - Ongoing investment is required to support devices that have been deployed, which includes significant licencing renewal costs and investment in backend infrastructure.
  - The demand for App development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development capacity across ICT is also required.

### Overall Device Deployment Figures

	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	3698	3688	61	7447

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

### **ICT Accommodation Plan**

The relocation of the main Garda Síochána Data Centre (Garda HQ, J Block) to support the Harcourt Square decant is now in progress, following confirmation of the secondary location. This has had a major impact on change capacity from September 2021 to January 2022 due to the delayed confirmation of the secondary site.

A lengthy ICT change freeze is now in place to support this, with major impacts on planned upgrades and releases across the estate of ICT applications. A four-week window for changes in October/November 2021 has been identified. It is likely to impact on other key projects in development as key technical teams need to be diverted to the data centre relocation. Works are ongoing in Phoenix House for the new ICT office space. This is due to become available in Q4 2021. Furniture has been ordered and discussions are ongoing regarding other accommodation requirements and issues with Estate Management.

### **Information and Technology Vision**

As previously reported, prioritisation of business and technology demands on ICT is required to support effective delivery of the transformation programme. The budget deficit in 2021 will likely require some expenditure to be deferred to 2022. Early indications are that the 2022 ICT budget will be on a par with 2021. The lack of increased investment will result in very little, if any, scope for new change initiatives, given the committed expenditure from ongoing projects and increased business as usual demands. Plans for cross-organisational prioritisation of ICT demands for 2022 is progressing.

### **Operating Model**

Geographical amalgamations (District Model) are awaiting further details from the central team regarding preparation of data migration across multiple systems. ICT activities will be part of a wider amalgamation work stream and policing functional areas (crime and community engagement) are currently under analysis and design by the central team. Multiple workshops have taken place in recent weeks and will continue over the coming weeks also.

**PULSE Development:** A system test on PULSE Release 7.8 is underway. Meetings are being held with ICT internal stakeholders regarding planning for PULSE releases in 2022.

## 5. Corporate Communications

In September 2021, the Office of Corporate Communications continued its ongoing engagement with external and internal audiences through the continued publication of content and information across varied media platforms. These highlighted the wide range of nationwide policing activities undertaken by An Garda Síochána.

As restrictions eased throughout the country, our continued focus has been on keeping people safe by supporting public health measures and the Government's plan for reopening Ireland's economy and society in a safe and phased manner.

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

- Minister Humphreys and the Commissioner marked six months of Ireland's connection to the Schengen Information System (SIS II).
- The management of media activity relating to the Scott Medal Awards Ceremony in Dublin Castle.
- The extradition of an Irish male from Spain in connection with alleged serious crime.
- The publication by An Garda Síochána of an addendum to Protected Disclosure Policy.
- The Policing Plan surrounding the All-Ireland Football Final.
- Appointments and allocations of Superintendents.
- **Organised Crime:** There were multiple press releases published on various types of organised crime, including drug and cash seizures, with a combined value of approximately €2.5m for the month of September 2021.
- **Internal Communications:** Newsbeat, published twice weekly, focused on critical organisational messaging. It attracted a readership of over 13,000 personnel in An Garda Síochána.

### Media Briefings and Interviews

Several interviews were facilitated with national and local media on a range of topics, and some of the high-level interviews conducted this month are highlighted below:

- The Commissioner provided a briefing to the media on a number of topics following the awards of the Scott Medal Ceremony on September 24, 2021.



- Assistant Commissioner Anne Marie Cagney, DMR, provided an interview to Virgin Media discussing the issue of crime in Dublin City Centre and An Garda Síochána response.
- Detective Chief Superintendent Declan Daly, Garda National Protective Services Bureau, spoke with RTÉ's Morning Ireland and the Newstalk Breakfast Show on the issue of domestic violence and the Eric Eoin Marques conviction.
- Detective Chief Superintendent Michael Gubbins, Chief Bureau Officer of the Criminal Assets Bureau, provided a number of interviews to a wide range of media outlets following the publication of the CAB 2020 Annual Report.
- A briefing was given by Superintendent Paul Kennedy following the fatal shooting in Lixnaw, North County Kerry.



- Detective Chief Superintendent Paul Cleary of the Garda National Cyber Crime Bureau was interviewed on the Tonight Show and RTÉ's Today with Claire Byrne in relation to the HSE ransomware attack.
- Detective Superintendent Michael Cryan of the Garda National Cyber Crime Bureau provided an interview to RTÉ's Six One News on the issue of scam calls.
- Crime Prevention Officer, Sergeant Michael Walsh provided a number of interviews to local and national media on the Campus Watch Drugs Misuse Campaign.
- Inspector Peter Woods, DMR Traffic participated in a number of interviews on 'Make Way Day', aimed at highlighting the needs of people with disabilities in the public spaces we all share.

### **Launches & Initiatives**

- An Garda Síochána launched various road safety initiatives relating to speeding and drink/drug driving, in conjunction with the RSA.
- A public appeal was raised by the DMR South Garda Division to identify the owners of a substantial volume of jewellery (watches, rings, pendants) in their possession.
- An Garda Síochána continued its fraud prevention advice, in particular relating to the phone call scam whereby the phone number appears to originate from genuine Garda phone numbers, as well as a HSE vaccination scam.

## Press Office

The Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road accidents and a wide range of other information concerning the Garda organisation. It operates from 7am–11pm, seven days a week. During September 2021, the Garda Press Office issued in excess of 200 press releases and handled hundreds of media queries on a range of criminal justice issues. There were approximately 70 nationwide interview requests on national and local issues which were facilitated through the Garda Press Office.

## Corporate Communications

The Corporate Communications team continued the communication to the public in support of the Government's plan to safely reopen Ireland's economy and society over the coming months, and ongoing efforts by An Garda Síochána to detect crime, preserve the peace and reduce road fatalities. With a key focus on keeping people safe, engagement with our continuously growing 1.6m social media followers and retaining our close connection with our community, An Garda Síochána has continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19.

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

- As mentioned above, there has been continued awareness raising and fraud prevention advice, in particular, relating to the phone call scam where the scammer(s) use official Garda numbers and impersonate members of An Garda Síochána.
- An Garda Síochána has highlighted the partnership with Hotline.ie, the online facility for victims of intimate image abuse (IIA), to report this criminal activity to Gardaí.
- Support of **#WorldSuicidePreventionDay**, which encourages people to mind their mental health and reach out if they need support.
- The launch of the **#Riseabovetheinfluence** drug awareness campaign, as students return to college as part of the Campus Watch Programme.

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**Your future is in your hands**

**#Riseabovetheinfluence**

An Garda Síochána  
Campus Watch  
Drug Abuse Awareness

- An Garda Síochána supported the Disability Federation of Ireland in their #MakeWayDay21 initiative as part of Operation Enable (24 September 2021).



**Other social media activity included:**

- Episode 3 of the Garda Mounted Unit: Training Day - A behind the scenes look at just some of the training that the Garda Mounted Unit members go through.
- Providing a virtual 360 degree tour of An Garda Síochána Museum in Dublin Castle for #CultureNight.
- Coverage of the Scott Medal Award Ceremony: A video was shared across social media platforms.
- Supporting International Week of Deaf People 2021 and providing information on the associated events.



## **Internal Communications – September 2021**

### **Keynote speech at the Public Sector Digital Marketing Summit 2021.**

Ms. Joanna Parsons, Head of the Internal Communications team, was a keynote speaker at the Public Sector Digital Marketing Summit on 22 September 2021. Her speech was entitled “*Countering the Tyranny of Email*” and provided tips and insights from An Garda Síochána on how to best use email as an effective channel for internal communication. The conference was attended by communications personnel from across the public sector, including the Department of Justice, the HSE, the OPW, Citizens Information Board and the Department of Enterprise.

### **Portal upgrade**

The e-tender has been advertised and the deadline for proposals was 22 September 2021. This is a collaborative effort between ICT and the Office of Internal Communications, and a review of the proposals will commence next.

### **Further internal communications issued this month**

- The Office of Internal Communications issued Newsbeat twice a week during the month of September 2021. Readership has stayed consistently high at 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:**

- COVID-19: Reminders on face coverings, long COVID, when to get tested, close contact and self-isolation.
- Operating Model: An interview was held with an Assistant Principal in the Business Services Functional Area in the Kerry Division.
- Scott Medals.
- Fáinne badges.
- Confidential speak up helpline.
- Health and wellbeing content.
- Update from the Garda Ethics & Culture Bureau on staff engagement initiatives.
- The latest HQ Directives.
- Adult Cautioning Scheme.
- Phishing alert.
- International week of deaf people.

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

The current figures indicate that 96.10% of all personnel have signed the Code of Ethics declaration. This includes 98% of Garda members, 94% of Garda staff and 65% of Garda Reserve members. As of 1 October 2021, 33 Divisions/Sections within An Garda Síochána have 100% sign up rate.

Of the Garda Reserve members currently recorded on the national code of ethics database, a large percentage have not attended for duty since 2018. The Garda Ethics and Culture Bureau (GECB) is liaising with the Garda Reserve Office to obtain a current list. 1.3% of An Garda Síochána personnel are recorded as being on long term sick leave over six months. Taking into account those on long term sick and the Garda Reserve figures, the total sign up would be 98% of the organisation. Nine screensavers highlighting each of the nine ethical standards have been developed. These will be published over a nine-month period commencing in October 2021.

### **Garda Decision-Making Model (GDMM)**

As of 30 September 2021, 87.93% of personnel have completed the GDMM e-learning module. GECB has provided each Regional Officer with lists of personnel within their region who have not completed the module and they have been requested to encourage their personnel to complete it.

## **7. Implementation of Cultural Change**

### **Culture Reform Programme**

A detailed infographic in relation to the Staff Cultural Engagement Initiatives (SCEI), with accompanying explanatory text, was published in Newsbeat on 9 September 2021. This served as a refresher notice for all staff members, in advance of more detailed communications to be issued in Q4 2021 regarding the SCEI's.

A further Newsbeat article was published on 30 September 2021 regarding the pilot of a successful project as part of the 'Your Ideas – Innovation in An Garda Síochána' campaign. Focus for the month of October 2021 will be on the re-invigoration of the Have Your Say SCEI. The dedicated section mailbox and the anonymous internal portal form are aimed at encouraging personnel to speak up on matters pertaining to their role and area of responsibility.

The contract for the second Cultural Audit of An Garda Síochána was forwarded to the successful vendor on 13 May 2021 and is currently awaited. Engagement is continuing with the successful vendor in relation to the upcoming Cultural Audit, with two meetings planned for October 2021.

## 8. Risk Management

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

- A meeting of the RPGB took place on 8 September 2021.
- Compliance rates for Q3 2021 are currently being collated. Compliance rates for Q2 2021 remained consistently high at 89%.
- One-to-one meetings were held throughout September with all corporate risk owners/support staff to assist in the review and update of their risk registers.
- Two 'Support Staff Briefings' were held via Microsoft Teams and three 'Risk Register Development Workshops' were conducted during September 2021.
- GRMU continues to engage with the Strategic Transformation Office (STO) surrounding the project to implement recommendations to enhance the 'Risk Management Framework', as recommended in the Mazars Review 2020.

## 9. Use of Force

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

**As outlined in all 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 August 2021 and September 2021:

- Use of force has remained consistent in September 2021 when compared with August 2021. There were 98 recorded uses of force in September 2021, compared with 101 recorded incidents in August 2021.
- The use of incapacitant spray has seen a decrease, with 69 uses in September 2021, compared with 74 uses in August 2021.
- The use of batons remained unchanged with 26 uses in September 2021, compared with 26 in August 2021.
- There was an increase in the use of Taser in September 2021, with three discharges in September 2021 compared with one discharge in August 2021.
- There were no discharges of a firearm in September 2021, which is the same as August 2021.
- Types of incidents in which force was used:
  - Public order offences have decreased from 55% to 45%.
  - Drugs offences have seen a noticeable increase from 10% to 15%.
  - Mental health incidents have reduced by half from 8% in August 2021 to 4% in September 2021.
  - Assault related incidents accounted for the third highest number of incidents in which there was a use of force.
  - In August 2021, theft related offences accounted for the third highest type of offence in which there was a use of force. September 2021 has seen theft related offences drop to the least common incident in which there was a use of force.
- The Cork City and DMR South Central Divisions recorded the highest levels of force reported.

**There continues to be extensive work on the new, more detailed, public facing, use of force report. This report is up and running and is currently being tested by staff attached to the Garda Síochána Analysis Service. It is hoped that the new report will be provided in the coming months.**

## 10. Crime Trends

### National Overview

As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015–2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. So far in 2021 there have been upward trends in crimes against the person, criminal damage, public order and sexual offences, while property crime has remained low compared to pre-pandemic levels.

### COVID-19

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

### Data Quality Assurance

As reported last month, the priority data quality actions for 2021 are continuing and the move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. Fieldwork is continuing on manually gathering outcome data for one crime area (rape). This has been impacted by other high priority investigations by the National Protective Services Unit who are coordinating it. The fieldwork is in its final stages to be followed by a report on this crime area and the implementation of systematic recording of outcomes for all crime types later in the year.

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. As previously reported, this was implemented in PUSLE 7.7 on 11 July 2021. Operational use of this relationship data commenced in September and will be reported externally by the end of 2021.

There is still a risk that the significant changes to PULSE to meet additional Schengen Information System (phase 3) requirements may still impact on other data quality improvements in 2021. The indications are that the EU Commission's review of Ireland's SIS implementation will be largely positive, with the recommended measures already in progress, such as the ability to perform SIS searches directly from mobile devices. As mentioned previously, the list of PULSE change requests for policy and data quality related improvements now extends into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems, and ICT generally.

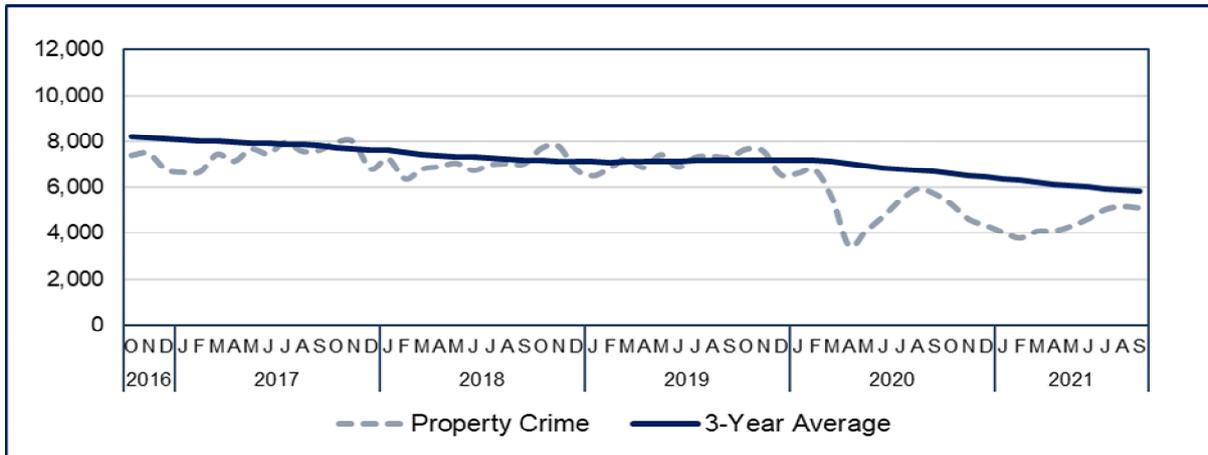
***Crime trends are set out to follow. It should be noted that GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.***

***Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.***

***The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.***

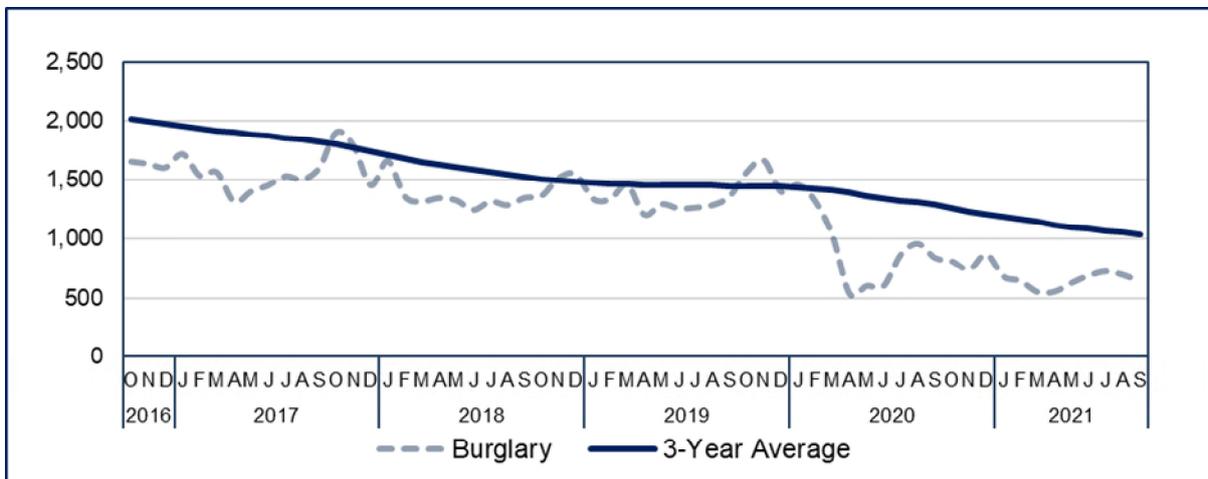
**Chart 1: Total Property Crime - 5 Year Trend**

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. A reduction of 22% was observed in the 12 months to September 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 the commencement of plans to reopen retail and services, it is likely that the upward trend observed in 2021 will continue in the coming months.



**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 35% and burglary occurring elsewhere down 40% in the 12 months to September 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 and we move into winter.



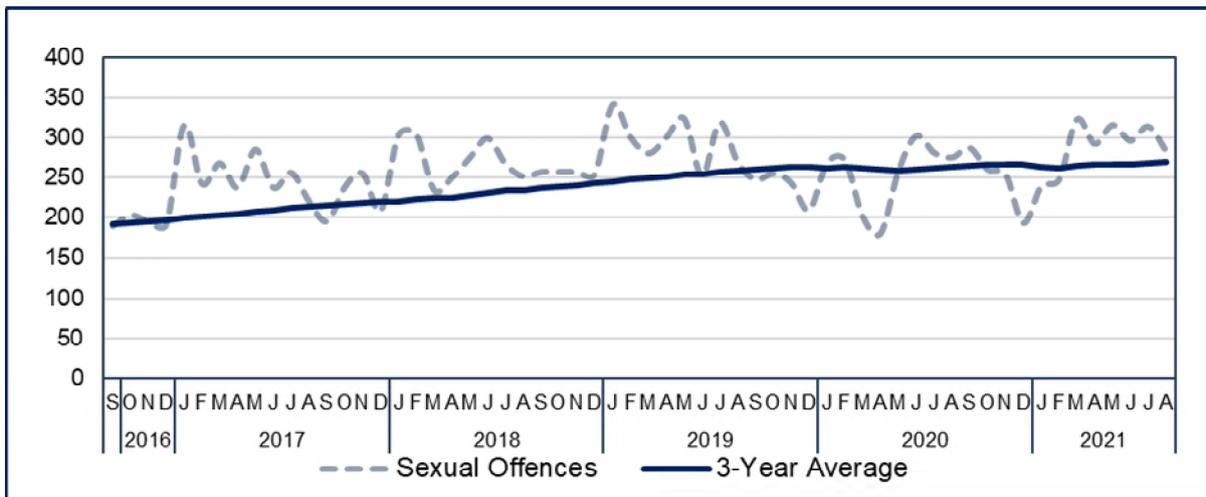
**Chart 3: Crimes against the person - 5 Year Trend**

Crimes against the person plateaued in 2020, following a gradual rise over the preceding 3 years. There was a decrease of 5% in the 12 months to September 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. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID restrictions.



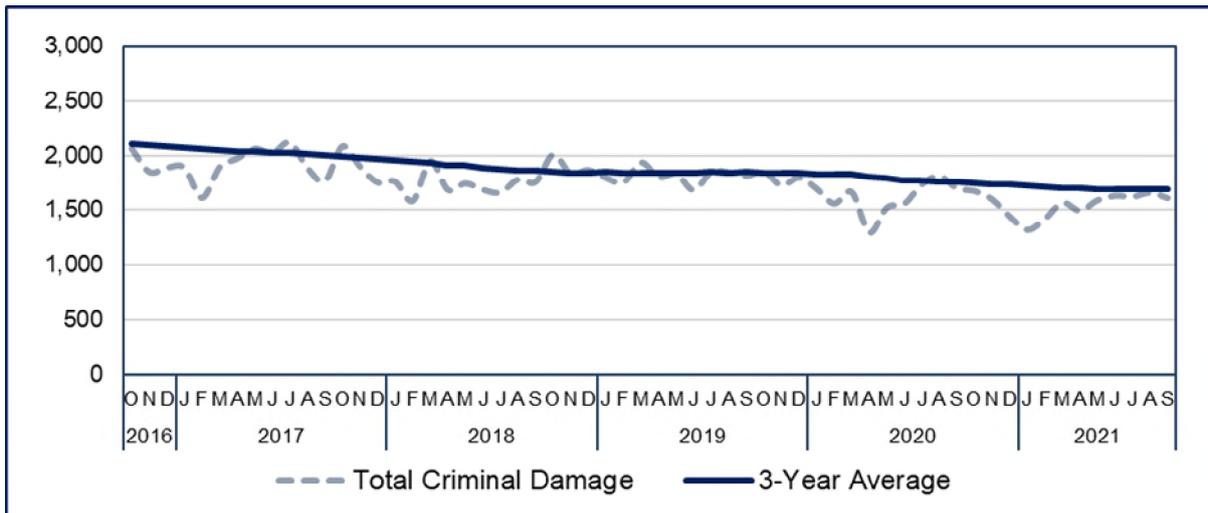
**Chart 4: Sexual Offences - 5 Year Trend (to August 2021)**

As reported previously, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend has resumed in 2021. In the 12 months to August 2021, there has been an 11% increase in reported sexual offences compared to the 12 months prior. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.



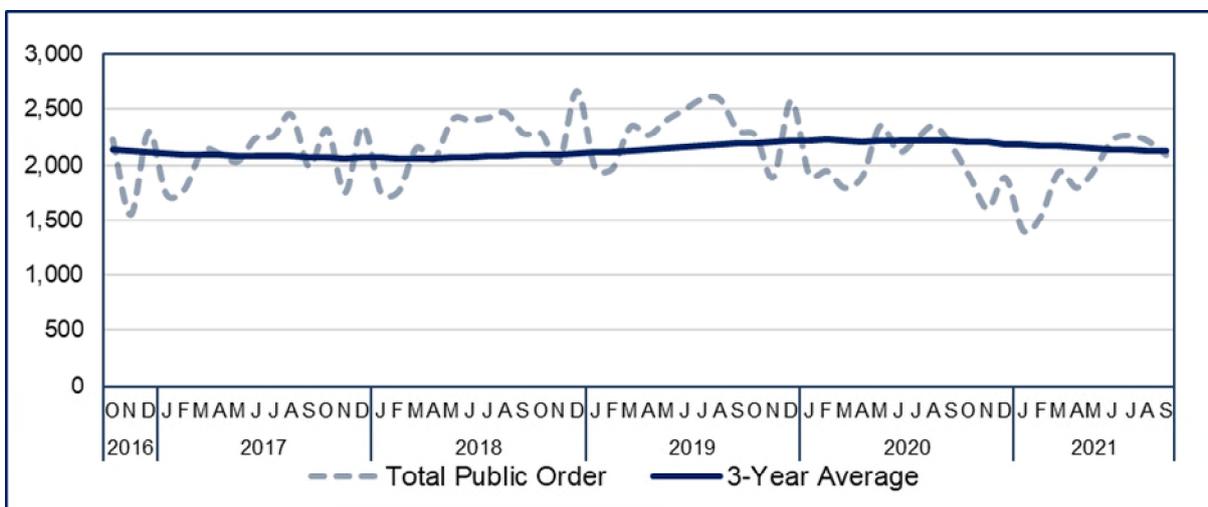
**Chart 5: Total Criminal Damage - 5 Year Trend**

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 7% in the 12 months to September 2021, as compared with the 12 months prior. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions, April 2020 and early 2021). As with property crime and crimes against the person, 2021 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.



**Chart 6: Total Public Order - 5 Year Trend**

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, have seen a reduction in 2020 which has caused this trend to plateau. There was a decrease of 10% in the 12 months to September 2021, as compared with the 12 months prior. Public order offences for the 12 months to September 2021 were down 10%, while drunkenness offences over the same period were down 12%. Public order tends to be higher in summer and also tends to spike at Christmas. Public order has increased in recent months and levels are expected to return to a more regular pattern as restrictions ease.



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

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. The engagement has proved positive and would appear to be a source of reassurance and comfort for those concerned. As of 4 October 2021, GNPSB has received a total of 73 relevant reports.

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

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

1	Emotional Abuse	17
2	Sexual Abuse	11
3	Physical Abuse / Mistreatment	6
4	Legality of Adoption / Birth-Cert Falsified	13
5	No offence disclosed	7
6	Medical treatments / Vaccine trials	11
7	Other Crimes (i.e. Theft /State Corruption)	4
8	Baby Deaths / Burial	4

A total of 42 of the 73 reports received to date remain open and are subject to further engagement with alleged victims, and additional investigation, where warranted.

## 12. Policing Successes

Throughout the month of September 2021, there were 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 September 2021 is provided below.

On 2 September 2021, a suspect pleaded guilty before the Special Criminal Court, in respect of a charge of directing the activities of a criminal organisation, both inside and outside of the State and was sentenced to 12 years imprisonment, with one year suspended.

On 3 September 2021, personnel attached to the Garda National Cyber Crime Bureau (GNCCB), based in the bureau's satellite hub, assisted Divisional Protective Service Units in undertaking a coordinated search of a suspected offender's place of residence and employment, in which, it is alleged, the suspect has been distributing images/videos categorised as child exploitation related material, for financial gain. During the course of the search, GNCCB undertook a live data forensic examination at the scene and quickly established the presence of child exploitation related material. The investigation remains ongoing.

On 6 September 2021, personnel assigned to the Garda Air Support Unit responded to a request in respect of a search for a high risk missing person in Dublin. In an attempt to locate the person, the Garda Air Support Unit undertook a search in the Dublin Mountains, where the missing person was believed to be located. As a result of the comprehensive search, the crew located the missing person in the surrounds of the Hellfire Club and were able to direct local units to the missing person's location.

On 6 September 2021, as part of an ongoing intelligence led operation targeting serious and organised crime, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by the local Divisional Drug Unit and personnel from the Revenue and Customs Service, effected a controlled delivery of a consignment believed to contain 1.8kg of cannabis herb, to a premises in the North Western Region. In the course of a follow up search, cannabis herb with an estimated street value of €36,000 was seized. One suspect was arrested, detained and subsequently charged in respect of alleged drug related offences and remains on bail, pending future court proceedings.

On 10 September 2021, as part of an ongoing investigation into illegal immigration, personnel from the Garda National Immigration Bureau (GNIB) arrested a suspect at Dublin Airport, on suspicion of alleged offences contrary to the provisions of Section 20 of the Passport Act, 2008 and Section 17 Theft and Fraud (Offences) Act, 2001, while attempting to enter the State using a genuine Irish passport. The suspect was subsequently charged in respect of both offences.

On 14 September 2021, as part of an ongoing intelligence led operation targeting the money laundering activities of a transnational Organised Crime Group (OCG), personnel attached to GNDOCB effected the stop and search of a vehicle, resulting in the seizure of cash to the value of €48,900. One suspect was arrested, detained and subsequently charged in respect of money laundering offences.

On 16 September 2021, Gardaí in the Dublin Metropolitan Region responded to a report of a stolen bicycle, which had been found for sale online. An investigation under Operation Soteria commenced and contact was made with the potential seller to arrange a meeting. Gardaí implemented an operation to recover the stolen property, during which, the injured party identified the bicycle and the suspect was arrested on suspicion of handling stolen property and subsequently detained. As a

result of the information available, a co-ordinated search was conducted at the suspect's address and a further 15 suspected stolen pedal cycles, worth approximately €7,000, and an angle grinder were seized. During interview, the suspect acknowledged possession of the initial bicycle but claimed he was unaware that it was stolen. At the culmination of his detention, he was released from the provisions of Section 4 of the Criminal Justice Act, 1984 and re-arrested for charge with the offence of handling stolen property. The matter is currently before the courts. Investigations regarding the 15 bicycles remain ongoing with a view to identifying the owners.

On 18 September 2021, following notification from Interpol, personnel from GNIB arrested a suspect at Dublin Airport on suspicion of alleged offences contrary to the provisions of the Theft and Fraud (Offences) Act, 2001, while attempting to enter the State using a stolen British passport. The suspect was detained and subsequently charged. Investigations into this matter remain ongoing.

On 19 September 2021, following a comprehensive investigation conducted by the Special Detective Unit and the Garda Extradition Unit, Gardaí attached to the Emergency Response Unit (ERU) arrested a suspect who was subject of an Article 26 Schengen Information System (SIS) arrest alert for terrorism offences. Information contained in the SIS alerts, corresponding to a European Arrest Warrant, stated that the suspect had been convicted of terrorism charges in 2000 for offences committed in France and the Netherlands in 1996, 1997 and 1998.

On 20 September 2021, Gardaí responded to a report stating that two individuals locking up a business premises were confronted by two unknown suspects who assaulted one individual and stole their mobile phone. Gardaí immediately attended the scene, where two witnesses identified the suspects and accompanied Gardaí in their pursuit. As a result of the prompt response, one suspect was apprehended by Gardaí and arrested for assault, and subsequently detained under Section 4 of the Criminal Justice Act, 1984. The suspect was later charged contrary to Section 14 of the Criminal Justice, Theft and Fraud Offences Act, 2001 and was brought before the court, where they were granted bail pending future court proceedings. The injured party's mobile phone was recovered as part of the investigation.

On 27 September 2021, Gardaí responded to a call stating that there was a distressed individual at a quay on the River Shannon. Upon arrival, the individual was observed in a highly distraught state and was standing on the bridge about to enter the river. Gardaí immediately responded and physically prevented the individual from entering the water and potentially losing their life.

On 29 September 2021, as part of an ongoing criminal investigation undertaken by the Money Laundering Investigation Unit (MLIU), personnel from the Garda National Economic Crime Bureau (GNECB) arrested and charged a total of 9 people in respect of money laundering related offences, in connection with a world-wide trade-based money laundering organised crime gang operating in Ireland. The suspects are believed to constitute an organised money laundering cell and are suspected of laundering the proceeds of 23 international cyber and financial crimes, including CEO frauds, Business Email Compromise (BEC) frauds, phishing scams and romance frauds, to an estimated value of €335,000.00, through various Irish bank accounts. The alleged frauds occurred at international level and involved over 180 transactions.

### **Extradition Unit**

The COVID-19 related 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 in the relevant period, includes:

- i. One suspected offender arrested pursuant to UK Trade & Cooperation Agreement (TCA) warrant, who was sought by the Northern Irish authorities in relation to terrorism and firearms offences.
- ii. One suspected offender returned to Ireland from the UK for prosecuting in relation to alleged sexual exploitation of a number of children dating back to 2014.
- iii. One suspected offender returned to Ireland from the UK to serve a 7-year sentence following a conviction in relation to a seizure of heroin valued at €375,000.
- iv. One suspected offender returned to Ireland from Spain for prosecuting in relation to murder.

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

During the month of September 2021, the Criminal Assets Bureau (CAB) conducted four search operations targeting the assets and activities of persons involved in criminal activity and assisted local Gardaí in one search operation targeting criminal activity. The searches resulted in the seizure of 14 vehicles, €51,000 in cash, 8 Rolex watches and a quantity of designer goods. A quantity of documentation and electronic storage devices were also seized.

### **Domestic Abuse Risk Evaluation Tool**

From midnight on 30 September 2021, the North Western Region began utilising a domestic abuse risk evaluation tool, an aid in the decision-making process through which members of An Garda Síochána determine the best course of action to be taken in relevant circumstances, by estimating, identifying, qualifying and quantifying risk to domestic abuse victims. The evaluation tool acquires information about a suspect and puts a number of questions to a victim for the purpose of assessing the level of risk that arises, which will determine the actions taken to manage the risk. While the tool will be utilised primarily by members of An Garda Síochána on receipt of a report of domestic abuse or responding to a domestic incident, it can be revisited at any stage during the course of an investigation. Each completed domestic abuse risk evaluation tool and associated rating is further reviewed and considered at the level of Sergeant and Superintendent.

The Garda National Protective Services Bureau (GNPSB), the Garda College and the North Western Region have worked collaboratively in preparation for the rollout of the risk evaluation tool, which commenced with two Learning Management System (LMS) modules providing a base level of understanding of the tool. This knowledge was augmented via 13 virtual face to face seminars conducted over Microsoft Teams to a number of cohorts. The e-learning modules developed in respect of the domestic abuse risk evaluation tool have now been made available to the Southern Region. Initial meetings have taken place, attended by representatives of GNPSB and senior management within the relevant region, to facilitate the next phase of the implementation of the tool at a national level.

## 13. Community Engagement and Organisational Initiatives

### National Rural Safety Forum

On 9 September 2021, the Garda National Community Policing Unit and the Garda National Crime Prevention Unit participated in the National Rural Safety Forum. This is the formal consultation process between An Garda Síochána and key rural partners such as the Irish Farmers Association (IFA) and Muintir na Tíre, to provide a platform for a collaborative partnership approach to support the delivery of a rural community policing service. The meeting involved stakeholders discussing ideas of enhancing community engagement in rural Ireland (post COVID), to reduce the fear of crime and increase public confidence through proactive and visible community policing initiatives such as Garda clinics, chatting benches, property marking days and hosting a national rural engagement day.



### Garda Schools Programme

On 17 September 2021, the Garda National Community Engagement Bureau commenced the roll-out of the new Garda Schools Programme, with a full training day in the Garda College, Templemore. The new Garda Schools Programme ranges from pre-school to Leaving Certificate in secondary school and was developed in partnership with the Department of Education. All information will be available on the community policing toolkit. The new Schools Programme 'train-the-trainer' was delivered to Divisional Continuous Professional Development (CPD) Officers nationally, who will now deliver training locally to members.

## Operation Enable

On 24 September 2021, Operation Enable, a joint initiative between An Garda Síochána, Dublin City Council, Dublin Street Parking Services, the Irish Wheelchair Association (IWA) and the Disabled Drivers Association of Ireland (DDAI), took place. The operation aims to remind motorists of the need to respect the disabled parking bays in Dublin City Centre and to remind disabled parking permit holders of the need to respect the conditions attached to the permits. The enforcement campaign took place in support of 'Make Way Day', which brings together the disability and wider communities to consider the needs of people with disabilities in the public spaces shared by all.



## Crime Prevention Information Seminar

On 28 September 2021, a Crime Prevention Information Seminar was held by Divisional Crime Prevention Officers (CPOs) at Westmanstown Sports and Conference Centre, with 25 Divisional CPOs in attendance. The day began with an introduction to the new Crime Prevention and Reduction Strategy, followed by a number of workshops aimed at developing the role of the CPO. Representatives from the Garda National Cyber Crime Bureau, Garda Corporate Communications and the Garda National Crime and Security Intelligence Service delivered presentations.



## **Garda National Community Policing Unit**

On 29 September 2021, the Garda National Community Policing Unit attended the launch of HTML Heroes: Welcome to the Internet, the new Webwise Resource for schools of 1<sup>st</sup> and 2<sup>nd</sup> class. The HTML Heroes Programme is designed to introduce pupils to the first steps of accessing and using the internet in a safe and responsible manner. The resource has five lessons that can be explored separately or delivered as a whole unit and explores areas including using the internet safely, communicating online, playing and learning online, getting help and support. HTML Heroes will complement the Garda Schools Programmes modules on internet safety.



## **NHERE (Inclusive Holistic Care for Refugee and Migrant Victims) Sexual Violence Project**

Throughout the month of September 2021, members from the Garda National Diversity and Integration Unit participated in the NHERE (Inclusive Holistic Care for Refugee and Migrant Victims) Sexual Violence Project, which is a two-year study with Ghent University, funded by the European Commission. As part of this project, the Department of Justice, in conjunction with Ghent University, is developing a 'train the trainer' programme. The objective of this is to improve the detection of, and care for, undocumented migrants, asylum seekers or refugees (UMAR) who have experienced sexual violence.

## #Riseabovetheinfluence Campaign

During September 2021, the Garda National Community Policing Unit and the Garda National Crime Prevention Unit supported 'Campus Watch' by launching the '#Riseabovetheinfluence' Campaign as students returned to college. The campaign aims to encourage students to seek out positive influences and avoid the harmful consequences of drugs misuse.



## Campus Watch Scheme

The Campus Watch Scheme was also promoted on Crimecall on RTÉ during the crime prevention segment covering the topics of personal safety, drug misuse and consent. The Garda Campus Watch page on the Garda website will have dedicated information sheets on various safety topics for Campus Watch. Each of the sheets have QR codes that provide links for smartphones to relevant crime prevention videos online. All new materials associated with Campus Watch were disseminated to Campus Watch Liaison Officers, Crime Prevention Officers, the Union of Students in Ireland (USI) and the Irish University Association.

Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
Delayed due to Covid-19	Grey
Reported to DOJ	Dark Blue

Priority 1. Community Policing

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

## Priority 2. Protecting People

<b>2.1 Maintain a high level of engagement with victims of domestic abuse</b>	<b>2.1.1</b> Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh).	
	<b>2.1.2</b> Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident.	
	<b>2.1.3</b> Domestic Abuse Risk Assessment Tool.	
<b>2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability</b>	<b>2.2.1</b> Reducing the backlog for the examination of seized electronic devices to below 12 months.	
	<b>2.2.2</b> Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse.	
	<b>2.2.3</b> Increasing the quality and quantity of information on economic crime provided to Divisions.	
<b>2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience</b>	<b>2.3.1</b> Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates.	
	<b>2.3.2</b> Conducting a post-implementation review of the operation of the Divisional Protective Services Units.	
<b>2.4 Continue to combat drug dealing and the effects of drug dealing in communities</b>	<b>2.4.1</b> Continuing to disrupt local drug dealing through the activities of Divisional Drug Units.	
	<b>2.4.2</b> Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families.	
<b>2.5 Prioritise the service provided to vulnerable people, including victims of hate crime</b>	<b>2.5.1</b> Rolling-out Hate Crime training.	
	<b>2.5.2</b> Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards.	
<b>2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate</b>	<b>2.6.1</b> Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> <li>• Fear of crime has no impact on quality of life</li> <li>• People do not worry about becoming a victim of crime</li> <li>• People have no fear of crime in general</li> <li>• Proportion of people who said they were victims of crime</li> <li>• Awareness of Garda patrols in local areas.</li> </ul>	
<b>2.7 Implement appropriate</b>	<b>2.7.1</b> Operations and activities to respond to Covid-19.	

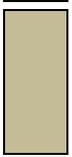
operations to support any measures arising from COVID-19		
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity	2.8.1 Continuing to take action targeting organised crime groups.	
	2.8.2 Implementing and reviewing the OCG threat 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><b>3.1.1</b></p> <ul style="list-style-type: none"> <li>• Conducting Intelligence-led operations with our domestic and international partner agencies.</li> <li>• Continuing to monitor threats posed by extremists.</li> <li>• Identifying, targeting and disrupting terrorist linked activities and support network.</li> <li>• Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism.</li> </ul> <p><b>Reported to DOJ</b></p>	
3.2 Enhance our intelligence capacity/capability	<p><b>3.2.1</b></p> <ul style="list-style-type: none"> <li>• Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence.</li> </ul> <p><b>Reported to DOJ</b></p>	
3.3 Collaborate with our partners, contributing to national and	3.3.1 Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises.	

<b>international security</b>	<b>3.3.2</b> Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána.	
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**Priority 4. A Human Rights Foundation**

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

**Priority 5. Our People**

<b>5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce</b>	<b>5.1.1</b> Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021.	
	<b>5.1.2</b> Developing a diversity recruitment roadmap.	

<b>5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time</b>	<b>5.2.1</b> Strategic workforce planning.	
	<b>5.2.2</b> Continuing to roll-out the HR Operating Model.	
	<b>5.2.3</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed.	
<b>5.3 Prioritise the wellbeing of our people</b>	<b>5.3.1</b> Commencing implementation of the Health and Wellbeing Strategy.	
<b>5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit</b>	<b>5.4.1</b> Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response.	

#### Priority 6. Transforming our Service

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

**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	
<b>Assistant Commissioner</b>	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Chief Superintendent</b>	0	0	0	0	0	2	1	0	0	1	0	0	<b>4</b>
<b>Superintendent</b>	0	0	1	0	1	1	2	1	1	1	2	0	<b>10</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>14</b>

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

<i>Data as at the end of September 2021</i>													
Rank	ECF	Position at end of last month - August	Appointed in Month - September	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
<b>Assistant Commissioner</b>	8	8	0	0	0	0	0	0	0	0	0	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	47	47	0	0	0	0	0	0	0	0	0	<b>47</b>	<b>0</b>
<b>Superintendent</b>	168	161	7	0	0	0	1	0	0	0	6	<b>167</b>	<b>1</b>
<b>Total</b>	<b>223</b>	<b>216</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>222</b>	<b>1</b>

## Appendix D – Breakdown of Garda Leave – Garda Members

As at 30.09.2021	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
<b>Garda</b>	<b>Male</b>	1	0.01%	0.01%	18	0.15%	0.21%	0	0.00%	0.00%	0	0.00%	0.00%	20	0.17%	0.24%	16	0.14%	0.19%
	<b>Female</b>	82	0.70%	2.40%	26	0.22%	0.76%	64	0.54%	1.88%	27	0.23%	0.79%	0	0.00%	0.00%	67	0.57%	1.96%
<b>Sergeant</b>	<b>Male</b>	1	0.05%	0.07%	2	0.10%	0.14%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	4	0.21%	0.27%
	<b>Female</b>	2	0.10%	0.45%	0	0.00%	0.00%	10	0.52%	2.23%	1	0.05%	0.22%	0	0.00%	0.00%	3	0.16%	0.67%
<b>Inspector</b>	<b>Male</b>	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%
	<b>Female</b>	0	0.00%	0.00%	0	0.00%	0.00%	1	0.24%	1.30%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<b>Superintendent</b>	<b>Male</b>	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%
	<b>Female</b>	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%
	<b>Total Male</b>	2	0.01%	0.02%	20	0.14%	0.19%	0	0.00%	0.00%	0	0.00%	0.00%	21	0.15%	0.20%	20	0.14%	0.19%
	<b>Total Female</b>	84	0.59%	2.11%	26	0.18%	0.65%	75	0.52%	1.89%	28	0.20%	0.70%	0	0.00%	0.00%	70	0.49%	1.76%
	<b>Total</b>	<b>86</b>	<b>0.60%</b>		<b>46</b>	<b>0.32%</b>		<b>75</b>	<b>0.52%</b>		<b>28</b>	<b>0.20%</b>		<b>21</b>	<b>0.15%</b>		<b>90</b>	<b>0.63%</b>	

**Appendix E – Breakdown of Garda Leave – Garda Staff**

As at 30.09.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.08%	5	0.26%	1.04%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.20%	0.83%	0	0.00%	0.00%
	Female	254	13.00%	17.23%	10	0.51%	0.68%	18	0.92%	1.22%	3	0.15%	0.20%	51	2.61%	3.46%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.41%	1.55%	1	0.14%	0.52%
	Female	37	5.07%	6.90%	8	1.10%	1.49%	8	1.10%	1.49%	8	1.10%	1.49%	17	2.33%	3.17%	0	0.00%	0.00%
AO	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	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.60%	1.56%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.41%	3.92%	2	1.20%	1.96%	2	1.20%	1.96%	0	0.60%	0.98%	5	3.01%	4.90%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.37%	2.33%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.37%	2.33%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	13.33%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	0.86%	0.95%	1	0.43%	0.47%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	9.09%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Legal Professional	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.76%	5.26%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	<b>Total Male</b>	10	0.29%	1.06%	6	0.18%	0.63%	0	0.00%	0.00%	0	0.00%	0.00%	8	0.24%	0.85%	1	0.03%	0.11%
	<b>Total Female</b>	301	8.87%	12.29%	22	0.65%	0.90%	28	0.82%	1.14%	12	0.35%	0.49%	74	2.18%	3.02%	0	0.00%	0.00%
	<b>Total</b>	<b>311</b>	<b>9.16%</b>		<b>28</b>	<b>0.82%</b>		<b>28</b>	<b>0.82%</b>		<b>12</b>	<b>0.35%</b>		<b>82</b>	<b>2.42%</b>		<b>1</b>	<b>0.03%</b>	

## Appendix F – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members - Unavailable for duty due to sick leave \*OI = Ordinary illness \*\*IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
<b>Sept 2021</b>	<b>1,405</b>	<b>168</b>	<b>117</b>	<b>16</b>	<b>7</b>	<b>1</b>	<b>1,529</b>	<b>185</b>
<b>Aug 2021</b>	1,269	166	85	13	6	1	<b>1,360</b>	<b>180</b>
<b>July 2021</b>	1,424	170	91	12	6	1	<b>1,521</b>	<b>183</b>
<b>Jun 2021</b>	1,372	176	114	12	8	1	<b>1,494</b>	<b>189</b>
<b>May 2021</b>	1,161	163	123	10	6	1	<b>1,290</b>	<b>174</b>
<b>Apr 2021</b>	1,041	168	92	10	6	0	<b>1,139</b>	<b>178</b>
<b>Mar 2021</b>	988	163	82	11	8	0	<b>1,078</b>	<b>174</b>
<b>Feb 2021</b>	904	164	86	11	10	1	<b>1,000</b>	<b>176</b>
<b>Jan 2021</b>	863	160	79	12	9	0	<b>951</b>	<b>172</b>
<b>Dec 2020</b>	1,032	155	83	9	4	0	<b>1,119</b>	<b>164</b>
<b>Nov 2020</b>	1,060	162	77	8	2	0	<b>1,139</b>	<b>170</b>
<b>Oct 2020</b>	1,086	151	94	9	2	0	<b>1,182</b>	<b>160</b>
<b>Sept 2020</b>	1,242	155	104	9	8	0	<b>1,354</b>	<b>164</b>

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Sept 2021</b>	<b>1,488</b>	<b>169</b>	<b>119</b>	<b>16</b>	<b>8</b>	<b>1</b>	<b>1,615</b>	<b>186</b>
<b>Aug 2021</b>	1,335	167	88	13	6	1	<b>1,429</b>	<b>181</b>
<b>July 2021</b>	1,518	170	94	12	6	1	<b>1,618</b>	<b>183</b>
<b>Jun 2021</b>	1,451	179	121	12	8	1	<b>1,580</b>	<b>192</b>
<b>May 2021</b>	1,226	163	128	11	6	1	<b>1,360</b>	<b>175</b>
<b>Apr 2021</b>	1,095	171	96	10	6	0	<b>1,197</b>	<b>181</b>
<b>Mar 2021</b>	1,040	163	84	11	9	0	<b>1,133</b>	<b>174</b>

<b>Feb 2021</b>	941	168	89	11	10	1	<b>1,040</b>	<b>180</b>
<b>Jan 2021</b>	904	160	81	12	10	0	<b>995</b>	<b>172</b>
<b>Dec 2020</b>	1,084	157	85	9	4	0	<b>1,173</b>	<b>166</b>
<b>Nov 2020</b>	1,107	162	81	8	2	0	<b>1,190</b>	<b>170</b>
<b>Oct 2020</b>	1,158	152	97	9	2	0	<b>1,257</b>	<b>161</b>
<b>Sept 2020</b>	1,303	156	108	9	8	0	<b>1,419</b>	<b>165</b>

#### Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Sept 2021</b>	<b>11,986.5</b>	<b>4,654.5</b>	<b>1,221.5</b>	<b>446</b>	<b>111.5</b>	<b>30</b>	<b>13,319.5</b>	<b>5130.5</b>
<b>Aug 2021</b>	12,279.5	4,719	1,091.5	403	86	31	<b>13,457</b>	<b>5153</b>
<b>July 2021</b>	13,056	4,794.5	1,159.5	346	104	31	<b>14,319.5</b>	<b>5171.5</b>
<b>Jun 2021</b>	11,038	4,879	1,088.5	312	95.5	30	<b>12,222</b>	<b>5,221</b>
<b>May 2021</b>	9,996	4,526.5	1,235	310.5	72	31	<b>11,303</b>	<b>4,868</b>
<b>Apr 2021</b>	9,011	4,332.5	1,019.5	295	106	0	<b>10,136.5</b>	<b>4,627.5</b>
<b>Mar 2021</b>	9,200	4,662.5	962	317	124.5	0	<b>10,286.5</b>	<b>4,979.5</b>
<b>Feb 2021</b>	8,569.5	4,113	893	281	216	7	<b>9,678.5</b>	<b>4,401</b>
<b>Jan 2021</b>	9,865	4,667	900	281	120	0	<b>10,885</b>	<b>4,948</b>
<b>Dec 2020</b>	10,546	4,449	1,058	279	88	0	<b>11,692</b>	<b>4,728</b>
<b>Nov 2020</b>	10,087.5	4,338	1,004	240	44	0	<b>11,135.5</b>	<b>4,578</b>
<b>Oct 2020</b>	10,946	4,331	1,128.5	277	25	0	<b>12,099.5</b>	<b>4,608</b>
<b>Sept 2020</b>	11,307	4,067	1,043.5	244	151	0	<b>12,501.5</b>	<b>4,311</b>

#### Garda Members - Ordinary Illness

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

<b>Dec 2020</b>	11,692.00	556.50	5.00%
<b>Nov 2020</b>	11,135.50	-964	-7.97%
<b>Oct 2020</b>	12,099.50	-402	-3.22%
<b>Sept 2020</b>	12,501.50	609	5.12%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
<b>Sept 2021</b>	<b>5,130.50</b>	<b>-22.50</b>	<b>-0.44%</b>
<b>Aug 2021</b>	5,153.00	-18.50	-0.36%
<b>July 2021</b>	5,171.50	-49.50	-0.95%
<b>Jun 2021</b>	5,221.00	353.00	7.25%
<b>May 2021</b>	4,868.00	240.50	5.20%
<b>Apr 2021</b>	4,627.50	-352.00	-7.07%
<b>Mar 2021</b>	4,979.50	578.50	13.14%
<b>Feb 2021</b>	4,401.00	-547.00	-11.05%
<b>Jan 2021</b>	4,948.00	220.00	4.65%
<b>Dec 2020</b>	4,728.00	150.00	3.28%
<b>Nov 2020</b>	4,578.00	-30.00	-0.65%
<b>Oct 2020</b>	4,608.00	297	6.89%
<b>Sept 2020</b>	4,311.00	-112	-2.53%

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

Month	No. of Days Absent	LTR
<b>Sept 2021</b>	<b>13,319.50</b>	<b>3.49%</b>
<b>Aug 2021</b>	13,457.00	3.51%
<b>July 2021</b>	14,319.50	3.72%
<b>Jun 2021</b>	12,222.00	3.17%
<b>May 2021</b>	11,303.00	2.90%
<b>Apr 2021</b>	10,136.50	2.61%
<b>Mar 2021</b>	10,286.50	2.65%
<b>Feb 2021</b>	9,678.50	2.50%
<b>Jan 2021</b>	10,885.00	2.81%
<b>Dec 2020</b>	11,692.00	3.03%
<b>Nov 2020</b>	11,135.50	2.87%
<b>Oct 2020</b>	12,099.50	3.12%
<b>Sept 2020</b>	12,501.50	3.21%

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

Date	No.
Sept 2021	360
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290

#### Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Sept 2021	379	4	383
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302

#### Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Sept 2021	3787.5	91	3,878.50	-143.00	-3.56%
Aug 2021	3891	130.5	4,021.50	323.50	8.74%
July 2021	3606	92	3,698.00	445.00	13.67%
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%

<b>Apr 2021</b>	2,851	120	2,971.00	-208.50	-6.56%
<b>Mar 2021</b>	3,086.5	93	3,179.50	76.00	2.45%
<b>Feb 2021</b>	3,014.5	89	3,103.50	-112.50	-3.50%
<b>Jan 2021</b>	3,102	114	3,216.00	42.00	1.32%
<b>Dec 2020</b>	3,000	174	3,174.00	517.50	19.48%
<b>Nov 2020</b>	2,622.5	34	2,656.50	-351.00	-11.67%
<b>Oct 2020</b>	2,966.5	41	3,007.50	-31.50	-1.04%
<b>Sept 2020</b>	3,008	31	3,039.00	354.00	13.18%

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

<b>Date</b>	<b>Days Absent</b>	<b>LTR</b>
<b>Sept 2021</b>	<b>3,878.50</b>	<b>4.93%</b>
<b>Aug 2021</b>	4,081.50	4.84%
<b>July 2021</b>	3,730.00	4.43%
<b>June 2021</b>	3,253.00	3.89%
<b>May 2021</b>	3,528.50	4.20%
<b>Apr 2021</b>	2,971.00	3.56%
<b>Mar 2021</b>	3,179.50	3.81%
<b>Feb 2021</b>	3,103.50	3.72%
<b>Jan 2021</b>	3,216.00	3.85%
<b>Dec 2020</b>	3,174.00	3.82%
<b>Nov 2020</b>	2,656.50	3.19%
<b>Oct 2020</b>	3,007.50	3.61%
<b>Sept 2020</b>	3,039.00	3.66%

#### Number of Garda Members absent due to Mental Health

<b>Date</b>	<b>Number of Garda Members absent due to Mental Health</b>	<b>Number of days absent due to Mental Health</b>
<b>Sept 2021</b>	<b>17</b>	<b>448</b>
<b>Aug 2021</b>	18	519
<b>July 2021</b>	16	461
<b>Jun 2021</b>	14	380
<b>May 2021</b>	16	413
<b>Apr 2021</b>	13	350
<b>Mar 2021</b>	17	407

<b>Feb 2021</b>	17	399
<b>Jan 2021</b>	16	399
<b>Dec 2020</b>	16	433
<b>Nov 2020</b>	20	549
<b>Oct 2020</b>	18	486
<b>Sept 2020</b>	13	354

*Sick leave statistics as recorded on SAMS and reported @ 1.10.2021. These are compiled using the mental health illness subcategory based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.*

## **Commentary Sick Absence – September 2021**

Sick absence days for both Garda members and Garda staff have seen a decrease in the last month. However, instances and numbers availing of sick absence leave reflect an increase for both Garda members and Garda staff in comparison to the previous month. Comparing September 2021 to September 2020, year on year ordinary illness days have increased for Garda members by 6.54% and have also significantly increased for Garda staff by 27.62%. There is no specific factor identified to explain the monthly or the yearly decrease/increase. Injury on duty sick absence shows a slight decrease month on month, however comparing September 2021 to September 2020, year on year Injury on duty has increased by 19%.

The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda staff).

### **Injury on Duty**

Overall, injury on duty for Garda members shows a slight decrease in the last month over the number of sick absence days at 0.44%. However, instances of sick absence reflect an increase at 2.76%. The number of Garda members availing of sick absence leave month on month also displays an increase of 2.78%.

### **Ordinary Illness**

The number of sick absence days, month on month, shows a decrease of 1.02% for Garda members and a 4.97% decrease for Garda staff. The instances of sick absence month on month show an increase for Garda members at 13.02% and for Garda staff, the increase can be seen at 23.55%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 12.43% increase and a 21.21% increase for Garda staff.

Since November 2020, we include 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 17, which reflects a 5.56% decrease from August 2021. The number of sick day absences for Garda members in September 2021 was 448 days, which shows a 13.68% decrease from August 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 reported monthly, the Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence but as special paid leave and applies in the following circumstances;

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