



An Garda Síochána

Monthly Report to the Policing Authority

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

July 2023

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
D08 HN3X



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



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

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the seventh report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of June 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**MARIE BRODERICK
SUPERINTENDENT
COMMISSIONER'S OFFICE**

July 2023

An Garda Síochána: Ag Coinneáil Daoine Sábháilte – Keeping People Safe

Message from the Commissioner

This month, Gardaí reached out to the public in a variety of ways, including participation in this year's Dublin Pride parade, by holding information stands at festivals such as the Bord Bia Bloom festival, as well as policing concerts and festivals.

In an incident of particular note, Gardaí on patrol on the M1 near Ardee went to the assistance of a motorist with a flat tyre ended up putting their first aid skills into use when it emerged that one of the passengers in the car had a serious injury to their arm. Their timely efforts to stem the bleeding and immediate transport to hospital were life-saving interventions.

This, like many other examples of community engagement, serves to demonstrate the adaptability of our Gardaí to evolving situations and acts as another reminder of their dedication to lending a helping hand and to keeping people safe.

In addition, the organisation's commitment to working towards delivery on the Zero Tolerance vision of the Government's Third National Strategy on Domestic, Sexual and Gender Based Violence was reaffirmed at the launch of the Women's Aid annual impact report.

Work is ongoing with a wide-range of partners to deliver on this strategy through prevention, protection, prosecution and policy co-ordination.

The long-standing partnership between An Garda Síochána and Women's Aid, and other stakeholders working in the area of domestic abuse, is vital because no one organisation can tackle domestic abuse alone.

It is through these kinds of collaborations and community outreach that on a daily basis we extend our reach to victims, the vulnerable, and those at risk in our cities, towns and villages. In doing so, we help create safe communities for people to live and thrive in.

Anne Marie McMahon
Acting COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end June €'000	Remaining July-Dec €'000	Remaining %
Gross Total	2,249,610	1,112,971	1,136,639	51%
Appropriation in Aid (receipts)	104,206	64,643	39,563	38%
Net Total	2,145,404	1,048,328	1,097,076	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of June 2023, the total combined gross expenditure was €1.11m (49% of allocation), which is greater than the end of June 2023 profiled spend by €26.05m, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.066b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in June 2023 was €163.3m and year to date is €747.19m. Expenditure on salaries, allowances and employer PRSI elements in June 2023 was €140.08m, and year to date is €644.17m, which is €7.81m under budget profile. Expenditure on overtime in June 2023 was €23.21m and year to date is €103.02m, which is €43.87m over budget profile. This sum includes overtime related to the visit of the US President. Overall, pay subhead is over profiled budget at the end of June 2023 by €36.06m.

In respect of superannuation of €428.46m, expenditure in June 2023 was €36.35m and year to date is €212.05m, which is €2.79m over profile at the end of June 2023 due to retirements. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in June 2023 was €25.94m and year to date is €115.97m. Overall, non-pay expenditure is €9.58m over profile at the end of June 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in June 2023 was €6.43m and year to date is €37.76m. The capital subheads have a combined under profile spend of €22.38m to the end of June 2023.

Appropriations in Aid

Appropriations in Aid are €64.64m at the end of June 2023, €11.76m ahead of the estimated profiled receipts.

Estate Management June 2023

The following 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;

- **Clyde House, Dublin 15:** Fit-out is in progress.
- **J-Block, Garda Headquarters:** The main contractor commenced on-site in Q3 2022, on the refurbishment of J-Block to provide enhanced office accommodation and associated facilities. Contract programme due for completion in Q3 2023.
- **Bailieboro Garda Station:** Contractors are on site and work commenced January 2022. The OPW advise this is a 90 week programme of works. Expected completion Q1 2024.
- **Redevelopment of Portlaoise Garda Station:** Tender process for the enabling works package completed and contract awarded. Enabling works have commenced on site and are progressing well.

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

- **Drogheda Garda Station:** Provision of new PEMS store and Locker Room - Enabling works to be completed Q3 2023. Tender to issue Q3 2023 with works to commence Q1 2024. 12 month construction programme
- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted.
- **Cell Refurbishment Programme:** An Garda Síochána, in partnership with OPW, has agreed a schedule of works for the remaining locations to be addressed as part of the Cell Refurbishment Programme. Active engagement continues between An Garda Síochána and the OPW on a number of these projects, with a number due to commence shortly, including Loughrea and Athy Garda Stations.
- **Clonmel and Macroom:** Clonmel and Macroom which were part of the Justice PPP had been decoupled from the PPP, and will be developed through traditional procurement. Garda Estate Management is in discussion with the OPW and local management on both Stations. Workshops to be arranged in July 2023 and August 2023.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- RDMS went live in Meath/Westmeath division for members booking on and off duty on 12 June 2023. Members in Southern Region Resources in Cork and Limerick are due to go-live on the 3 July 2023. Waterford-Kilkenny-Carlow is scheduled to go-live on 10 July 2023. Donegal-Sligo-Leitrim is scheduled to go-live on 24 July 2023.
- A85s (record of duty and claim form for overtime and other allowances) continue to be retired across live divisions, most recently in Wicklow/Wexford. Galway, Mayo/Roscommon/Longford and DMR NC are aiming to retire A85s on 10 July 2023.
- There are circa 10,500 Garda members using the RDMS system for duty planning and to book on and off.

Resource Allocation

- The 2021 Garda to Sergeant, and Sergeant to Inspector, promotion competitions are ongoing. To date the following have been progressed:
 - Promoted to Sergeant rank to date – 457 (correct as at 30/06/2023)
 - Promoted to Inspector rank to date – 102 (correct as at 30/06/2023)
- The following promotions took effect during the period 1/6/2023 and 3/7/2023:
 - 7 – Chief Superintendents
 - 10 – Superintendents

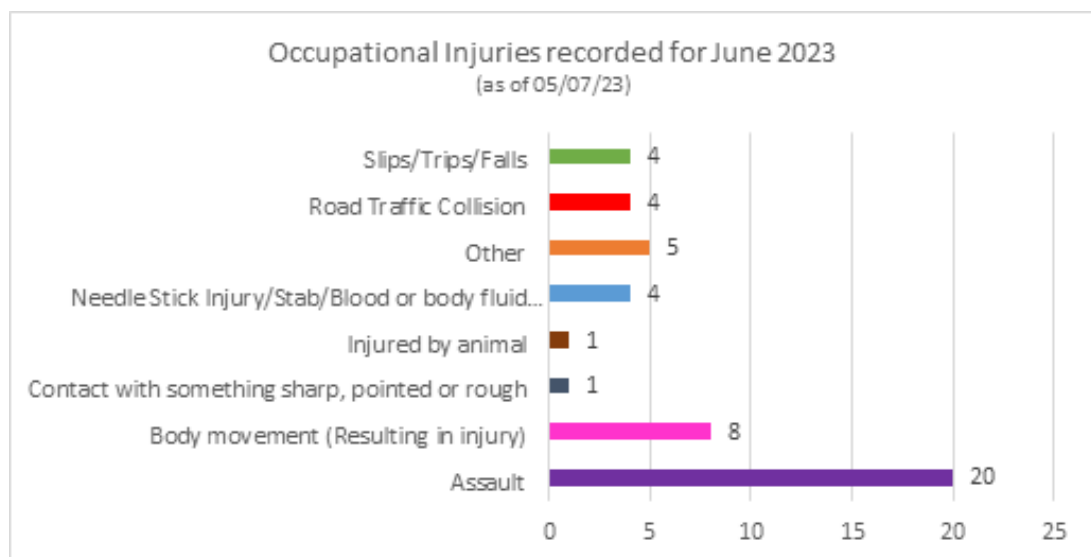
Employee Assistance Service

Date	Work Type	Division / Region	Attendance
13 and 14 June 2023	Mental Health First Aid Training	DMR North, DMR North Central, DMR South, DMR West, DMR East, DMR South Central, Kildare, EAS	22
29 June 2023	Presentation on the services of the EAS, a presentation on self-care which will also include a talk/presentation on mindfulness	National Vetting Bureau Ennis	26
29 June 2023	Wellness and EAS Presentation	Ennis National	25 (CO to HEO)
7 June 2023	Half Day Wellness session	DMR North	23 (CO to AP, Garda, Sergeants and Inspectors)
8 June 2023	3 Half Day EAO information sessions (2 Thurles NVB and 1 Tipperary town NVB)	Thurles NVB & Tipperary town NVB	25, 17 and 30 (CO to HEO, Garda, Sergeants and Inspectors)

26, 27 and 28 June 2023	Peer Supporter Training	DMR North Central	28 (Various Rank and Grade)
22 and 23 June 2023	Assist Training	Employee Assistance Service, HRM	2 (Garda Rank)
7 June 2023	Wellness Day	Santry Sports link	23 (Garda Staff)
20 June 2023	Monthly Welfare Meeting	Portlaoise	12
22 June 2023	Talk with members after case conference following fatalities	Thomastown	9

Health and Safety

- 47 Occupational Injuries recorded for June 2023 (as of 05/07/23)
- Number of National Incident Management System (NIMS) Incidents Created in June 2023: 121 (as of 05/07/23)
- Training carried out by the Health and Safety Unit:
 - 23 personnel were trained as Safety Representatives over 2 days for DMR Divisions
 - 20 personnel were trained as Fire Wardens in the Garda National Vetting Bureau
 - 14 personnel were trained as Fire Wardens in the Cork City Division
 - 12 personnel were trained as Display Screen Equipment (DSE) Assessors over 2 days in the Galway Division
- Scheduled Training for July 2023:
 - Fire Warden Training: DMR South Division



Workforce Planning

- The Workforce Planning team met with the Assistant Commissioners and Executive Directors to review and prioritise their resourcing requests;
 - Meetings have been successfully completed with Assistant Commissioners and Executive Directors.
 - Meetings are ongoing with Chief Superintendents.
 - Ongoing engagement is taking place with Strategic Transformation Office (STO) regarding Operating Model staffing framework.
- Commissioning a Workforce Strategy in early 2023;
 - Continued Engagement with STO regarding strategic alignment of Workforce Strategy, Strategic Foresight Project and PSCS Bill.
- Business Case Validation Framework;
 - Final Draft Documents prepared for final sign-off and approval.
 - Plan National Roll-Out (Phased by Region and HQ).
 - A meeting took place with Divisional Assistant Principal Officers on 29 June 2023, which provided an overview of Workforce Planning including the Operating Model Resourcing Framework and New Business Case Validation Framework.
- Clearing House;
 - Next Clearing House meeting scheduled to take place in mid-July 2023.
 - Two Business cases are for review at this meeting (GISC and Occupational Health).
 - A successful meeting took place on 14 June 2023 with two business cases approved (GSAS and Aviation Vetting)
 - To date, the meetings are working well with high levels of stakeholder engagement.
- Demand Meeting;
 - The June 2023 Demand Meeting was postponed. The next meeting is scheduled for mid-July 2023.
 - A Draft Terms of Reference document for the monthly Demand Meeting was prepared for review by the Executive.
 - A successful meeting took place with the Policing Authority on 9 June 2023 and Business Case Submissions have re-commenced.
- Workforce Planning Quarterly Report
 - Draft Report has been completed and is under review for final sign-off.
 - Draft update to Resourcing the Policing Plan has been submitted.

Resourcing

- The capacity to effectively resource An Garda Síochána is deemed by the Executive to be the most significant corporate risk currently facing the organisation. This risk and its associated action plan are currently closely monitored by the People and Culture Committee with identified mitigating actions being updated monthly as part of the risk management process.

- Under the Garda Reassignment Initiative as of 30 June 2023, 898.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 17 this year. A key barrier to further reassignments is the ability to recruit and retain Garda Staff. Currently progress made is being adversely affected, with Garda members having to backfill certain areas previously civilianised and modernised.
- There are currently 25 Garda Staff internal and open recruitment competitions in progress across the Organisation.
- Offers are ongoing from the EO panel. Interviews commenced for batch 3 candidates on 15 June 2023 and will conclude in mid-July 2023.
- A panel is currently in place for the Assistant Principal Officer competition.
- Head of International Policing Systems, ICT (Principal Officer) shortlisting has been completed and an interview date is arranged for mid-July 2023.
- Internship School Leavers and Graduates - 13 candidates commenced in June 2023, a further 3 candidates will commence in July 2023.
- Professional Accountant Grade 2 – a panel has been formed and offers will commence in early July 2023.
- Fleet Support Officer – this competition is due to be advertised in July 2023.
- Occupational Health Nurse – a panel has been formed. Two offers were issued and accepted.

Garda Recruitment

- 381 trainees have commenced in the Garda College since the 2022 competition commenced.
 - 92 in November 2022
 - 135 in February 2023 (8 of these were from the Irish stream)
 - 154 in May 2023
- The next intake is scheduled for 31 July 2023. Work is ongoing to optimise the number of trainees for this intake.
- 1046 candidates in total are still in the An Garda Síochána clearance process, which encompasses a physical competency test, a medical and vetting.
 - This number includes the 156 who have already cleared all elements of the recruitment process, as detailed above.
- There are currently 25 National, 49 Divisional, 3 Regional and 5 Overseas member competitions underway.

Garda College

- A delegation from the PHS College in Oslo visited the Garda College from 5 to 23 June 2023 to observe our Training Programme. They are seen here accompanied by Sergeant John O’Sullivan, Garda Jamie O’Riordan and Garda Gemma Conway.



- Belgian Ambassador to Ireland Karen Van Vlierberge visited the Garda College in June 2023, accompanied by Belgian Minister of the Interior, Annelies Verlinden.





Inclusion

- The Equality, Diversity and Inclusion Office took part in the Dublin Pride Parade 2023. An Garda Síochána joined the thousands of people who turned out to celebrate the LGBTQ+ community at the Dublin Pride Parade. An Garda Síochána participation in this significant event demonstrates our organisation's commitment to being inclusive and representative of all the communities we serve.



Dignity at Work

- During the month of June 2023, training for new Equality Advisors and Contact persons as outlined in the Working Together to Create a Positive Working Environment policy (WTCPWE) and Dignity at Work policies, was facilitated by Human Resource Management in Garda Headquarters. 50 personnel from the DMR received the training. Arrangements are in place to train a further 110 personnel from all other Garda Divisions and Sections in July 2023 and August 2023.

Additional HRPD Activities and Initiatives

- An Garda Síochána has a legal obligation under the Public Service Pensions (Single Scheme and other Provisions) Act 2012. Since 1 January 2013 and for the purposes of the Act, An Garda Síochána is the Relevant Authority in respect of new entrants to the organisation, who are members of the Single Pension Scheme (SPS). The responsibilities of the Relevant Authority include implementing all SPS rules and the task of issuing Annual Benefit Statements (ABS's) to all its employees who are members of the Scheme, by the statutory deadline of 30 June each year. As of 12 June 2023, the Single Pension Scheme team in the Human Resources Directorate have completed two years Annual Benefit Statements for 2021 and 2022, totalling 10,591. An Garda Síochána obligations under the Public Service Pensions Act 2012, to meet the statutory deadline of 30 June, has been met.
- Exit interviews were recently initiated in An Garda Síochána to develop an understanding of why there has been an increase in the numbers of Garda members and Garda staff leaving the organisation. The opportunity to participate in an exit interview was advertised in a Newsbeat article in late April 2023 and subsequently people who notified Human Resource and People Development of their intention to leave were sent a letter inviting them to participate. All exit interviews are carried out by a Chartered Occupational Psychologist working in Human Resources and People Development. To date eighteen people have taken the opportunity to participate in an exit interview, which includes ten Garda members and eight Garda staff. A thematic report will be produced when sufficient information is available.
- On 19 June 2023, the HRPD team held a “caife agus comhrá” in Garda Headquarters. The objective of the night was to increase everyone’s proficiency and appreciation of the Irish language. This event was initially run at a local level to ascertain people’s interest and willingness to attend. 9 personnel from HRM attended on their own time and the evening was facilitated by a member of the HRM team. It was a very successful evening with everyone willing to get involved, learn and have some fun in the process.



Human Resources and People Development Analytics and Data

As at 30 June 2023, the Garda member strength stood at 13,892 (13, 851.5WTE) and the Garda staff strength stood at 3,323 (3,126.7 WTE). A full breakdown by rank, grade and gender is outlined below.

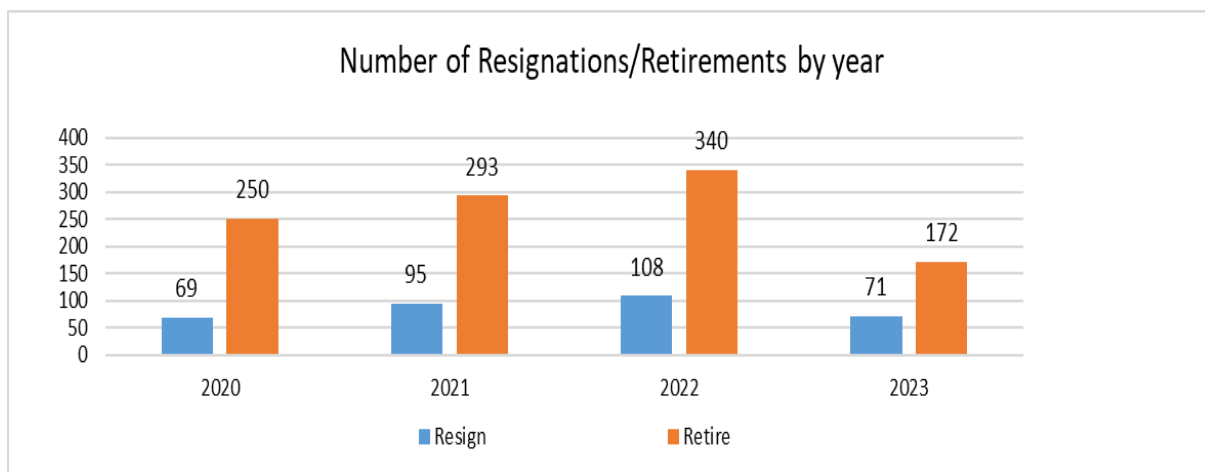
2.1 Garda Member Strengths

Rank	As at 30 June 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	41	34	83	7	17	41
Superintendent	167	139	83	28	17	167
Inspector	435	348	80	87	20	435
Sergeant	2,074	1,562	75	512	25	2073
Garda	11,164	7,866	70	3,298	30	11,124.5
Total	13,892	9,954	72	3,938	28	13,851.5

Of which	As at 30 June 2023	Male	%	Female	%
Career Breaks (incl. ICB)	48	30	62.5	18	37.5
Work-sharing*	40.5	1.5	4	39	96
Secondments (Overseas etc.)	54	37	69	17	31
Maternity Leave	44	0	0	44	100
Unpaid Maternity Leave	30	0	0	30	100
Paternity Leave	17	17	100	0	0
Available Strength	13,658.5	9,868.5	72	3,790	28

*Equates to 81 full time members.

2.2 Garda Resignations/Retirements



Compulsory Retirements from An Garda Síochána to 2033

It is expected that the number of retirement exits from the service of An Garda Síochána (below the rank of Commissioner) will increase steadily over the next 10 years with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,259 exits based on service in the coming years irrespective of any other factors.

Rank	31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33
DC	0	0	0	0	0	0	0	0	1	0	0
AC	1	0	0	2	0	0	2	1	0	3	0
CS	6	8	1	2	3	0	3	6	0	3	5
SU	11	14	4	6	5	12	12	14	15	17	11
IN	11	14	10	10	10	14	21	22	25	33	31
SG	24	34	20	21	29	47	53	71	90	107	101
GD	44	69	33	38	63	80	130	159	209	275	290
Grand Total	97*	139	68	79	110	153	221	273	340	438	438

**This figure is subject to change based on the number of pending approvals or declined applications on hand for members to extend their compulsory retirement date in accordance with the provisions of the Garda Síochána (Retirement) (No. 2) Regulations, (S.I. No. 335/1951)*

Garda Reserve Strength

Garda Reserve Strength As at 30 June 2023	Total	Male	%	Female	%
	364	277	76	87	24

2.3 Garda Staff Strengths (Administrative and Civil Service and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	28	28	16	57	12	43	0	0
AP	87	87	40	45	46	53	0	0
HEO	208	207.8	81	39	125	60	0	0
AO	20	20	11	55	10	50	0	0
EO	777	765.6	216	28	555	71	0	0
CO	1,815	1,745.3	440	24	1,382	76	1	0.1
Total	2,943	2,861.7	808	27.4	2,134	72.5	1	0.1
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	50	49.4	30	60	20	40	0	0
Administrative **	2,942	2,860.7	807	27.4	2,134	72.5	1	0.1
Industrial/Non Industrial	331	216.6	106	32	225	68	0	0
Total	3,323	3,126.7	943	28.4	2,379	71.5	1	0.1

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	24	24	0	0	24	100	0	0
Unpaid Maternity Leave	7	7	0	0	7	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,292	3,095.7	943	28.6	2,348	71.3	0	0.1

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	266	80.8	4	2	262	98	0	0

*** Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	45	45	8	18	37	82	0	0

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

Parental Leave

01.06.2023 – 30.06.23	Garda Members	Garda Staff
	135	97

Garda Staff assigned and commenced – as at 31 June 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2023*	87	48	52	66	62	37						

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

Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
120	106	88	14	12

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

Garda members reassigned to operational duties as at 31 May 2023

Rank	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	12.5	33	132	720.5	898.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	71 Male 54 Female 7 Unknown due to CAD	255.5 Male 359 Female 106 Unknown due to CAD	359 Male 425.5 Female 114 Unknown due to CAD

Garda Staff transfers out of An Garda Síochána for 2023 (to 30 June 2023)

The record includes up to 30 June 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	46
Transfer out on promotion	47	66*	43
Open Competition	0	6**	2
Total	89	187	91

* Three additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion. i.e. CO to CO w/shift allowance).

** Six additional leavers at equivalent grade via open competition i.e. CO to CO external department.

3. Information and Communications Technology

The ICT Directorate continues to successfully support the delivery of major priority projects as part of the An Garda Síochána Modernisation Programme – most notably GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which went live in Quarter 1 2023. In addition, significant progress has been made in supporting the deployment and adoption of new digital solutions, such as the Investigation Management System, Roster and Duty Management System and mobility, along with continued support and maintenance of operational services. ICT also continues to support and enhance the needs of the organisation both in the workplace and working remotely to enable An Garda Síochána personnel to access Garda information systems in a secure manner, particularly in the use of digital collaboration tools for desktop and mobile.

ICT Capacity

As stated last month, approval for the business case submitted by ICT for 75 priority posts has been received from the Policing Authority and Department of Public Expenditure and Reform. This sanction for new personnel complements the increases in ICT capital funding received this year and is a significant step in the capacity to deliver Information-Led Policing throughout the organisation by combining modern technology with policing acumen. ICT is engaging with An Garda Síochána HR Directorate around the mechanisms and logistics available that can be utilised to enable the recruitment of these posts.

GardaSAFE – Computer Aided Dispatch 2 (CAD 2)

The new Computer Aided Dispatch system, GardaSAFE, is now deployed in three Regions; the North Western Region, the Southern Region, and as of June 2023 in the Eastern Region. GardaSAFE is now utilised for incident creation and dispatch of Garda units across all three regions, with the divisions benefiting from the system’s enhanced features including the live map showing the locations of incidents and available Garda resources, PULSE Integration and active risk assessment of calls. There is an ongoing programme of work to deploy enhancements to the system based on feedback and learnings from the deployments to date in the three regions. Accordingly, it is planned to deploy a major functional update in advance of the deployment of the system to the remaining region, the DMR.

Roster Duty Management System Deployment (RDMS Deployment)

As previously reported the RDMS system is being deployed on an incremental basis to An Garda Síochána divisions and a number of specialist sections. The rollout of RDMS to the remaining divisions is being planned for completion in 2023. The table below details the next rollout schedule;

Waterford/Kilkenny/Carlow	10 July 2023
Sligo/Leitrim/Donegal	24 July 2023
Laois/Offaly/Kildare	04 September 2023

The deployment of mobility devices is being managed in conjunction with RDMS rollout to ensure the benefits of the RDMS App are realised. In addition, work is continuing on the integration of RDMS with GardaSAFE (CAD2) and mapping data between both systems.

Investigation Management System (IMS) Deployment

IMS was deployed to bureaus in the Organised and Serious Crime (OSC) in June 2023. Deployments to other divisions and specialist sections are still at the planning stage and are being progressed in line with other organisational priorities. Site surveys to determine requirements will be completed in support of this. Workshops were held with operational users and PAF administrators to review learnings and gather suggestions to improve the usability and efficiency of the system. In line with same three functional IMS releases have been planned, R1.20 (deployed June 2023), and R1.21 and R1.22 to be deployed in the coming months. These releases will seek to address the key operational feedback received from users and deliver an enhanced user experience.

Mobile Device Deployment

To date in excess of 12,800 devices have been deployed to frontline policing members. The next phase of DMR deployments is at planning stage. Towards the end of June 2023 a deployment of approximately 300 devices took place in Cork City division and plans for deployments to Donegal division are at an advanced stage. As highlighted previously, ongoing investment is still required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.

Overall Device Deployment Figures

At 22/06/2023	Total Devices
Enrolled in MDM*	12,883

**Overall total includes active mobility devices and standard devices.*

Mobile App development

The Person Search App is successfully in use by approximately 2,400 users across ten divisions. The mobility team continue to update and enhance the App as part of user feedback and this will feed into the next version of the App. It is currently planned that the Person Search App will be rolled-out to all eligible users from mid-July 2023.

Operating Model

ICT Workstream to enable and support the Operating Model

The deployment to Waterford/Kilkenny/Carlow division (scheduled for 25 June 2023) was postponed and will be rescheduled for a later date. The next confirmed deployment is scheduled for 27 August 2023 for Clare/Tipperary divisions.

4. Corporate Communications

Throughout the month of June 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide in our mission to keep people safe. This month the Office of Corporate Communications worked to promote the lifesaving efforts made by Garda Róisín O'Donnell and Garda Rose McGlynn who went to assist a motorist in distress on the M1 at Ardee, Co. Louth. They quickly reacted upon learning that one of the passengers was a young man with serious injuries.

There was a particular focus on community engagement activities, which resulted in positive engagement on social media as well as with Gardaí on the ground. As part of this month's engagements, Commissioner Harris spoke to media and invited guests at the launch of Women's Aid annual report on actions by An Garda Síochána to tackle domestic and sexual abuse.

Participation of Gardaí in Dublin Pride 2023

The Office of Corporate Communications was involved in promoting Garda activities during Dublin Pride 2023, highlighting An Garda Síochána support for the event by sharing content of Gardaí participating in the Pride Parade together with the Pride Patrol Car. Other associated promotional activity related to Gardaí who were involved in policing the event.



Attendance by Commissioner Harris at a meeting of the Cork Joint Policing Committee 19 June 2023

Commissioner Harris attended a meeting of the Cork Joint Policing Committee on 19 June 2023 where he delivered a presentation, met and took questions from local councillors and local representatives.

Intake 213 are issued uniforms for the first time

Intake 213 were issued their uniforms for the first time in June having come through the recruitment process. This eye-catching image accompanying this social media post served to highlight the significant number who are in training and provided reassurance to the public that recruitment is ongoing within An Garda Síochána.



Office of Corporate Communications Wins Best Public Relations Event at PRII Awards

"Today is a landmark day in the fight against organised crime and in particular the Kinahan organised crime gang." Garda Commissioner Drew Harris.

The Office of Corporate Communications was successful at this year's Awards for Excellence in Public Relations 2023, as it won the award for Best Public Relations Event. The award was given in respect of the ground-breaking Press Conference held at Dublin City Hall on 12 April 2022, in which it was revealed that An Garda Síochána together with a number of international law enforcement partners, were taking international action against the Kinahan Crime gang. This latest accolade is the fifth top award the Office of Corporate Communications has received from Ireland's national PR awards.



Summer Concerts and Festivals

Members of An Garda Síochána provided support for a number of concerts and festivals which took place in Dublin and surrounding areas over the month of June 2023. The Office of Corporate Communications highlighted traffic management plans which were in place and also to reinforced to concert-goers that Gardaí would be present should they need assistance. It also afforded an opportunity to highlight community engagement activities at these events. The events themselves passed off without major incident.



Further interviews with media in June 2023 included:

Date	Organisation	Subject	Spokesperson
07/06/2023	Donegal News	Appointment of new Superintendent in Letterkenny	Superintendent Goretta Sheridan
12/06/2023	Shed 4 Bikers	BikeSafe Initiative	Garda Shane Bonner and Garda Adrian Corcoran
13/06/2023	Irish Independent	Rural crime prevention	Chief Superintendent Padraic Jones
16/06/2023	Nuacht RTÉ/TG4	Donegal International Rally	Garda Padraig McFadden
29/06/2023	The Independent	Investment fraud	Superintendent Michael Cryan

Press Office

The Garda Press Office operates from 7am to 11pm, seven days a week, responding to queries, coordinating external communications and media relations, and updating our social media platforms. This month's activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation including drug and cash seizures such as €1,292,000 of suspected cocaine and heroin in Kildare and €200,000 of cash in the Dublin Metropolitan Region.
- 35 missing person appeals and 37 updates issued to the public throughout the month.
- Approximately 24 witness appeals issued.
- Assistance provided to support the Commissioner's attendance at the Cork City JPC on 19 June 2023.
- Commissioner Harris spoke to media and invited guests at the launch of Women's Aid annual report on 20 June 2023.
- Media awareness provided to Family Liaison Officers Course at the Garda College 22 June 2023.
- Promotion on social media of a medical intervention made by two Gardaí who came upon a family with a medical emergency and car trouble on the M1 in Co. Louth, and subsequently coordination of media interviews.
- Arranging upcoming media events and briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí, such as those detailed herein Pride 2023, Bloom, concerts and festivals.

Internal Communications

The Internal Communications team published 10 editions of Newsbeat in June 2023. Readership has stayed consistently high at approximately 60% per edition. Some of the topics covered this month included:

1. News on the refurbished Garda Monument of Remembrance to commemorate Garda Personnel who died in service.
2. An Garda Síochána participation in and policing of Dublin's Pride Parade.
3. An Garda Síochána becoming the first public service body to compile workforce diversity data.
4. Update on the GARDA SAFE rollout.
5. Updates on Operation TARA successes.
6. Change to legislation governing the applications for communications data.



Garda Portal

The Garda Portal and screensavers continued to be updated with new content on a regular basis. The screensavers are shown on desktops throughout the organisation. Key updates delivered to personnel included:






- Confidential phone line for the Garda Anti-Corruption Unit.
- HSE advise on Naloxone injection and spray.
- Advice on how to fill out the Mental Health Commissions form.
- Information on the upcoming UL Human Rights and Policing course.

The banner features the Garda Síochána logo on the left with the tagline "KEEPING PEOPLE SAFE". On the right is the University of Limerick logo. The central text reads: "INTERESTED IN BECOMING A HUMAN RIGHTS CHAMPION?" followed by "Visit the Human Rights Portal Page for more information". The background is a dark blue and green geometric design.

Social Media Activities

The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, Twitter, Instagram and LinkedIn. These channels are used to promote activity within the organisation, highlighting the good work that is done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts i.e. Child Rescue Ireland (CRI) Alerts, and campaigns. The Office of Corporate Communications measure the success of these communications by capturing:

1. The number of followers / individual users who have subscribed to each account.
2. The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
3. The number of engagements with the content / posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	388,207	7.43%
 Twitter - @GardaInfo	268,644	4.08%
 Twitter - @GardaTraffic	588,676	4.14%
 Instagram - @GardaInsta	179,673	4.89%
 LinkedIn – An Garda Síochána LinkedIn	30,462	36.6%

Top Monthly Posts

The following section details social media content generated and posted by the Office of Corporate Communications for the month of June 2023. It serves to highlight the level of positive engagement with content shared publicly detailing a variety of activities carried out by An Garda Síochána.



Facebook - @AnGardaSíochána

Post Engagement / Reach: 154,414 views



An Garda Síochána

8 June · 🌐

On Friday, May 26th just passed, Garda Roisin O'Donnell and Garda Rose McGlynn were out on patrol along the M1 at Charleville, Co. Louth when they were waved down by a panicked couple stood by their parked vehicle on the hard shoulder.

Their 19 year old son, Tabish had sustained an injury to his arm while at home and his parents were driving him to hospital when they got a flat tyre.

Both Gardaí quickly realised that Tabish's injury was extremely serious. His bone was protruding and he was experiencing significant blood loss.

Gardaí are trained to know that in an emergency every second counts and neither Garda O'Donnell nor Garda McGlynn hesitated – they took Tabish's mother's jacket and his dad's trouser belt and together they made a tourniquet to stem the bleeding.

Tabish's condition was quickly deteriorating and an ambulance was still some distance away. While Garda McGlynn carefully moved him to the Garda vehicle to urgently get him to hospital, Garda O'Donnell performed traffic management duties on the road.

Garda McGlynn drove towards Our Lady of Lourdes Hospital, Drogheda with activated lights and sirens but despite Garda O'Donnell's best efforts to keep him alert, Tabish was falling in and out of consciousness. His arm was now turning pale.

He required emergency care and so the Gardaí got in touch with the hospital's ED to give them advance warning of his condition and he was immediately seen by medics on arrival.

His medical team have noted that had Garda O'Donnell and Garda McGlynn not administered life-saving treatment and applied a tourniquet when they had, Tabish would not have survived.

Having undergone complex surgery in Connolly Hospital, Dublin on his arm the following day, Tabish's life is no longer in danger and we are so grateful to learn that he is now in recovery.

Some might think that 'hero' is too often cited, but we can say categorically that the quick-thinking, calm and measured response as team that afternoon make our our colleagues, Garda Roisin O'Donnell and Garda Rose McGlynn, true heroes.

[#KeepingPeopleSafe](#)





Twitter - @GardaInfo
Post Engagement/Reach: 126,616 views



Garda Info ✓
@gardainfo



For us, Pride is about supporting people to feel accepted, equal and safe in the community.

We're proud of our off-duty colleagues that will take part in [@DublinPride](#) and want all attendees to know that we will be on-duty across the city all weekend.

[#KeepingPeopleSafe](#)



11:50 AM · Jun 23, 2023 · 126.6K Views





Twitter - @GardaTraffic
Post Engagement/Reach: 337,181 views



An Garda Síochána
@GardaTraffic



The Roscommon Roads Policing Unit were on patrol when they found this car parked on the footpath in Roscommon today.

It completely blocked the footpath for everyone else on what is an extremely busy road.

They were issued a €80 fine.

[#SaferRoads](#)





Instagram - @Gardainsta

Post Engagement/Reach: 158,173 views



[View Insights](#)

[Boost post](#)



6,881 likes

gardainsta Garda Lorcan Cowen was out on the beat earlier today when he was stopped by these two tourists up from the country and lost in the big schmoke.



LinkedIn – An Garda Síochána LinkedIn
Post Engagement/Reach: 9,176



An Garda Síochána
30,608 followers
4w



Update to this story.

Ardee's two newest heroes Garda Rose Mc Glynn and Garda Roisín O'Donnell were visited by Commissioner Drew Harris, Chief Superintendent Alan Mc Govern and Superintendent Andrew Watters on 12 June 2023 at Ardee Garda Station. Both members received Commendation with Distinction presented by Commissioner Drew Harris, in recognition of their heroic quick thinking actions that saved the life a young man.

Garda Roisín O'Donnell and Garda Rose McGlynn were out on patrol along the M1 at Charleville, Co. Louth when they were waved down by a panicked couple by their parked vehicle on the hard shoulder.

Their 19 year old son, Tabish had sustained an injury to his arm while at home and his parents were driving him to hospital when they got a flat tyre. Acting quickly, Gardaí made a tourniquet to stem the bleeding and quickly got him to the nearest hospital.

His medical team noted that had Garda O'Donnell and Garda McGlynn not administered life-saving treatment and applied a tourniquet when they had, Tabish would not have survived.

Well done to our colleagues.



5. Implementation of Cultural Change

Culture Reform Programme

- The qualitative data which was collected at the focus groups has been compiled and analysed in conjunction with the quantitative data already collected in the survey. A comprehensive report and implementation plan was forwarded to Assistant Commissioner, Governance and Accountability, on 30 June 2023, detailing the findings.
- The Garda Ethics and Culture Bureau (GECB) have examined feedback forms submitted at the focus groups which have assisted in the development of a roadmap to implement initiatives arising from the Culture Audit.
- GECB has developed the FFII (Find, Fix, Improve and Innovate) button with ICT for the Garda Portal. The FFII button would allow personnel to submit their stressors, as well as ideas for improvements or innovation to GECB through a simple button on the Portal. However, upon liaising with the Strategic Transformation Office (STO), an initiative for an Innovation app on Garda mobility devices as part of the Innovation Strategy of An Garda Síochána is being explored. GECB will continue to liaise with STO regarding the development of a hindrance stressors solution.

Enhancing Professional Conduct

- The Lessons Learned Working Group met on the 9 June 2023. The topic for Quarter 2 is Abuse of Authority. This includes cases relating to Garda Members and Garda Staff. Edition two is scheduled for publication on Newsbeat during the week beginning Monday 10 July 2023
- The Professional Conduct Steering Group met on 22 May 2023 and 6 June 2023, where the Key Risk Action plan was updated.

6. Risk Management

An Garda Síochána Corporate Risk Register captures nine principal risks currently facing the organisation. Corporate risks are being managed effectively by their assigned Corporate Risk Owners, overseen by the Chief Risk Officer, Risk and Policy Committee (RPC), supported by the Garda Risk Management Unit (GRMU).

- A meeting of the Risk and Policy Committee was held on the 22 June 2023. Significant developments at this meeting included;
 - Corporate risk “*CRR2/21 Cancellation of CAD Incidents*” was removed from the Corporate Risk Register and replaced with a new risk; “*CRR1/23: Implementation of Garda Safe (CAD2) and Improved Governance Arrangements Surrounding all Calls for Service*”.
- Compliance rates for Q1, 2023 remained consistently high at 89%. Compliance rates for Q2, 2023 are currently being collated.

During the month of June 2023, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all Corporate Risk Owners and support staff to assist in the review and update of their risk registers.
- Issued a ‘Risk Champion Network’ bulletin.
- Attended a meeting of the Audit and Risk Committee.
- Engaged in a Risk Action Plan development workshop in relation to “*CRR 11/17: Professional Conduct & Ethical Behaviour*”.
- Conducted two risk register development workshops in relation to the delivery of large scale change projects in An Garda Síochána over the next twenty-four months.
- Conducted a risk register development workshop in relation to the implementation of the Policing, Security and Community Safety Bill.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for May 2023 and June 2023.

As outlined in all reports, it is the advice of the Chief Information Officer that this report is self-contained and prepared from a very small data set covering two months. It should therefore not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

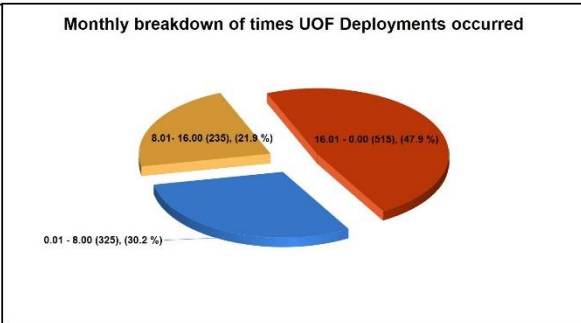
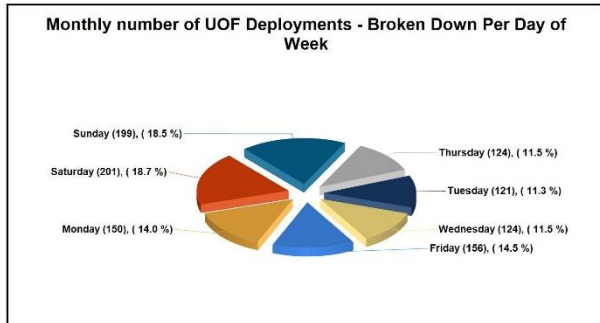
Category	May 23	June 23	Increase/ Decrease	% Change
Total UOF for Month	924	1075	151	16%
Civilians Injured	16	29	13	81%
Garda Members Injured	15	21	6	40%
Pepper Spray Deployed	82	93	11	13%
Batons	19	25	6	32%
Handcuffs	762	912	150	20%
Anti-spit guard	2	1	-1	-50%
Unarmed Restraint	186	247	61	33%
Taser	2	5	3	150%
Less Lethal Firearm	1	0	-1	-100%
Firearm	0	0	0	0%
Gender Subject to Force - Male	666	768	102	15%
Gender Subject to Force - Female	116	131	15	13%
Drugs Involved	235	304	69	29%
Alcohol Involved	485	610	125	26%
Division with highest level UOF - DMR South Central	74%	87%	13%	18%



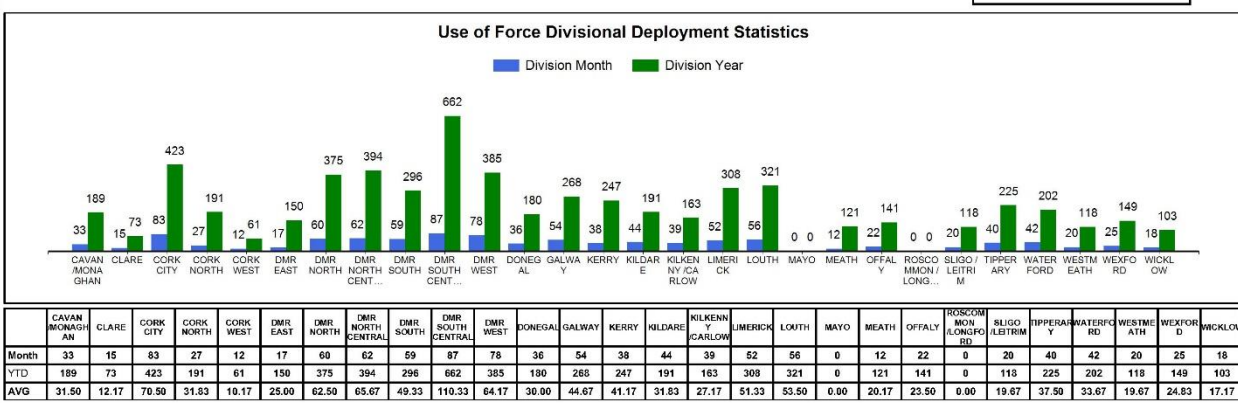
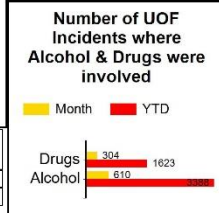
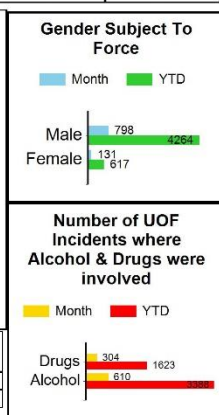
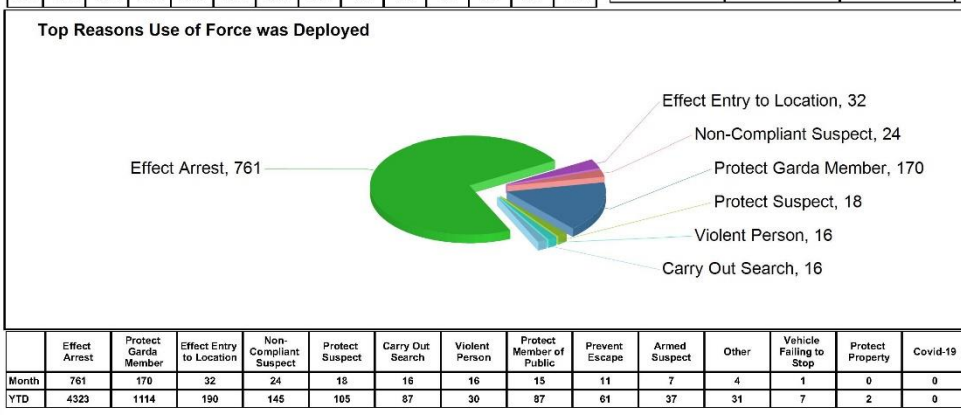
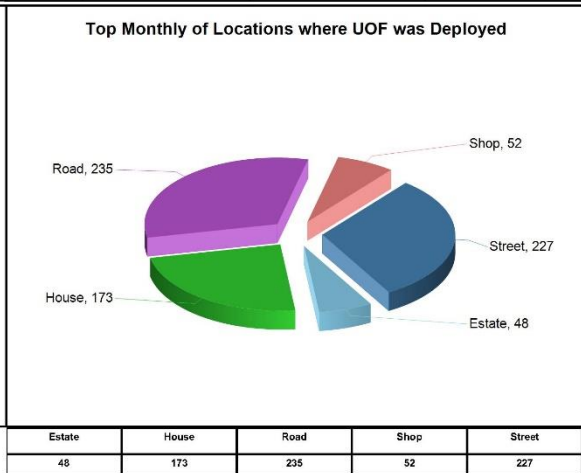
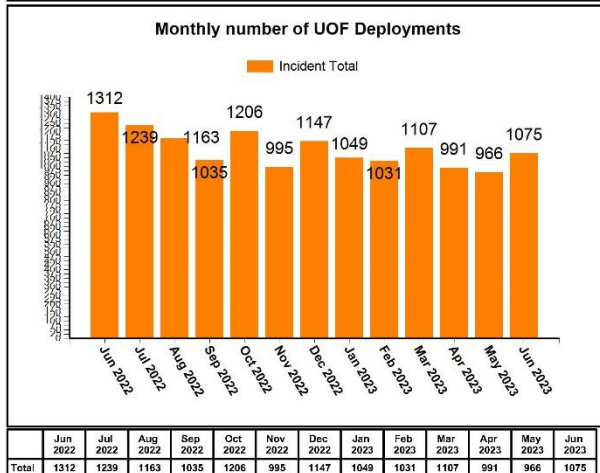
THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF July 3, 2023 at 10:38:16. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	991	YTD	5,755
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	1075	YTD	6219
Number of Incidents on PULSE	Month	110,384	YTD	683,861
% of Incidents involving Use of Force	Month	0.8978%	YTD	0.8415%



	Sun	Mon	Tue	Wed	Thu	Fri	Sat	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2023 YTD	1146	819	755	775	771	898	1055	1900	1429	2890
2022 YTD	1488	834	835	854	894	1010	1345	2313	1436	3508



Civilians injured during UOF Incident	Month	YTD
	29	152
Garda Members injured during UOF Incident	Month	YTD
	21	132
Pepper Spray*	Month	YTD
	93	488
Baton (Used)	Month	YTD
	25	138
Handcuffs (Used)	Month	YTD
	912	5301
Anti Spit Guard (Used)	Month	YTD
	1	7
Unarmed Restraint Used	Month	YTD
	247	1284
Taser (Used)	Month	YTD
	5	12
Less Lethal Firearm	Month	YTD
	0	2
Firearm (Used)**	Month	YTD
	0	1

NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force Incidents can be created outside of the monthly parameters. *Use of Force incidents can include multiple persons subject to force **This report is generated from information contained on the Garda Síochána PULSE system as per report issue date. ***UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

8. Data Quality and Operational Value of Data

Information Led Policing: Data in support of Policy Development and Performance Monitoring

- The quarterly meeting of the Data Governance Board chaired by Deputy Commissioner, Policing and Security, took place in June 2023. The Board reviewed the ongoing positive metrics on data quality, plans to externally publish additional metrics and the work of the Data Quality Board which oversees changes to PULSE. The Board also reviewed capacity in the Garda Information Services Centre (GISC) and the Garda Síochána Analysis Service (GSAS).
- The Galway pilot of non-detection crime outcomes continues, in line with the Policing Plan 2023 goals. National rollout remains on course to proceed in Q4 2023, following PULSE changes to streamline the process.
- The GISC Training Unit provided training to four new call takers during June 2023.

Data Quality and Operational Value of Data

The June 2023 data quality metrics are available at the link below. Additional metrics will be added throughout the year.

Link: [ags_crime_incident_data_quality_metrics_30_june_2023_pdf_is_available_here.pdf\(garda.ie\)](#)

Garda National Vetting Bureau (GNVB)

Statistics

- Garda Standard Vetting average turnaround times continue at their long-term figure of six to seven working days once an application is received.
- 296,270 Garda Vetting Applications received to date in 2023.
- 6.5% year on year increase on vetting applications from Q1 and Q2 2022 to 2023.

Recent Successes

- GNVB assisted our colleagues in the Department of Justice by processing over 2,500 citizenship applications within a two-week period, thereby ensuring that a planned Citizenship Ceremony was successfully undertaken. GNVB received very positive feedback from the Department on the efficiency and effectiveness of this project.

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 prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Throughout 2021 and 2022, most types of crime reported consistent upward trends in accordance with the relaxation of pandemic-related restrictions. An exception to this is burglary, which has remained low compared to pre-pandemic levels.

COVID-19: As reported previously, between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This 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), 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 12-month comparisons presented below.

Note: *GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.*

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

Note: *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 downward since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 20% was observed in the 12 months to June 2023 compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were 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. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic, as another main contributor, burglary, has remained at low levels during much of this time. Considering theft offences only, there was a 27% increase in reported theft from shop and a 36% increase in reported theft of other property in the 12 months to June 2023, compared to the previous 12 months. Average reported theft from shop per month in the 12 months from July 2022 to June 2023 is 24% higher compared to the same period in 2018/2019 (pre-pandemic).

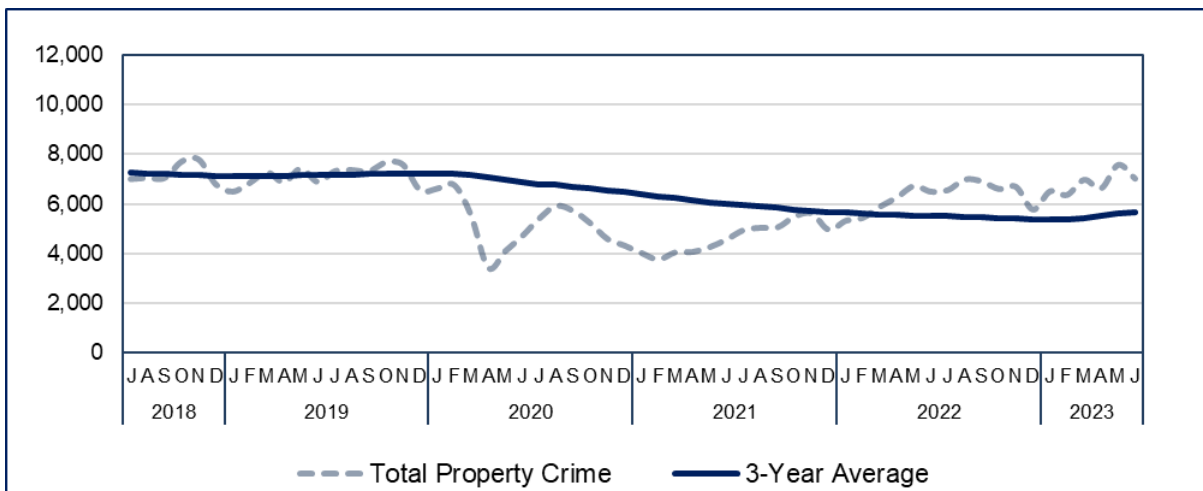


Chart 2: Burglary - 5 Year Trend

In the years prior to the COVID-19 pandemic burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. In the 12 months to June 2023 there was a 16% decrease in reported residential burglary compared with the previous 12 months. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere (i.e. non-residential locations) does not follow a seasonal trend. In contrast to residential burglary, burglary reported to have occurred elsewhere increased by 6% in the 12 months to June 2023. In June/July 2020, when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021–April 2022) and decreased during the subsequent summer, indicating a possible resumption of seasonal trends. However, in contrast to previous years, no significant increase was observed this winter (2022/2023). Overall, reported burglary in the 12 months to June 2023 was 47% lower than pre-pandemic levels (equivalent period in 2018/2019) which highlights the effect that the pandemic has had on this type of crime.

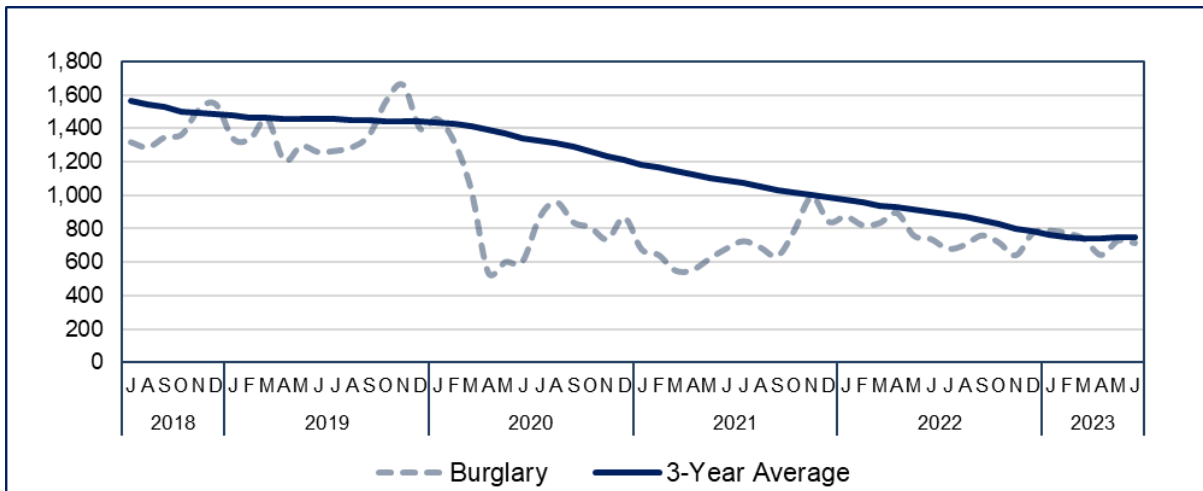


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. There was an increase of 2% in the number of reported crimes against the person in the twelve months to June 2023 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (this is likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In the 12 months to June 2023 however, reported crimes against the person were 10% higher than the same period in 2018/2019 indicating a resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assaults typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 5% in the 12 months to June 2023 compared with the 12 months previous while assault in residential locations decreased by 1% during this time. Reported minor assault in the 12 months to June 2023 was 4% higher compared to the same period in 2018/2019 (pre-pandemic), while reported assault causing harm has increased by 19% across these periods.

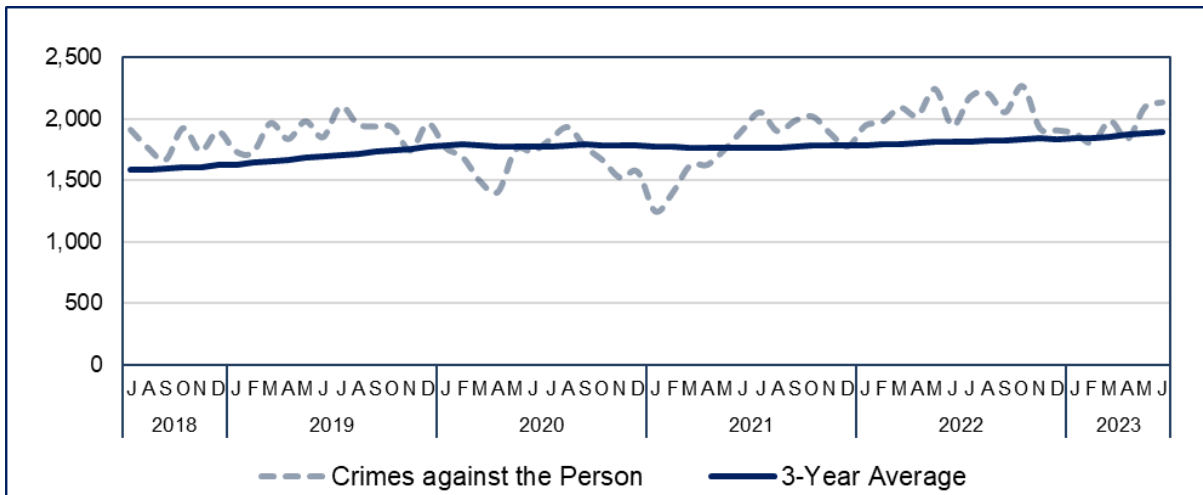


Chart 4: Sexual Offences - 5 Year Trend (to 31 May 2023)

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. Reports of sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021 and 2022. In the 12 months to May 2023 there was a decrease of 2% in reported sexual offences compared to the 12 months previous. However, compared to an equivalent period pre-pandemic (May 2018 – April 2019) reported sexual offences were 5% higher. The general increase in sexual offences 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 primarily due to an increased level of incidents occurring.

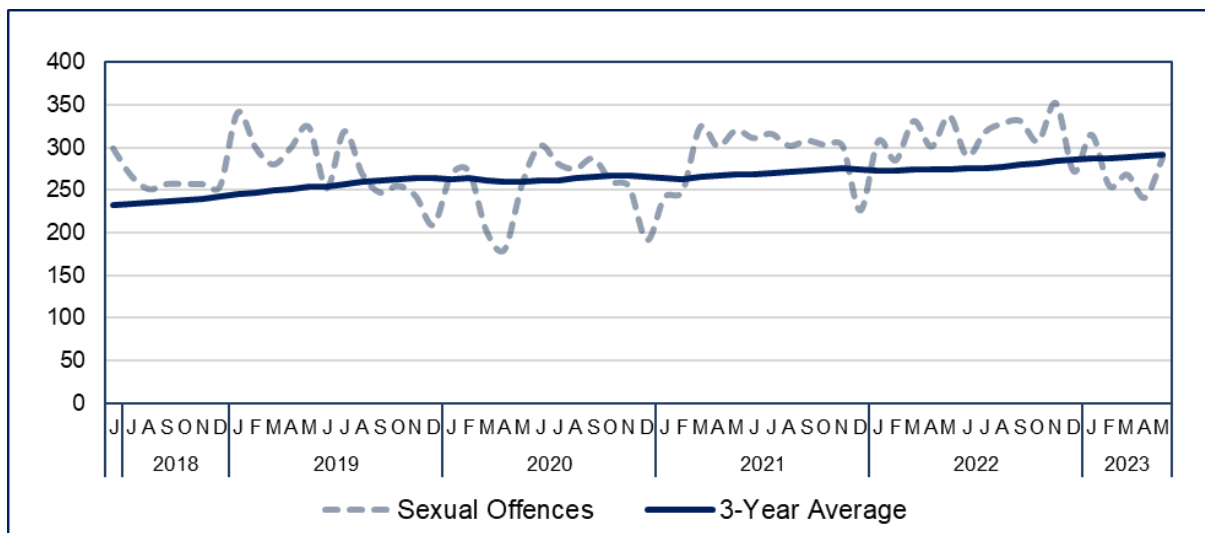


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015–2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 7% in the 12 months to June 2023 compared with the previous 12 months. While there was less of a 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 theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. The number of reported criminal damage incidents in the 12 months to June 2023 was 1% higher compared to an equivalent period pre-pandemic (July 2018 – June 2019).

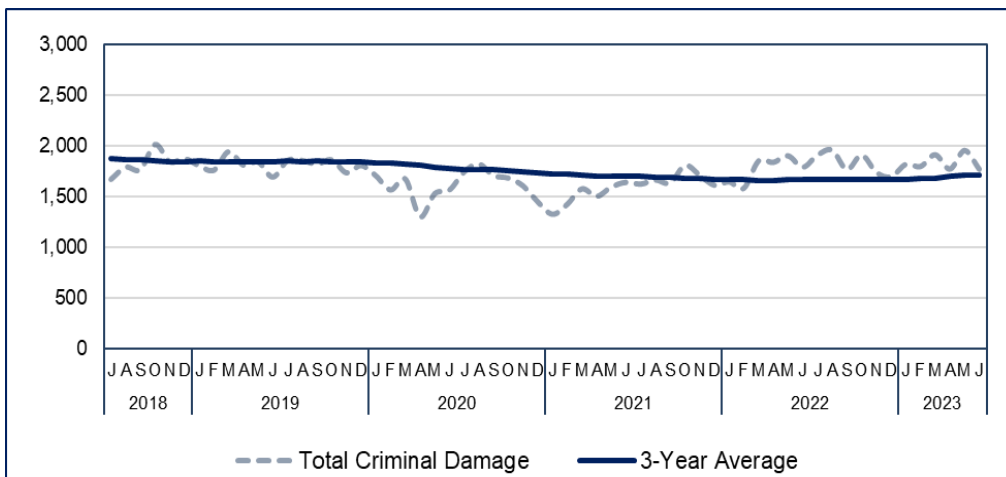
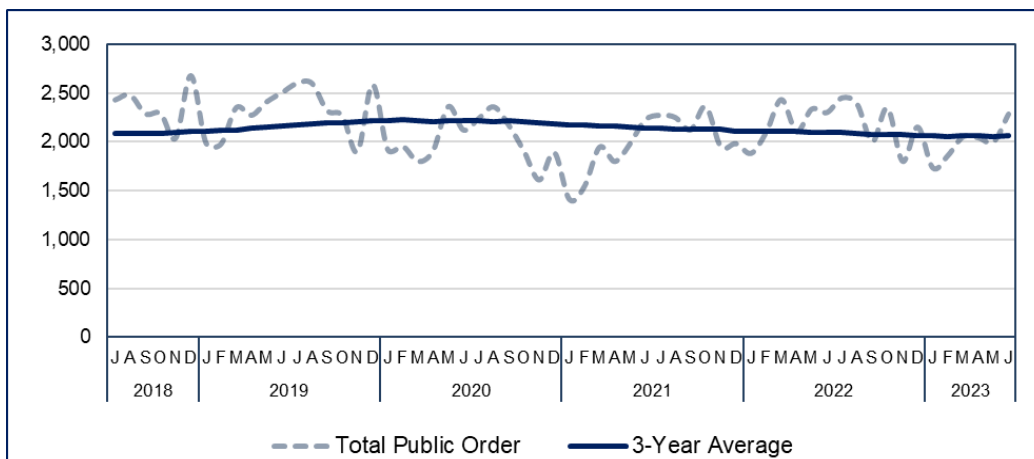


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau and subsequently turn downward. There was a decrease of 5% in the 12 months to June 2023 compared with the 12 months previous. During this time, public order offences decreased by 6%, while there was no change in the number of drunkenness offences reported. Reported public order incidents tend to be higher in summer and also tend to be higher in December compared to other winter months.



9. Policing Successes

Throughout the month of June 2023, there were numerous incidents of outstanding police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of June 2023 are set out hereunder:

On 2 June 2023, following a lengthy investigation, as part of a planned operation into criminal damage, demanding money with menace and threats to kill incidents, Gardaí in the Dublin Metropolitan Region, identified and arrested one suspect. The suspect was subsequently charged with five counts of demanding money with menace, one count of making a threat to kill and one count of threatening to cause criminal damage and brought to court. The suspect was remanded in custody.

On 7 June 2023, the Garda Air Support Unit assisted the Southern Region in locating a stolen boat. The Garda Air Support Unit commenced a search of the shore line and located same. The crew continued to monitor the area and requested local and armed units to the scene. The Garda Water Unit was requested to assist and attend the scene. A boat fitting the description was located parked on a private jetty attached to a dwelling. Upon seeing the helicopter, a suspect made his way to the boat. However, directions were relayed to the Garda Water Unit who pulled alongside him. The boat was boarded and the suspect arrested.

On 12 June 2023, as part of an ongoing investigation into the activities of an organised crime group, involved in the sale and supply of drugs in Dublin, the Dublin Crime Response Team (DCRT) seized suspected controlled drugs valued at approximately €1.2m. Two males were arrested and are currently charged before Dublin District Court in relation to the seizure.

Also on 12 June 2023, personnel attached to the Human Trafficking Investigations and Coordination Unit and the Garda National Immigration Bureau participated in a multi-agency joint search operation at a business premises, targeting alleged abuses and exploitation of non-Irish nationals in the labour market. During the course of this search, 21 non-Irish national males were identified by Garda National Immigration Bureau personnel as working in breach of Section 2(1) of the Employment Permits Act, 2003. They were issued with notices in accordance with Section 14(1) of the Immigration Act 2004 to present at the Garda National Immigration Bureau to facilitate their departure from the State, which was supervised by personnel attached to the Garda National Immigration Bureau.

On 13 June 2023, following receipt of a call reporting that a man collapsed and was not breathing, the Armed Support Unit (ASU) immediately attended the scene and upon arrival observed a male showing no signs of life. As the ambulance had not yet arrived ASU commenced CPR while one of the members attached and used a defibrillator on the casualty. Following their arrival, ambulance staff took up care of the patient who began to display signs of life. The patient was conveyed to hospital, where he is expected to make a full recovery, with medics attributing his survival to the ASU.

Also on 13 June 2023, Gardaí in the Eastern Region, responded to a 999 call from a lady stating that she was at home with her children and an unknown male had entered her property. Gardaí immediately attended the scene and located a male, who appeared to have suffered serious injuries, in a field at the back of the injured party's house. Further investigations established that the male had allegedly crashed his car on a nearby motorway and made his way to the injured party's house. An ambulance conveyed him to hospital, with the assistance of An Garda Síochána. The female 999 caller

was then updated on the outcome of the investigation and was reassured of her safety and that of her family.

On 14 June 2023, personnel attached to the Garda National Immigration Bureau, arrested a suspect in the Dublin Metropolitan Region on suspicion of possession and use of false documents within the state. This suspect is the subject of an Interpol Red Notice for alleged serious crimes, including murder, committed in another jurisdiction. The suspect was detained under the provisions of Section 4, Criminal Justice Act, at Dublin Airport Garda Station and was subsequently charged with offences contrary to the International Protection Act, 2015 and the Criminal Justice Theft and Fraud Offences) Act 2001. The suspect was remanded in custody following appearance at Dublin District Court, Criminal Courts of Justice and was further arrested on 17 June 2023 by an officer attached to the Garda National Immigration Bureau pursuant to section 20(1) International Protection Act 2015. Following an application in the Dublin District Court, he was remanded in custody for a period not exceeding 21 days. Investigations are ongoing in relation to these matters.

On 19 June 2023, as part of an ongoing intelligence-led operation targeting the activities of an Organised Crime Group involved in drug trafficking and money laundering, personnel attached to the Garda National Drugs and Organised Crime Bureau, intercepted two vehicles in the Eastern Region, resulting in the recovery of 17Kg of suspected cocaine, with an estimated street value of €1,190,000. Additionally, coordinated searches of a number of private and business premises were conducted, during which cash to the added value of €351,000 and £28,000 was seized. One person was arrested and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1984.

On 21 June 2023, personnel attached to the Extradition Unit, supported by the Garda National Bureau of Criminal Investigation and local divisions, conducted a day of action in the Southern Region. The operation concluded with the arrest of six fugitives on foot of Article 26 SIS alerts, with all suspects appearing before the High Court at the Criminal Court of Justice on 21 and 22 June 2023.

On 26 June 2023, Gardaí in the Southern Region responded to a report of a house on fire which was believed to be occupied by one individual. Upon arrival, Gardaí were met by neighbours who provided information regarding the occupant inside. One member gained access to the rear of the house and breached the back door, where he observed an individual in a semi-conscious state on the floor in the sitting room, where the fire appeared to have emanated from. Shortly after, the Fire Brigade gained access to the front door and, with the assistance of Gardaí, removed the individual from the house, who was immediately given oxygen and relayed to hospital for further treatment.

On 27 June 2023, as a result of a comprehensive investigation conducted by GNECB regarding concerns into a planning application in the North East of the country, a suspect appeared before the Court, where he pleaded guilty to offences contrary to Section 147 of the Planning and Development Act 2000. The conviction is the first of its kind in the State.

Throughout the month of June 2023, the Divisional Liaison Unit (DLU) attached to the Garda National Economic Crime Bureau, assisted in establishing a DMR East Economic Crime Unit. Members from DLU advised on what functions the unit should undertake and put in place systems for the efficient management of the unit. The manner by which the DMR East Economic Crime Unit is established is to be used as a template going forward for other divisions where a need for such a unit is acknowledged. Furthermore, members from DLU provided 'Economic Crime Investigation' training to members assigned to the DMR East Economic Crime Unit and also other members assigned to Detective Duties. The initiative is aimed at improving the response to economic crime in the Division.

Criminal Assets Bureau

On 13 June 2023, Criminal Assets Bureau Officers conducted coordinated searches of four locations linked to a criminal involved in theft and fraud. The investigation to date has identified €417,916 in funds, which have been frozen including a property in North Dublin. The source of funds used to acquire the property and the bank account funds are currently under investigation as the proceeds of crime.

Additionally, during the month of June 2023, the Criminal Assets Bureau secured Orders, pursuant to Section 2, Proceeds of Crime Act 1996, in respect of real estate, €383,032 in funds and luxury goods.

10. Community Engagement and Organisational Initiatives

Garda Marquee at the Bord Bia Bloom event, Phoenix Park

From 1 to 5 June 2023, the Garda National Community Engagement Bureau hosted a Garda Marquee at the Bord Bia Bloom event in the Phoenix Park. The Garda Marquee provided an ideal opportunity for An Garda Síochána to interact with a wide spectrum of the community and provide simple, but effective crime prevention advice as well as showcasing the diverse work of An Garda Síochána. A Garda children's colouring competition ran during the event, which encouraged positive engagement with children and their parents. The Garda Youth Diversion Bureau, Garda National Economic Crime Bureau, Garda National Cyber Crime Bureau and Garda National Roads Policing Bureau were also on hand to engage and provide advice to the public and the Garda Band performed on stage, which added to the occasion.



Roads policing operation for the June Bank Holiday Weekend

From 2 to 6 June 2023, An Garda Síochána implemented a national intelligence-led roads policing operation for the June Bank Holiday Weekend, which appealed to all road users to pay attention to vulnerable road users; pedestrians, cyclists, motorcyclists and horse riders. The operation had members conduct high visibility patrols with a focus on the enforcement of lifesaver offences; speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of the operation there were 1,090 mandatory intoxicant testing checkpoints conducted, 158 persons detected on suspicion of driving under the influence of alcohol and/or drugs, 249

detections for suspicion of using a mobile phone while driving, 94 detections for suspected seatbelt offences and 3,765 speeding offences detected.

Nenagh District Garda Inaugural Sports Day at Eir Og GAA Club, Nenagh, Co. Tipperary

On 12 June 2023, members of the Garda National Community Engagement Bureau supported the Nenagh District Garda Inaugural Sports Day at Eir Og GAA Club, Nenagh, Co. Tipperary, which was held in memory of Garda Deirdre Darcy Hogan and Garda Sinead Hennessy. Twenty-nine local primary schools took part. Gardaí present fostered positive interactions with young people in the area of team building, communication skills and leadership. Also in attendance at this event was the Garda Mounted Unit, Garda Water Unit and Armed Support Unit.



Launch of the first evaluation report of the Youth Diversion Projects (YDPs)

On 13 June 2023, Minister of State at the Department of Justice James Browne TD launched the first evaluation report of the Youth Diversion Projects (YDPs). The evaluation is the first of its kind and was undertaken by Research Matters Ltd over the period between December 2021 and November 2022. The overall purpose of the evaluation was to generate policy-relevant knowledge concerning the structure, conduct and impacts of the YDPs. The report shows that YDPs are performing well in many areas and are known to impact positively on reducing crime.

Little Blue Heroes family fun day at Emerald Park

On 21 June 2023, the Meath Division hosted a family fun day at Emerald Park for 12 Little Blue Heroes families who got to become a VIP for the day. On arrival to Emerald Park the Little Blue Heroes and their families were greeted by the Garda Mounted Unit and Meath Community Policing Gardaí.



Multicultural Family Day at Ger Lion Football Club

On 24 June 2023, members from Dundalk Garda Station, attended the Multicultural Family Day hosted at Ger Lion Football Club which was organised by the Culture Migrant Centre and Community leaders in Dundalk. The aim of the event was to build a more inclusive and welcoming community for all. There were a number of groups in attendance from all over the world representing their countries by doing various activities and show casing their tradition. An Garda Síochána gave a short talk to those in attendance. A productive, interesting and fun day was had by all.

Network Disruption Workshop for An Garda Síochána, held as part of the Greentown Programme

On 27 June 2023, a Network Disruption Workshop for An Garda Síochána was held as part of the Greentown Programme, which was designed to reduce the influence of criminal networks on children and help children already embedded in criminal networks to exit. The workshop focused on designing practical and workable solutions to disrupting the relationships that criminal network members build with children and young people for the purposes of criminal activity, largely but not exclusively drugs for sale and supply. The workshop was attended by members from the two trial sites; representatives from the DMR and North Western Regional Offices, the Garda National Drugs and Organised Crime Bureau and the Garda Youth Diversion Bureau.

Dublin Pride

Throughout the month of June 2023, the Garda National Diversity Unit took part in Dublin Pride events and engaged with the LGBTQ+ community by participating in the Dublin Pride Parade and also with a Garda information stand in the Pride Village, Merrion Square Park.



11. Operating Model

Business Services and Performance Assurance Functional Areas

Eighteen divisions have commenced the implementation of the Business Services Functional Area. The implementation of the Performance Assurance Functional Area standardised processes in the six fully stood up Operating Model Divisions is ongoing. In addition, DMR North Central, DMR South, Clare/Tipperary and Waterford/Kilkenny/Carlow Divisions have been assigned a Superintendent to the Performance Assurance Functional Area and are commencing the implementation of the Performance Assurance processes.

Crime and Community Engagement Functional Areas

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford and DMR South Central Divisions are operating in the four Functional Area structure. These six divisions have stood up their Community Engagement and Crime Functional Areas. This means:

- Garda Personnel formally aligned to one of the four Functional Areas in the Division.
- Each Garda Station aligned to a Community Engagement Functional Area within the Division.
- PULSE 7.8 deployed to embed and align PULSE with the Operating Model Functional Area structures.

Planning and scheduling is ongoing for the remaining divisions to implement the Operating Model, four Functional Areas and standardised processes.

Regional Implementation

The Regional Office phased implementation commenced on 12 June 2023 in the Southern Region with Wave 1, which relates to Performance Assurance. This involves the alignment of the Regional Office standardised processes with the Functional Areas in their divisions. The Regional Office Phased Implementation will take place over a four-month period across two phases and is planned to be completed across the four regions by the end of 2023.

Current Status

- A review is currently being conducted by the Senior Leadership Team in An Garda Síochána of the Operating Model, which includes the configuration of divisions, to assess its effectiveness and identify risks and challenges and lessons learned for future divisional implementation.
- A review is currently being conducted by the Senior Leadership Team in An Garda Síochána of the Operating Model, which includes the configuration of divisions. The Donegal and Sligo/Leitrim Divisions are part of that review. This review will take account of all available data including the demographics outlined in your correspondence.
- The Operating Model Team has developed a Benefits Realisation Management Framework for the Operating Model programme. This framework will provide a structured approach for maximising positive business outcomes for An Garda Síochána as a result of the change brought about by the Operating Model. It will provide a platform that will continually review and track benefits to validate that they remain relevant and deliverable, ensuring that potential benefits arising from the programme of change are realised, optimised and sustained.

- The Operating Model team is continuing to support and engage with Divisions yet to go live with PULSE 7.8 and establish the Operating Model Functional Area structure, to ensure Divisional Readiness and a smooth transition to the Operating Model Functional Area structure.
- Each Divisional Officer shall establish a Divisional Change Team, if not already in place, and hold regular meetings to manage the implementation of the Operating Model at Divisional level. The Divisional Change Team is to include local Staff Association and Union representatives, including a representative from the Association of Garda Superintendents.

Appendix A – 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.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	2	0	0	9
Superintendent	1	2	5	1	2	2	0	0	0	1	2	1	0	17
Total	1	4	6	3	2	4	1	0	0	1	4	1	0	27

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of June 2023</i>													
Rank	ECF	Position at end of last month May 2023	Appointed in Month – June 2023	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	43	6	0	0	0	2	0	0	0	4	47	0
Superintendent	168	166	9	0	0	0	2	0	0	6	1	167	1
Total	223	217	15	0	0	0	4	0	0	6	5	222	1

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of June 2023</i>									
As at 30.06.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	29	0	0	17	24	9	3
	Female	77	17	41	30	0	97	16	8
Sergeant	Male	1	1	0	0	0	5	0	0
	Female	1	1	3	0	0	9	1	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	30	0	0	17	29	9	3
	Total Female	78	18	44	30	0	106	17	8
	Total	81	48	44	30	17	135	26	11

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 30.06.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	2	6	0	0	3	0	2	0
	Female	214	21	17	3	49	0	11	3
EO	Male	1	1	0	0	1	0	0	1
	Female	37	14	5	2	28	0	2	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	1	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	4	1	0	0	10	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	0	1	1	1	2	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	2	0	0	0	1	0	0	0
	Female	0	0	0	0	1	0	0	0
Cleaner	Male	0	0	0	0	0	0	1	0
	Female	4	0	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	1	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	6	8	0	0	7	0	4	1
	Total Female	260	37	24	7	90	0	13	6
	Total	266	45	24	7	97	0	17	7

Appendix E – 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
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
Apr 2023	1,515	194	103	11	13	3	1,631	208
Mar 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
June 2023	1,726	196	138	11	18	2	1,882	209
May 2023	1,890	187	147	13	15	2	2,052	202
Apr 2023	1,618	196	107	11	13	3	1,738	210
Mar 2023	1,902	198	152	10	14	2	2,068	210
Feb 2023	1,694	180	147	11	23	2	1,864	193
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184

Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
June 2023	13,091	5,440	1,397.5	326	250	60	14,738.5	5,826
May 2023	14,824.5	5,369	1,324.5	350	237	62	16,386	5,781
Apr 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
Mar 2023	14,652.5	5,553	1,378	310	175	62	16,205.5	5,925
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
June 2023	14,738.50	-1647.50	-10.05%
May 2023	16,386.00	1,270.50	8.41%
Apr 2023	15,115.50	-1,090.00	-6.73%
Mar 2023	16,205.50	1,700.00	11.72%
Feb 2023	14,505.50	-2,660.00	-15.50%
Jan 2023	17,165.50	-1,521.50	-8.14%

Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
June 2023	5,826.00	45.00	0.78%
May 2023	5,781.00	-48.00	-0.82%
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%

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

Month	No. of Days Absent	LTR
June 2023	14,738.50	3.97%
May 2023	16,386.00	4.48%
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%

Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%

Garda Staff – Numbers who availed of sick leave

Date	No.
June 2023	379
May 2023	405
Apr 2023	291
Mar 2023	435
Feb 2023	371
Jan 2023	496
Dec 2022	528
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358
June 2022	355

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
June 2023	401	8	409
May 2023	433	7	440
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514
Oct 2022	454	5	459

Sept 2022	432	4	436
Aug 2022	340	4	344
July 2022	368	6	374
June 2022	389	6	395

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
June 2023	4,003.00	55.5	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.5	67	4,263.50	611.00	16.73%
Feb 2023	3,568.5	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%

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

Date	Days Absent	LTR
June 2023	4,058.50	5.22%
May 2023	4,059.50	5.23%
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.5	5.48%
Feb 2023	3,652.5	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%

Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to mental health	Number of days absent due to mental health
June 2023	14	408
May 2023	15	413
Apr 2023	17	357
Mar 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493
June 2022	21	559

Sick leave statistics as recorded on SAMS. 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 – June 2023

Sick absence days for both Garda members and Garda Staff reflect a decrease in the last month. Likewise, instances of sick absence leave and the number of Garda members and Garda Staff availing of sick absence leave display a decrease in comparison to the previous month. Comparing June 2023 to June 2022, year on year ordinary illness days have increased for both Garda members by 4.13% and for Garda Staff by 18.95%.

Injury on duty sick absence shows an increase this month. Comparing June 2023 to June 2022, year on year injury on duty has increased by 5.36%. 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 minimal increase in the last month over the number of sick absence days at 0.78%. Instances of sick absence also display a slight increase of 3.47%. The number of Garda members availing of Injury on Duty sick absence leave reflects an increase of 2.5% from May 2023.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 10.05% for Garda members and a marginal decrease of 0.02% for Garda Staff. The instances of sick absence, month on month, show a decrease both for Garda members at 8.28% and for Garda Staff at 7.05%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 7.51% decrease for Garda members and a 6.42% decrease for Garda Staff.

Mental Health

Since November 2020, we have included 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 14, which reflects a 6.67% decrease from May 2023. The number of sick day absences for Garda members in June 2023 was 408 days, which shows a 1.21% decrease from May 2023.