

An Garda Síochána

Oifig Saorála Fáisnéise,
An Garda Síochána, Teach áth Luimnigh,
Lárionad Gnó Udáras Forbartha Tionscail,
Baile Sheáin, An Uaimh,
Contae na Mí.
C15 DR90



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 DR90

Teileafón/Tel: (046) 9036350

Bí linn/Join us  

Láithreán Gréasain/Website:
www.garda.ie

Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000282-2018 Request Partially Granted

Dear

I refer to your request, dated and received on 12th July, 2018 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "*insofar as it relates to administrative records relating to human resources, or finance or procurement matters*". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

Original request:

All data pertaining to the number of sick days taken by staff of An Garda Síochána for the period of 2015-2018, including, if possible, their rank, station location and reason for taking sick leave.

Clarification received:

Garda members of An Garda Síochána will suffice.

I wish to inform you that I have decided to partially grant your request on the 31st July, 2018.

The purpose of this letter is to explain that decision.

1. Findings, particulars and reasons for decision

Details of your request were provided to the relevant areas within An Garda Síochána. The HR Directorate have provided records to this Office in response to your request.

The attached tables set out the total number of days lost due to Ordinary Illness and Injury on Duty by sworn members of An Garda Síochána for the requested years 2015, 2016, 2017 and 2018 broken down by Rank (Garda, Inspector, Sergeant & Superintendent) and Operational Division.

It should be noted the Total No. of Sick Days recorded on SAMS (Sickness Absence Management System) are the number of calendar days that sworn members are absent, and may also include weekends and rest days.

I am refusing to provide a breakdown of days lost due to sickness absence (Ordinary Illness and Injury on Duty) by sworn members at station level. In my opinion, the release of the number of days lost due to sickness absence broken down by station can reasonably be expected to lead to the identification of the sworn members. There is also a reasonable expectation by sworn members that this type of information would remain confidential. It is my opinion that the public interest is satisfied by releasing records at Divisional level.

I am also refusing to provide a breakdown of days lost to sickness absence (Ordinary Illness and Injury on Duty) by sworn members of Chief Superintendent, Assistant Commissioner, Deputy Commissioner and Commissioner rank broken down on a divisional basis. The release of this information, which is specific to an individual(s), would allow for a person to become more identifiable and possibly named in the public domain.

I am conscious of my obligations to retain personal information in a confidential and secure manner and prevent personal information from being released into the public domain unnecessarily.

Section 37 – Personal Information

37 (1) *Subject to this section, a head shall refuse to grant an FOI request if, in the opinion of the head, access to the record concerned would involve the disclosure of personal information (including personal information relating to a deceased individual).*

Personal information is defined at section 2 of the FOI Act and includes the following.

Section 2 — Interpretation

2. (1) *In this Act—*
- "personal information" means information about an identifiable individual that, either-*
- (a) would, in the ordinary course of events, be known only to the individual or members of the family, or friends, of the individual, or*
 - (b) is held by an FOI body on the understanding that it would be treated by that body as confidential,*

There is a Public Interest Test applicable to section 37 of the FOI Act.

Public Interest Test

As per section 37 of the FOI Act I have considered the public interest issues which arise in this case and have taken account of the following factors in favour of release:

- Ensuring openness and transparency of organisational functions to the greatest possible extent,
- The public interest in members of the public exercising their rights under the FOI Act,
- That there is more than just a transitory interest by the public in this information,
- The right to privacy is outweighed by the needs of the public.

In considering the public interest factors which favour withholding the records I have taken account of the following:

- Allowing a public body to hold personal information without undue access by members of the public,
- The public interest is not best served by releasing these records,
- That the Organisation can conduct its business in a confidential manner,
- That there is no overriding public interest that outweighs the individual's right to privacy.

A public interest test was carried out when considering the release of the personal information but having balanced the factors both for and against the release, I decided that the public interest in preserving the personal information and the reasonable expectation that information can be maintained in a confidential manner by An Garda Síochána outweighs the public interest which would be served were the records released to you in the manner requested.

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000282-2018**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Johnstown, Navan, Co. Meath C15 DR90

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

Account Name: Garda Síochána Finance Section Public Bank Account

Account Number: 10026896

Sort Code: 900017

IBAN: IE86BOFI90001710026896

BIC: BOFIIIE2D

You must ensure that your FOI reference number (FOI-000282-2018) is included in the payment details.


You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at www.garda.ie

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,

 **SUPERINTENDENT**
SHARON KENNEDY
FREEDOM OF INFORMATION OFFICER

31 JULY, 2018

Appendix A

2015 – Ordinary Illness¹

Division	Garda	Sergeant	Inspector	Superintendent	Grand Total
Cavan/Monaghan	2941	359.5	35	-	3335.5
Clare	2117	108	-	-	2225
Cork City	5265.5	246	6	51	5568.5
Cork North	2164	92	42	99	2397
Cork West	1248	60.5	17	-	1325.5
D.M.R. Eastern	2932.5	126	-	-	3058.5
D.M.R. North Central	4198	331	202	-	4731
D.M.R. Northern	5408	252	14	-	5674
D.M.R. South Central	5521	255	61	68	5905
D.M.R. Southern	4915	246	29	-	5190
D.M.R. Western	5566	475	164	29	6234
DMR Traffic Division	1010	15	-	21.5	1046.5
Donegal	3411	284	35	144	3874
Galway	4340	403	41	11	4795
Kerry	2341.5	441	-	-	2782.5
Kildare	2556	360	70	-	2986
Kilkenny/Carlow	3179	176	-	16	3371
Laois/Offaly	2580.5	140	-	-	2720.5
Limerick	5941.5	248.5	-	-	6190
Louth	2410.5	355	-	66	2831.5
Mayo	1852.5	268	-	-	2120.5
Meath	2651.5	653.5	5	-	3310
Roscommon/Longford	2519.5	228	-	-	2747.5
Sligo/Leitrim	2925	275.5	-	-	3200.5
Tipperary	4750.5	547.5	9.5	3	5310.5
Waterford	2479	224	25	-	2728
Westmeath	2205	102	11	11	2329
Wexford	3031.5	118	9	-	3158.5
Wicklow	3781.5	151.5	5	-	3938
Garda Headquarters and Garda College	6343	1312.5	111.5	100	7867
Grand Total	102585	8854	892	619.5	112950.5

¹ Sick Leave Statistics for 2015 as recorded on SAMS and reported @ 03.02.2016

Appendix A

2015 – Injury On Duty²

Division	Garda	Sergeant	Inspector	Grand Total
Cavan/Monaghan	1263.5	15	-	1278.5
Clare	796	-	-	796
Cork City	1127	-	-	1127
Cork North	1219	686.5	-	1905.5
Cork West	630	162	-	792
D.M.R. Eastern	1356	217	-	1573
D.M.R. North Central	958	-	-	958
D.M.R. Northern	2230	71	-	2301
D.M.R. South Central	1695.5	-	-	1695.5
D.M.R. Southern	1303	7	-	1310
D.M.R. Western	3506.5	-	-	3506.5
DMR Traffic Division	1837.5	-	-	1837.5
Donegal	1662	4	-	1666
Galway	787.5	13	-	800.5
Kerry	715	-	-	715
Kildare	1444	206	-	1650
Kilkenny/Carlow	1359	-	-	1359
Laois/Offaly	979	84	-	1063
Limerick	2231.5	32	-	2263.5
Louth	1929	430.5	-	2359.5
Mayo	884.5	206.5	-	1091
Meath	601.5	-	-	601.5
Roscommon/Longford	2409.5	-	-	2409.5
Sligo/Leitrim	1142.5	-	-	1142.5
Tipperary	1478	734	-	2212
Waterford	2523.5	80.5	76	2680
Westmeath	377.5	-	-	377.5
Wexford	546.5	-	-	546.5
Wicklow	947	-	-	947
Garda Headquarters and Garda College	1722	178	-	1900
Grand Total	41661.5	3127	76	44864.5

² Sick Leave Statistics for 2015 as recorded on SAMS and reported @ 03.02.2016

Appendix A

2016 – Ordinary Illness³

Division	Garda	Sergeant	Inspector	Superintendent	Grand Total
Cavan/Monaghan	2670	362	-	-	3032
Clare	2037.5	136	-	-	2173.5
Cork City	4978	441	-	-	5419
Cork North	2115	351	164	17	2647
Cork West	1476.5	59	100	-	1635.5
D.M.R. Eastern	3107.5	442	-	45	3594.5
D.M.R. North Central	3624.5	362	7	-	3993.5
D.M.R. Northern	3801.5	293	14	58	4166.5
D.M.R. South Central	4532	320	8	44	4904
D.M.R. Southern	3649.5	549	2	-	4200.5
D.M.R. Western	6124.5	648	21	24	6817.5
DMR Traffic Division	1308.5	28	-	-	1336.5
Donegal	3810	492	98	-	4400
Galway	4656.5	304	-	32	4992.5
Kerry	2198	107	-	-	2305
Kildare	3205.5	225	72	-	3502.5
Kilkenny/Carlow	3480	208	15	-	3703
Laois/Offaly	2600.5	484	-	-	3084.5
Limerick	6111.5	619.5	-	208	6939
Louth	1949.5	239	-	-	2188.5
Mayo	1783	196	-	-	1979
Meath	2744.5	870.5	-	-	3615
Roscommon/Longford	3468	262	-	-	3730
Sligo/Leitrim	3019.5	567.5	-	-	3587
Tipperary	3351	296	-	10	3657
Waterford	2966.5	144.5	65	-	3176
Westmeath	2380.5	287	-	-	2667.5
Wexford	2892	235	3	-	3130
Wicklow	2935	178	-	-	3113
Garda Headquarters and Garda College	7466.5	2314	216.5	78	10075
Grand Total	100443	12020	785.5	516	113764.5

³ Sick Leave Statistics for 2016 as recorded on SAMS and reported @ 01.02.2017

Appendix A

2016 – Injury On Duty⁴

Division	Garda	Sergeant	Grand Total
Cavan/Monaghan	671	31.5	702.5
Clare	870	-	870
Cork City	2134	347	2481
Cork North	1848	-	1848
Cork West	224.5	83	307.5
D.M.R. Eastern	2414	213	2627
D.M.R. North Central	1014.5	2	1016.5
D.M.R. Northern	2182	42.5	2224.5
D.M.R. South Central	779	14	793
D.M.R. Southern	2379.5	16	2395.5
D.M.R. Western	2828	-	2828
DMR Traffic Division	1378	-	1378
Donegal	2359	4	2363
Galway	1713	55	1768
Kerry	2046	457	2503
Kildare	1476.5	107.5	1584
Kilkenny/Carlow	2172	-	2172
Laois/Offaly	1001.5	159.5	1161
Limerick	2125.5	303	2428.5
Louth	1946	-	1946
Mayo	932	231	1163
Meath	491.5	138	629.5
Roscommon/Longford	2409	49	2458
Sligo/Leitrim	2974	1	2975
Tipperary	1946	632	2578
Waterford	2263	78	2341
Westmeath	467.5	-	467.5
Wexford	1088	-	1088
Wicklow	624.5	-	624.5
Garda Headquarters and Garda College	485	8.5	493.5
Grand Total	47242.5	2972.5	50215

⁴ Sick Leave Statistics for 2016 as recorded on SAMS and reported @ 01.02.2017

Appendix A

2017 – Ordinary Illness⁵

Division	Garda	Sergeant	Inspector	Superintendent	Grand Total
Cavan/Monaghan	2152	405	-	-	2557
Clare	2565.5	157	2	1	2725.5
Cork City	5507.5	539.5	-	-	6047
Cork North	3865.5	527	14	5	4411.5
Cork West	1284	479.5	-	-	1763.5
D.M.R. Eastern	3714	186	5	-	3905
D.M.R. North Central	4234	162	12	-	4404
D.M.R. Northern	4080.5	297	16	59	4452.5
D.M.R. South Central	4899	641.5	61	34	5635.5
D.M.R. Southern	4679	297	-	-	4976
D.M.R. Western	6459.5	408	50	120	7037.5
DMR Traffic Division	779.5	122.5	-	-	902
Donegal	4188	228.5	12	185.5	4614
Galway	5368	323	8	160	5859
Kerry	2886.5	343	2	48	3279.5
Kildare	3363.5	176.5	4	-	3544
Kilkenny/Carlow	2766.5	494	14	-	3274.5
Laois/Offaly	3678.5	128	-	-	3806.5
Limerick	5306.5	757	6	19	6088.5
Louth	2000	84	17	-	2101
Mayo	2684.5	174	-	-	2858.5
Meath	2526.5	409.5	-	19	2955
Roscommon/Longford	4477	272	-	-	4749
Sligo/Leitrim	3567.5	386	-	122	4075.5
Tipperary	3761.5	317	-	30	4108.5
Waterford	2969	230	6	-	3205
Westmeath	2255	517	12	26	2810
Wexford	2776	138.5	11	-	2925.5
Wicklow	2873.5	218	15	3	3109.5
Garda Headquarters and Garda College	7459	2214	208.5	172	10053.5
Grand Total	109127	11632	475.5	1003.5	122238

⁵ Sick Leave Statistics for 2017 as recorded on SAMS and reported @ 06.02.2018

Appendix A

2017 – Injury On Duty⁶

Division	Garda	Sergeant	Superintendent	Grand Total
Cavan/Monaghan	1356.5	-	-	1356.5
Clare	889.5	-	-	889.5
Cork City	2548.5	387	-	2935.5
Cork North	2682.5	-	-	2682.5
Cork West	361	-	-	361
D.M.R. Eastern	1135	-	-	1135
D.M.R. North Central	1721.5	-	-	1721.5
D.M.R. Northern	2089	-	-	2089
D.M.R. South Central	1294	2	-	1296
D.M.R. Southern	1194	3	-	1197
D.M.R. Western	3337	55	-	3392
DMR Traffic Division	809	-	-	809
Donegal	2413.5	120	-	2533.5
Galway	1735.5	72.5	-	1808
Kerry	1718	365	-	2083
Kildare	376	247	-	623
Kilkenny/Carlow	1937.5	328	3	2268.5
Laois/Offaly	1288.5	34	-	1322.5
Limerick	1858	365	-	2223
Louth	1602	137	-	1739
Mayo	1635	735.5	-	2370.5
Meath	1047.5	46	-	1093.5
Roscommon/Longford	3022	156	-	3178
Sligo/Leitrim	3601.5	-	-	3601.5
Tipperary	3834.5	257	-	4091.5
Waterford	1167.5	28	-	1195.5
Westmeath	1057.5	354	-	1411.5
Wexford	1183	12	-	1195
Wicklow	527.5	8	-	535.5
Garda Headquarters and Garda College	927.5	14	-	941.5
Grand Total	50350	3726	3	54079

⁶ Sick Leave Statistics for 2017 as recorded on SAMS and reported @ 06.02.2018

Appendix A

2018 – Ordinary Illness⁷

Division	Garda	Sergeant	Inspector	Superintendent	Grand Total
Cavan/Monaghan	1473.5	92	1	24	1590.5
Clare	1460.5	122	-	-	1582.5
Cork City	2604.5	133	-	-	2737.5
Cork North	1594.5	402	4	78	2078.5
Cork West	1199	190	4	-	1393
D.M.R. Eastern	1450.5	72	3	-	1525.5
D.M.R. North Central	2095	182	3	86	2366
D.M.R. Northern	2707.5	310	-	15.5	3033
D.M.R. South Central	3122	108	4	3.5	3237.5
D.M.R. Southern	2725.5	78	4	-	2807.5
D.M.R. Western	2845	305	12	-	3162
DMR Traffic Division	549.5	5	-	-	554.5
Donegal	2577.5	158	87	-	2822.5
Galway	3229.5	312	-	109	3650.5
Kerry	1925	83	4	5	2017
Kildare	1549	213	21	-	1783
Kilkenny/Carlow	1643.5	48	3	-	1694.5
Laois/Offaly	1868	282	12	-	2162
Limerick	2669	256	25	-	2950
Louth	1364	98	-	-	1462
Mayo	1847.5	415	-	-	2262.5
Meath	1888	81.5	-	23	1992.5
Roscommon/Longford	2397	319	12	-	2728
Sligo/Leitrim	2109.5	91.5	-	55	2256
Tipperary	2590	192	-	-	2782
Waterford	1571	37	8	-	1616
Westmeath	1182	208	-	-	1390
Wexford	1636	366	81	-	2083
Wicklow	1102.5	134	-	12	1248.5
Garda Headquarters and Garda College	4723	884	75.5	34	5708
Grand Total	61699	6177	363.5	445	68684.5

⁷ Sick Leave Statistics for 2018 (01.01.2018 – 30.06.2018) as recorded on SAMS and reported @ 13.07.2018

Appendix A

2018 – Injury On Duty⁸

Division	Garda	Sergeant	Inspector	Grand Total
Cavan/Monaghan	595	-	-	595
Clare	385	-	-	385
Cork City	1852.5	456	-	2308.5
Cork North	1810.5	-	-	1810.5
Cork West	483	-	84	567
D.M.R. Eastern	443.5	110	-	553.5
D.M.R. North Central	572.5	-	-	572.5
D.M.R. Northern	854	18.5	-	872.5
D.M.R. South Central	545	-	-	545
D.M.R. Southern	301	-	-	301
D.M.R. Western	2432	183	-	2615
DMR Traffic Division	228.5	-	-	228.5
Donegal	983.5	-	-	983.5
Galway	1278.5	120	-	1398.5
Kerry	1117	319	-	1436
Kildare	370.5	24	-	394.5
Kilkenny/Carlow	967	181	-	1148
Laois/Offaly	624	-	-	624
Limerick	766	181	-	947
Louth	589.5	18	-	607.5
Mayo	697	124	-	821
Meath	637.5	119	-	756.5
Roscommon/Longford	1233	-	-	1233
Sligo/Leitrim	1563.5	-	-	1563.5
Tipperary	2123.5	83	-	2206.5
Waterford	855	-	-	855
Westmeath	296	181	-	477
Wexford	843	6	-	849
Wicklow	37	41.5	-	78.5
Garda Headquarters and Garda College	652.5	128	-	780.5
Grand Total	26136.5	2293	84	28513.5

⁸ Sick Leave Statistics for 2018 (01.01.2018 – 30.06.2018) as recorded on SAMS and reported @ 13.07.2018

Appendix A

Total number of sick absence days lost by Sworn members of Rank Chief Superintendent, Deputy Commissioner, Assistant Commissioner & Commissioner

Year	2015	2016	2017	2018 ⁹
Total number of days lost	49	101	242.5	70

⁹ Sick Leave Statistics for 2018 (01.01.2018 – 30.06.2018) as recorded on SAMS and reported @ 13.07.2018