

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 ND62



Freedom of Information Office,
An Garda Síochána, Athlumney House,
IDA Business Park,
Johnstown, Navan,
Co Meath.
C15 ND62

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:

www.garda.ie

Bí linn/Join us



Ríomh-phoist:/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000339-2023 Request Granted

Dear

I refer to your request, dated and received on 5th October, 2023 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:

I request the following records; I am currently studying for a Post Graduate Certificate in Workplace Wellness in Trinity College. As part of this course I am required to examine wellbeing in An Garda Síochána. The data I am requesting will be used solely for this purpose and will be disposed of appropriately afterwards. I am seeking data for 2020 – 2023 inclusive relating to Garda Members (All ranks) and Garda Staff (Civilians) to identify the impact of our wellbeing strategy on our members health physical and psychological. I respectfully request the following data:

1. Figures relating to the number of days lost due to illness by a) Garda Members (all ranks) and b) Garda staff (civilians) for 2020, 2021, 2022 and 2023 to date, including specifics around critical illness, occupational injury/illness arising from duty and ordinary illness as recorded on SR1 forms and SAMS.

2. Figures relating to the number of a) Garda members (all ranks) and b) Garda Staff (civilians) for 2020, 2021, 2022 and 2023 to date who took sickness absence due to Mental Health illness.

3. Figures relating to the number of days taken/lost of a) Garda members (all ranks) and b) Garda Staff (civilians) for 2020, 2021, 2022 and 2023 to date because of Mental Health Illness.

4. Figures relating to the number of a) Garda members (all ranks) and b) Garda Staff (civilians) for 2020, 2021, 2022 and 2023 to date that were referred for psychiatric/psychological assessment by the Garda Occupational health office.

5. Figures of a) Garda members (all ranks) and b) Garda Staff (civilians) for 2020, 2021, 2022 and 2023 to date who have died by suicide.

6. Figures relating to a) Garda members (all ranks) and b) Garda Staff (civilians) for 2020, 2021, 2022 and 2023 to date detailing their ranks if possible who resigned of their own volition or resigned in lieu of dismissal.

7. Figures relating to a) Garda members (all ranks) and b) Garda Staff (civilians) for projected retirements for the remainder of 2023 and 2024 including details of any early retirements.

8. Figures of a) Garda members (all ranks) and b) Garda Staff (civilians) on the date of processing this application for the following:

- Presenteeism- members actively reporting for duty
- Maternity leave
- Paternity leave
- Parental leave
- Career break
- Suspended
- Sick leave including uncertified sick, certified sick, injury on duty.

I wish to inform you that I have decided to part grant your request on the 2nd November, 2023.

The purpose of this letter is to explain that decision.

1. Findings, particulars and reasons for decision

Upon receipt, your request was forwarded to the relevant section of An Garda Síochána to retrieve the information requested by you and a number of records have been identified.

In accordance with Section 15 (1)(d) of the FOI Act I am refusing to release the records requested in part 1 of your request for the year 2020, 2021 and 2022. These years were subject to a previous FOI requests (FOI-000278-2022 & FOI-000127-2023) and as it is the policy of An Garda Síochána to publish all non-personal requests that result in release of records. The requested years can be accessed by following the link below.

<https://www.garda.ie/en/information-centre/freedom-of-information/decision-log/>

Section 15 (1)(d) states;

15. (1) A head to whom an FOI request is made may refuse to grant the request where –
(d) the information is already in the public domain.

The table below details the records sought in part 1 in relation to the year 2023.

	Number of days lost due to illness for Garda Members for 2023 to date	Number of days lost due to illness for Garda Staff for 2023 to date
Critical Illness Category	19,595	6,714.5
Occupational Injury/Illness arising from Duty Category	62,150.5	570
Ordinary Illness Category	110,077.5	30,205
Total	191,823	37,489.5

Part 2 of your request is seeking records in relation to number Garda members and Garda Staff for 2020, 2021, 2022 and 2023 to date who took sickness absence due to Mental Health illness. Figures for the number of Garda members who took sick absence due to Mental Health illness in 2023 are available in the Commissioners Monthly Report to the Policing Authority. This report is available on the Garda website at

<https://www.garda.ie/en/about-us/publications/general-reports/commissioner-s-monthly-reports-to-policing-authority/>

Figure in respect of Garda members availing of sick leave due to Mental Health illness for the years 2020 – 2022 were the subject of FOI request FOI-00101-2023, which is available in the above mentioned Decision Log. I am therefore refusing part 2 of your request as it relates to Garda members in accordance with Section 15 (1)(d).

The number of Garda staff who took sick absence due to Mental Health illness in the period 2020 – 2023 and the number of days lost as a result is detailed below:

	Number of Garda Staff Recorded as taking Sickness Absence due to Mental Health Illness	Number of days lost due to Garda Staff taking Sickness Absence due to Mental Health Illness
2023 to date	17	1,179.5
2022	20	1,669
2021	30	2,414.5
2020	36	2,275

Figures relating to the number of days taken/lost due to Mental Health illness for Garda members, as sought in Part 3 of your request, for 2020 to date are available in the Commissioners Monthly Report to the Policing Authority. Therefore this part of your request is also refused under Section 15(1)(d).

As regards part 4 of your request we have been advised that the figures cannot be broken down to differentiate between Garda members and Garda Staff therefore the table below supplies the combined number of Garda personnel referred to psychiatric or psychological assessments for the year 2016 to 2023.

Number of Psychiatric or Psychological Assessments	
2016	164
2017	177
2018	185
2019	216
2020	208
2021	230
2022	195
2023	247

I am refusing Part 5 of your request, in accordance with Section 15(1)(a) of the FOI Act, as the records sought are not recorded by An Garda Síochána. Section 15(1)(a) states:

Refusal on administrative grounds to grant FOI requests

15(1)(a) the record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken

The tables below detail the number of Garda members and Garda staff including rank and grade that have resigned or who resigned in lieu of dismissal as of the 9th October, 2023. These records were requested in part 6 of your request.

	Com	D/Com	AC	C/Supt	Supt	Insp.	Sgt	Garda	Total
2023	0	0	0	0	0	1	5	112	118

	Exec. Director	Principal Officer	Assistant Principal	HEO	AO	EO	CO	Industrial Staff	Total
2020	0	1	1	1	1	11	33	6	54
2021	0	0	3	6	2	5	39	9	64
2022	0	0	3	5	2	17	55	5	87
2023 (As of 09/10/23)	0	0	4	3	1	17	51	9	85

*Figured as of 9th October, 2023

Part 7 of your request sought the projected number of Garda personnel eligible to retire to end 2023 and the number eligible to retire in 2024. Figures for Garda members are available in the Commissioners Monthly Report to the Policing Authority. Therefore this part of your request is refused in accordance with Section 15(1)(d). Figures in respect of Garda staff are detailed below:

Retirements to Year end 2023	
2023 (As of 09/10/23)	14
2024 – Applications to Retire	8

Finally, I can advise that the records sought in Part 8 of your request are also available in the Commissioners Monthly Report to the Policing Authority, and this part of your request is refused in accordance with Section 15(1)(d) details of Section 15(1)(d) stated above.

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-000339-2023**.

Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Navan, Co. Meath, C15 ND62.

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: An Garda Síochána Imprest Account

Account Number: 30000302

Sort Code: 951599

IBAN: IE28DABA95159930000302

BIC: DABAIE2D

You must ensure that your FOI reference number FOI-000339-2023 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 the FOI Office by telephone at (046) 9036350.

Yours sincerely,



ASSISTANT PRINCIPAL

PAUL BASSETT

FREEDOM OF INFORMATION OFFICER

2nd NOVEMBER, 2023.