



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**April 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  
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Ms. Helen Hall  
Chief Executive  
The Policing Authority

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

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Dear Helen,

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

Yours sincerely,

**SORCHA FITZPATRICK  
CHIEF SUPERINTENDENT  
COMMISSIONER'S OFFICE**

**April 2023**

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

## Message from the Commissioner

This was a significant month for An Garda Síochána, with the opening of a new Garda Station on O'Connell Street in Dublin 1 and the launch of the latest Garda recruitment competition. The theme of the recruitment campaign is "It's A Job Worth Doing" and seeks to promote the positive impact that Gardaí have on their communities.

There were numerous examples of such work by Gardaí in the course of their routine operational policing duties during March 2023. This included great acts of bravery by Gardaí to rescue individuals from perilous situations. For example, two people were rescued from a fire at a residence and a person was rescued from drowning in a canal.

This great work is not just confined to this country. On St. Patrick's Day, An Garda Síochána marked 30 years with the United Nations in Cyprus. During that time, more than 450 Gardaí have played their part in keeping the peace there. Indeed, since 1989, over 1,100 Garda personnel have served in 28 peacekeeping missions right across Africa, Asia and Europe.

I know from speaking to the United Nations that when they consider new or expanded peacekeeping missions, An Garda Síochána is one of the first organisations they turn to for policing personnel.

There were also significant developments in terms of our international co-operation with the implementation of a 'SIS RECAST' (upgrade of SIS II) in a simultaneous go-live launch with participating immigration, police, customs and judicial authorities in the EU, and the Schengen associated countries.

As part of our ongoing efforts to tackle hate crime, An Garda Síochána published figures on hate crimes and hate related (non-crime) incidents reported in 2022. This revealed a 29% increase in reported hate crimes and hate related (non-crime) incidents.

While it is disappointing that any incidents occur that have a hate related motive, it is positive to see more victims coming forward to An Garda Síochána and reporting their experiences.

An Garda Síochána continues to have a strong focus on investigating crimes with a hate motive and supporting the victims of these crimes. An Garda Síochána recognises that hate crimes can have a huge impact on victims. This is so because they involve the targeting of a personal characteristic of each victim. These crimes also have a significant impact on wider communities and society.

I would like to take this opportunity to once again appeal to any person who has experienced or observed prejudice, to come forward and report those incidents to us. I can assure people that complaints will be dealt with thoroughly and professionally.

This month we once again remembered the bravery of our colleague Detective Garda Colm Horkan, following a jury verdict on Colm's capital murder in respect of his death while on duty on 17 June 2020. We continue to remember Detective Garda Colm Horkan, and his contribution to policing and the safety of the citizens of Ireland with great pride. We also continue to extend our deepest sympathy and ongoing support to Colm's father Marty and the entire Horkan family.

J A HARRIS  
COMMISSIONER

## 1. Finance

### Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end March €'000	Remaining Apr-Dec €'000	Remaining %
<b>Gross Total</b>	2,249,610	515,401	1,734,209	77%
<b>Appropriation in Aid (receipts)</b>	104,206	30,463	73,743	71%
<b>Net Total</b>	2,145,404	484,938	1,660,466	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of March 2023, the total combined gross expenditure is €515.4m (23% of allocation), which is less than the end of March 2023 profiled spend by €9.34m, with further detail below on specific areas of over and under profile.



### Current Allocation and Expenditure

The gross current allocation for 2023 is €2.088b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in March 2023 was €132.65m and year to date is €345.09m. Expenditure on the salaries, allowances and employer PRSI elements in March 2023 was €118.58m, and year to date is €309.31m, which is €2.69m under budget profile. Expenditure on overtime in March 2023 was €14.06m and year to date is €35.79m, which is €6.22m over budget profile. Overall, pay and overtime is over profiled budget at the end of March 2023 by €3.52m.

In respect of superannuation of €428.46m, expenditure in March 2023 was €35.84m and year to date is €101.78m, which is €82,000 over profile at the end of March 2023. In relation to other non-pay

subheads of €244.6m (including for the Garda College), expenditure on non-pay in March 2023 was €24.46m and year to date is €49.7m. Overall, non-pay expenditure is €2.55m under profile at the end of March 2023, considered in the main due to timing of receipt of goods and services. Non-pay expenditure in relation to COVID-19 at the end of March 2023 is reported at €39,200.

### Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in March 2023 was €7.37m and year to date is €18.86m. The capital subheads have a combined under profile spend of €10.38m to the end of March 2023.

### Appropriations in Aid

Appropriations in Aid are €30.46m at the end March 2023, €3.71m ahead of the estimated profiled receipts.

### Garda Member Payroll Allowances 2022

Garda Member Payroll Allowances 2022	€
Sunday Allowance	73,000,000
Night Duty Allowance	57,000,000
Public Holiday Allowance	19,000,000
Annual Premium Payment	12,500,000
Non-Public Duty Allowance	8,000,000
Annual Leave Premium Payment	7,000,000
Other Premium Payment Allowance	4,500,000
Detective Allowance	3,500,000
Saturday Allowance	3,000,000
Uniform Allowance	3,000,000
Availability Allowance	2,000,000
Instructor Allowance	2,000,000
Boot Allowance	2,000,000
Plain Clothes Allowance	2,000,000
Ministers Pool Allowance	960,000
Gaeltacht Allowance	790,000
Transport Allowance	700,000
Overseas Allowance	600,000
Clerical Allowance	500,000
Scenes Of Crime Allowance	500,000
Court Presenter	400,000
Expert Allowance	300,000
Inspector Acting Allowance	250,000
Night Duty 6-8 Allowance	200,000
Radio Allowance	200,000
Immigration Allowance	170,000
FSI Temporary Allowance	143,000
Air Support Unit Allowance	125,000
PSV Allowance	120,000

JLO Allowance	120,000
Welfare Officer Allowance	105,000
Water Unit Allowance	86,000
J.L.O.	85,000
Collator Allowance	74,000
Dog Handler Allowance	67,000
Community Relations/Crime Prevention Allowance	57,000
Safety Advisor Allowance	33,000
DSP Secondment Allowance	23,000
Change Management	21,000
Substitution Allowance	15,000
Other Allowances	22,000

*\*Please note: The figures shown are unaudited and subject to change.*

### Estate Management March 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:** The fit-out is in progress. Once the OPW confirmed to An Garda Síochána that this project would not be completed on time, contingency arrangements were put in place. The affected bureaus have now moved to 6 Ely Place Upper and former Intreo Offices on Navan Road.
- **Bailieboro Garda Station:** Contractors are on site and work commenced in January 2022. The OPW advise this is a 90 week programme of works. The expected completion is Q4 2023.

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

- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** The OPW has advised that the enabling works in Drogheda commenced in January 2023 and have an anticipated 5-month construction.
- **Redevelopment of Portlaoise Garda Station:** Tender process for the enabling works package are completed and the contract has been awarded. A pre-start meeting has been held with the OPW and contractor, with the enabling works anticipated to commence on-site in the coming weeks.
- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Estate Management is in discussion with OPW to finalise the layout.
- **Cell Refurbishment Programme:** An Garda Síochána, in partnership with the 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 cell projects which are at various stages of development. A number of cell projects are due to commence shortly, including Loughrea and Athy Garda Stations.

## 2. Human Resources and People Development

### Key Human Resources and People Development Highlights

#### RDMS (Roster Duty Management System)

- RDMS is fully integrated with GardaSAFE.
- RDMS went live in Mayo/Roscommon/Longford, and Command and Control on 20 March 2023, and will go live in DMR North on 17 April 2023.
- There are now circa 9,000 employees live on the RDMS system.

#### Resource Allocation

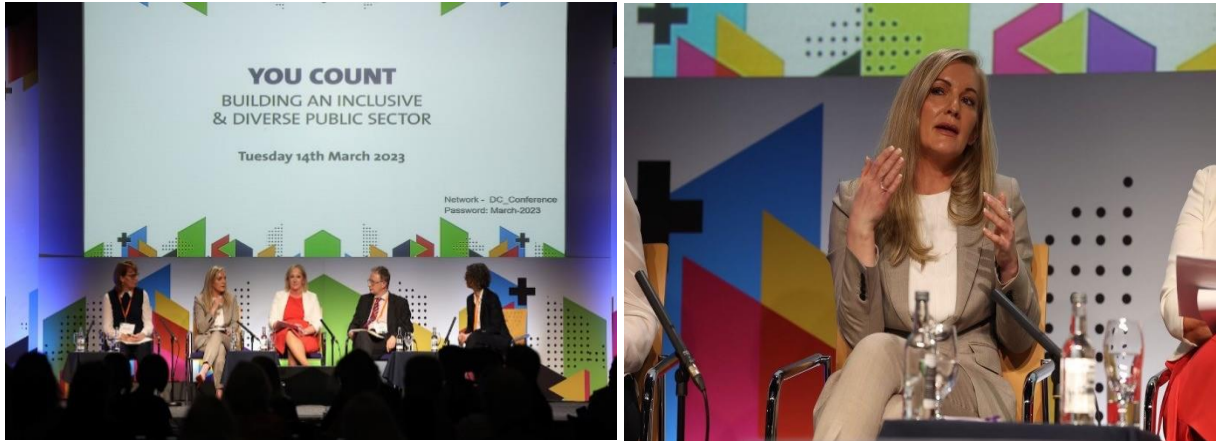
- The following promotions took effect during the month of March 2023;
  - Five (5) Superintendents.

#### Employee Assistance Service Development/Courses

DATE	Action – Course/Presentation	Location
01/03/2023	EO Developmental Programme	Garda College
28/02/2023 – 02/03/2023	Peer Support Training	DMR West
06/03/2023	Presentation to Specialist Interviewers on role of EAS	Garda College
07/03/2023	CPD Training - Cork City Student Gardaí	CPD School Angier Street
08/03/2023	EAS Information/Discussion on Trauma	Kilkenny
08/03/2023	Wellness Day for Inspectors	DMR North
09/03/2023	EAS Information/Discussion on Trauma	Kilkenny
10/03/2023	Presentation to DPSU Meath following a call from Inspector in charge of unit with concerns regarding workload	Meath
10/03/2023	Presentation to scenes of crime (role of EAS and supports available)	Clare Division
13/03/2023	Critical Incident Stress Management (CISM) (Debriefing) - Galway	Galway
21/03/2023	Superintendents Wellness Day	Cork
22/03/2023	Cork North Tutor Garda Training	CPD Cobh Station
23/03/2023	CPD Student Training	Sligo
29/03/2023	Presentation to Intake 231 Trainees	Garda College
29/03/2023	Chief / Superintendents Wellness Day	Maynooth
30/03/2023	Wellness presentation to industrial staff in Garda HQ	Garda HQ

## Equality, Diversity and Inclusion

- Ms. Yvonne Cooke, Acting Executive Director, HRPD attended the “You Count: Building an Inclusive and Diverse Public Sector” conference on 14 March 2023, hosted by the Public Appointments Service. Ms. Cooke participated in a leader’s panel discussion, which focused on ‘The Challenge for the Irish Public Sector and How Leaders Are Supporting Change Through Data’.



- Offers have issued for interns for the Graduate and School Leaver programmes, with a number of candidates now in the vetting process.

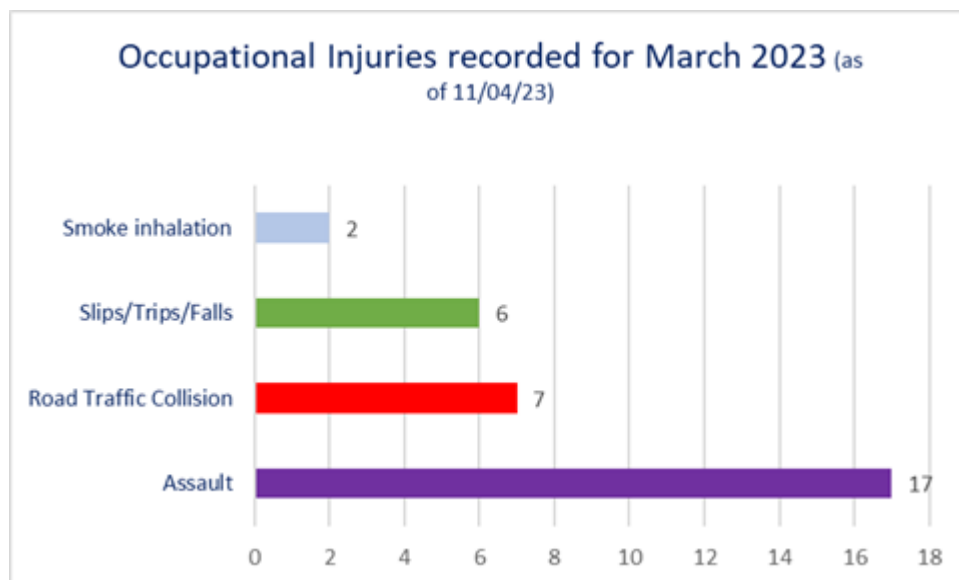
## Exchange of Personnel – An Garda Síochána and the Police Service of Northern Ireland (PSNI)

- Phase 1 of the current exchange programme completed on 28 February 2023. Talks are in progress with the PSNI regarding the rollout of phase 2. No date has been confirmed yet for phase 2.



## Health and Safety

- There were 109 National Incident Management System (NIMS) incidents created in March 2023. (As of 11/04/23)
- Fire warden training was carried out in March 2023;
  - 20 personnel in Command and Control.
  - 7 personnel in Wicklow Division.
- Evacuation chair training was carried out in March 2023;
  - 26 personnel attached to the Technical Bureau, Garda Headquarters.
- 32 occupational injuries were recorded for March 2023.



## Work Force Planning

The Workforce Planning team met with the Assistant Commissioners and Executive Directors during Q1, to review and prioritise their resourcing requests; outstanding meetings will take place in early Q2.

The Workforce Planning Quarterly Progress Report and HR Appendix were submitted to the Policing Authority; these were received positively at the Policing Authority meeting on 30 March 2023.

A Workforce Strategy is being commissioned in early 2023;

- Workforce Planning to participate in Phase 1 of the STO Strategic Foresight Project.
- Engagement will take place between the Strategic Transformation Office (STO) and Workforce Planning.
- Workforce Planning to conduct research into policing trends and horizon scanning.

## Overseas Office

Commissioner Harris visited members of An Garda Síochána deployed to UNFICYP, Cyprus mission to mark 30 years of An Garda Síochána peacekeeping duties on the island during St. Patrick's Day

celebrations, covering 15 to 19 March 2023. An Garda Síochána is the longest serving police organisation attached to this UN mission, where 452 Garda personnel have been deployed and served since 1993. Commissioner Harris met with Senior Police Advisor and Finland Assistant Police Commissioner Satu Koivu, amongst other engagements while visiting the mission.

UNFICYP Cyprus personnel were successful in appointment to the positions below following interview in March 2023. The appointments to the following positions will take effect on 18 April 2023;

- Police Commander Sector 4.
- SCAPLO (Civilian Affairs Officer) Sector 1.



## Resourcing

- Under the Garda Reassignment Initiative as of 31 March 2023, 895.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 14 this year.
- The Sergeant promotion competition is ongoing and there have been 474 successful candidates from the first three batches. Appointments are ongoing.
- The Inspector promotion competition is ongoing. There have been 54 successful candidates from the first batch, and 50 successful candidates from the second batch. Appointments for this batch are currently underway. The Public Appointments Service (PAS) are currently scheduling interviews for the next batches for March and April 2023.
- There are currently 25 national, 48 divisional, four regional and three overseas member competitions underway.
- There are currently 22 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing for the internal Assistant Principal Officer and Executive Officer competitions.
- The first internal competition will be advertised on the HR candidate management system in mid-April. We will be liaising closely with an external consultancy agent on the running of this competition.

## Garda Appointments and Recruitment

- The 2023 Garda Trainee recruitment competition commenced on 24 March 2023; the closing date for the competition is 14 April 2023. There is significant outreach activity ongoing around the country to promote working with An Garda Síochána as part of our Garda Trainee recruitment campaign.



- With respect to the 2022 competition, there are 741 candidates in An Garda Síochána processes of physical competency test, medical and/or vetting, following successful interview. This includes candidates who applied through the Irish stream of the competition.



*Phase 231's first day in their new uniform at the Garda College, Templemore*

#### **Additional HRPD Activities/Initiatives**

Personnel in the Garda College designed a Nuachtlitir – Seachtain na Gaeilge, which was disseminated to all Garda Trainees and staff within the Garda College. This, combined with a special licence to show An Cailín Ciúin in the Garda College for Garda Trainees, is an example of the work being undertaken by the team in Foundation Training in creating a unique environment to promote the use of the Irish language during Seachtain na Gaeilge.

An Garda Síochána has been nominated as a finalist at the Enterprise Risk Network Recognition Awards 2023 in the category 'NIMS Innovation – To improve incident reporting via NIMS by An Garda Síochána'. The winners of each category will be announced at an awards ceremony on 11 May 2023.

## Human Resources and People Development Analytics / Data

As at 31 March 2023, the Garda member strength stood at 14,036 (13996.5 WTE) and the Garda Staff strength stood at 3,332 (3,129.1 WTE). A full breakdown by rank, grade and gender is outlined at Appendix A.

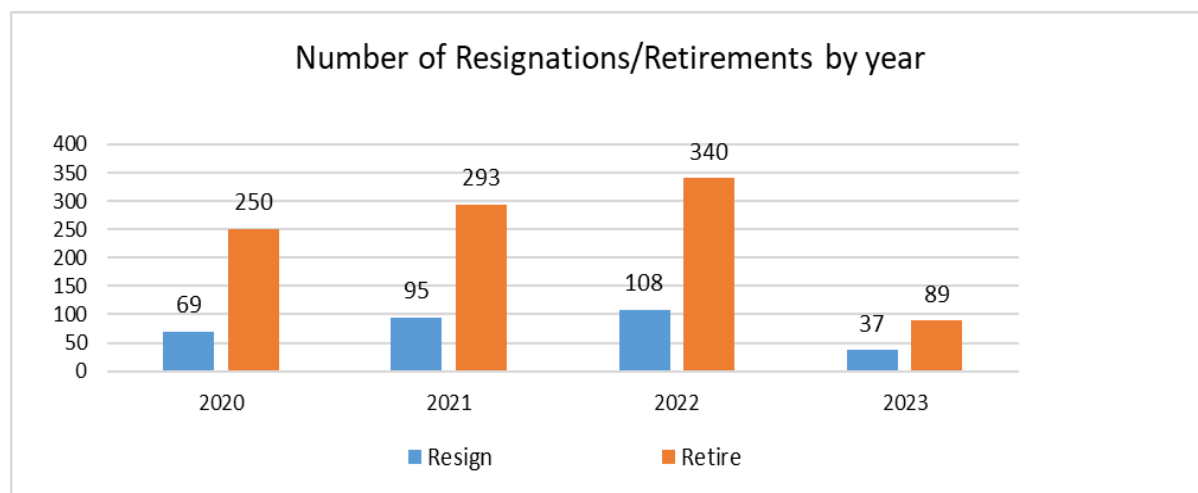
### 2.1 Garda Member Strengths

Rank	As at 31 March 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	45	38	84	7	16	45
Superintendent	167	139	83	28	17	167
Inspector	450	363	81	87	19	450
Sergeant	2,050	1,548	76	502	24	2,049
Garda	11,313	7,978	71	3,335	29	11,274.5
<b>Total</b>	<b>14,036</b>	<b>10,071</b>	<b>72</b>	<b>3,965</b>	<b>28</b>	<b>13,996.5</b>

Of which	As at 31 March 2023	Male	%	Female	%
Career Breaks (incl. ICB)	53	37	70	16	30
Work-sharing *	39.5	1.5	4	38	96
Secondments (overseas etc.)	54	36	67	18	33
Maternity Leave	46	0	0	46	100
Unpaid Maternity Leave	36	0	0	36	100
Paternity Leave	16	16	100	0	0
<b>Available Strength</b>	<b>13,791.5</b>	<b>9,980.5</b>	<b>72</b>	<b>3,811</b>	<b>28</b>

\*Equates to 79 full time members.

### 2.2 Garda Resignations/Retirements



*\*The table above refers to retirements (voluntary and compulsory) and resignations captured as on 31 March 2023 for Garda members only.*

## Garda Reserves Strength

Garda Reserves Strength As at 31 March 2023	Total*	Male	%	Female	%
	371	281	76	90	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	1	1	1	100	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	15	54	13	46	0	0
AP	76	76	34	45	42	55	0	0
HEO	205	203.6	83	40	122	60	0	0
AO	24	24	13	54	11	46	0	0
EO	748	738	209	28	539	72	0	0
CO	1,851	1,780.3	450	24.3	1,400	75.6	1	0.1
<b>Total</b>	<b>2,941</b>	<b>2,858.9</b>	<b>809</b>	<b>27.5</b>	<b>2,131</b>	<b>72.5</b>	<b>1</b>	<b>0.1</b>

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (incl. CMO)	53	52.4	32	60	21	40	0	0
Administrative **	2,940	2,857.9	808	27.5	2,131	72.5	1	0.1
Industrial/Non Industrial	339	218.8	108	32	231	68	0	0
<b>Total</b>	<b>3,332</b>	<b>3,129.1</b>	<b>948</b>	<b>28.5</b>	<b>2,383</b>	<b>71.5</b>	<b>1</b>	<b>0.1</b>

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	26	26	0	0	26	100	0	0
Unpaid Maternity Leave	6	6	0	0	6	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,300</b>	<b>3,097.1</b>	<b>948</b>	<b>28.7</b>	<b>2,351</b>	<b>71.2</b>	<b>1</b>	<b>0.1</b>

\* 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	%
	271	82.7	3	1	268	99	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

01.03.2023 – 31.03.23	Garda Members	Garda Staff
	124	97

#### Garda Staff assigned and commenced – as at 31 March 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*	48									

\*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	%
119	106	89%	13	11%

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

#### Garda members reassigned to operational duties as at 31 March 2023

Rank	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	12.5	33	129	720.5	895.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	69 Male 53 Female 7 Unknown due to CAD	255.5 Male 359 Female 106 Unknown due to CAD	357 Male 424.5 Female 114 Unknown due to CAD

**Garda Staff transfers out of An Garda Síochána for 2023 (to 31 March 2023)**

The record includes up to 31 March 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	28
Transfer out on promotion	47	66*	26
Open Competition	0	6**	1
<b>Total</b>	89	187	55

\* 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.

*[Year total for 2022 updated to capture and reflect new format for 2023 data comparison. Updated 2022 total figure will appear on all 2023 returns.]*



### **3. Information and Communications Technology**

#### **ICT Support**

ICT will continue to progress the delivery of major priority projects as part of An Garda Síochána Modernisation Programme – GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which went live in Q1. Other projects being progressed are IMS, RDMS, the Operating Model and Mobility, along with business as usual activities. ICT also continue 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.

#### **Schengen Information System (SIS Recast)**

The SIS Recast project, which is a large scale enhancement to the existing system, successfully met Entry in Operation (EiO) in Ireland and other Member States on 7 March 2023. With this major achievement of the SIS Recast project, which has been in development over the past two years, the system now has expanded the types of alerts in relation to persons and objects which can be processed on the system.

#### **GardaSAFE - Computer Aided Dispatch 2 (CAD 2)**

GardaSAFE (CAD2) was successfully deployed in the North-Western Region on 20 March 2023 and is now operational in the region. This is a significant milestone, representing a huge step forward in technology support for responding to calls for service from the public by An Garda Síochána. GardaSAFE is a state of the art, unified solution, combining not just the core call taking and dispatch functionality but also other key features, including integration with PULSE, SIS, RDMS and mobile devices. The go-live of GardaSAFE was the culmination of a design, build and implementation phase of approximately 27 months.

Training and change management were key focus areas in recent months leading up to the go-live. Change management initiatives have included face to face briefings across the region with management, station orderlies and frontline Garda members, as well as extensive distribution of information packs, notices, videos, guides and FAQs, to assist people with the transition to the new system. A key change has been the transferring of calls that require the dispatch of a resource to the RCC (Regional Control Centre) and the removal of incident creation capability from the stations that had CAD 1 terminals. With the new system, a web client is available to provide a view of resources and incidents. A short eLearning package has been developed for use by the wider organisation to inform them of the details of the project, the benefits and the key changes.

#### **Roster Duty Management System Deployment (RDMS Deployment)**

The most recent deployment of RDMS successfully took place in the Mayo/Roscommon/Longford Division on 20 March 2023. The deployment of RDMS to the DMR North Division has been deferred to Q2 pending the appointment and training of RDMS planners within the division. The remaining divisions are being planned for completion in 2023.

The table below details the future rollout schedule:

DMR North	17 April 2023
Mayo/Roscommon/Longford	Q1 2023
OSC	Q2 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 deployments to other divisions and specialist sections for 2023 are still at the planning stage and are being progressed in line with other organisational priorities. Planning is also ongoing by the IMS team regarding future upgrades of the training environment for new IMS releases. In response to feedback on the system where it has been deployed to date, a user group of operational Sergeants has been established to review learnings and suggestions for changes to the system, to improve usability and efficiency. Any recommendations for changes to the system arising from the user group will be assessed for future releases of the system.

### Mobile Device Deployment

To date, in excess of 11,500 devices have now been deployed to frontline policing. The mobility team held a number of deployment sessions in Q1, including the Clare and Galway Divisions. The Q2 plan will commence with a deployment in the Kerry Division in April 2023. As highlighted previously, ongoing investment is still required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

### Overall Device Deployment Figures

<b>At 29/03/2023</b>	<b>Total Devices</b>
<b>Enrolled in MDM*</b>	11,920

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

### Mobile App development

The user-experience feedback is continuing to be gathered from the members using the app and this will feed into the next version of the Person Search App. There are a number of planned development sprints for the Person Search App that will include updates based on feedback received and work is ongoing to include SIS alerts. As part of the work to include SIS alerts, a survey will be conducted of the members using the Person Search App. In parallel, the Data Protection Impact Assessment (DPIA) has been finalised and is awaiting sign-off by the Mobility Sponsor, Assistant Commissioner Hilman and the Data Protection Commissioner. It is expected that the Person Search App will be rolled out to the whole organisation in May 2023.

## Operating Model – ICT Work-stream to enable and support the Operating Model

ICT are continuing to progress with activities for the operating model activation for the Louth/Cavan/Monaghan and DMR South Divisions. Details on station alignment and mailbox details have been provided for the operating model deployment to the DMR North Central scheduled for 23 April 2023.

### Other Activities

In October 2022, a recruitment campaign was launched for the intake of ICT apprentices in the Civil Service. The successful candidates will undertake a two-year full-time ICT apprenticeship programme under three streams; software development, computer networking or cyber security. The programme includes both on-the-job and off-the-job elements, and those succeeding on the programme will attain a National Framework of Qualifications (NFQ) Level 6 in Software Development (Computer Programming), Network Engineering (Computer Networking) or Cybersecurity. An Garda Síochána ICT are active participants in the scheme and have welcomed six apprentices from the three different streams who commenced in ICT on 13 March 2023.



An Garda Síochána Chief Information Officer, Mr. Andrew O’Sullivan, was selected as a finalist in the CIO/IT Leader: Government/Public Sector category. This award recognises the finest IT and technology business leaders, who have been championing change and innovation in their organisations.

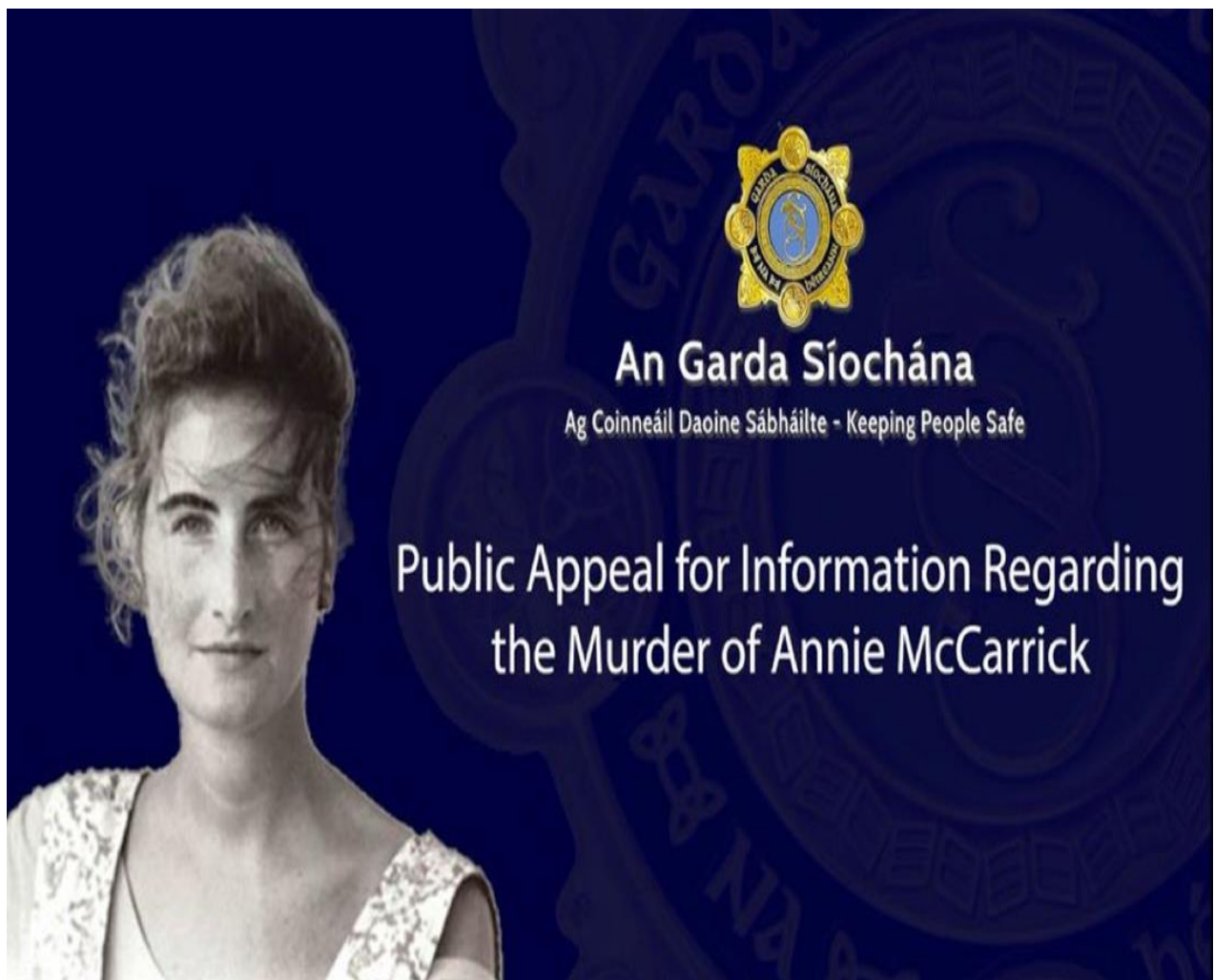


#### 4. Corporate Communications

Throughout the month of March 2023, the Office of Corporate Communications continued to communicate internally and externally on the broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. These high-level communications included media briefings, and a large number of local and national media interviews.

##### **Upgrade of Annie McCarrick Investigation to murder**

On 24 March 2023, the disappearance of Annie McCarrick in 1993 was upgraded to a murder investigation by An Garda Síochána. A media briefing was held in Irishtown Garda Station on the 30<sup>th</sup> anniversary of her disappearance.



##### **St. Patrick's Day Festivities, 2023**

Gardaí around the country provided high visibility policing on St. Patrick's Day this year, both in Dublin City during the festival and around the country. To inform the public in advance of the Dublin parade, a public safety briefing was given by Assistant Commissioner, DMR, the Chair of the St. Patrick's Festival and the Lord Mayor of Dublin.

## Jury Verdict of Capital Murder regarding Detective Garda Colm Horkan

Deputy Commissioner Shauna Coxon and the family of Detective Garda Colm Horkan spoke outside the Criminal Courts of Justice on 15 March 2023, following the verdict of a jury that Colm's murder was a capital murder.



## Media Briefings and Interviews

Further interviews with media in March 2023 included:

Date	Organisation	Subject	Spokesperson
02/03/2023	Irish Examiner	Success of the Harassment, Harmful Communications and Related Offences Act, 2020	Superintendent Ian Lackey
03/03/2023	Pat Kenny Show, Newstalk	Rescue of persons from a fire at a residence in Monkstown	Garda Dean Gahan & Garda Steven Carton
07/03/2023	Pat Kenny Show, Newstalk	Garda protocol and response to survivors of rape	Detective Sergeant David Connolly
9/03/23	Pat Kenny Show, Newstalk	Commissioner Harris one-to-one interview with Pat Kenny on a range of topics	Commissioner Drew Harris
22/03/2023	RTÉ News at One	Hate crime statistics	Assistant Commissioner Paula Hilman

## 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 organised crime, including drug and cash seizures, such as €1.36m of suspected cannabis in Dublin and Meath, and €544,000 of suspected cannabis in Dublin Airport.
- Over 32 missing person appeals and 35 updates were issued to the public throughout the month.
- Approximately 30 witness appeals were issued.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, e.g. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí, such as the Garda recruitment campaign.
- Attended National Directorate for Fire and Emergency Management Weather briefings on 8 March 2023.
- St. Patrick's Road Safety Campaign launch with Assistant Commissioner, Roads Policing, Sam Waide, CEO Road Safety Authority and Tommy Bowe.
- Facilitated a Communications Seminar for Superintendents.
- Media Awareness – Family Liaison Officers Course.
- Media Awareness – Senior Investigating Officer Course.
- Provided a presentation to the MA in Public Relations, MA in Public Affairs and MA in Journalism students of the Technological University Dublin.
- MEM Communications seminar, South-East Region, Kilkenny.
- MEM Communications meeting, Mid-West Region, Limerick.

### **Internal Communications**

The Internal Communications team continued to issue Newsbeat twice a week during the month of March 2023. Readership has stayed consistently high at approximately 60% of personnel per edition.

Key updates delivered to personnel in March 2023 included:

- Statement from Commissioner Drew Harris on the capital murder of Detective Garda Colm Horkan.
- A Newsbeat special on the trainee recruitment campaign.
- Newsbeat special on International Women's Day.
- A message from Commissioner Harris on the health and safety of Gardaí.
- An update to personnel on the new roster.
- Information on the trauma supports available in An Garda Síochána.
- Seachtain na Gaeilge.
- Information on new compensation mechanism for Gardaí who are maliciously injured.
- Reminder on important checks when submitting exhibits to Forensic Science Ireland.
- Schengen Information System (SIS).
- Update on the Policing, Security and Community Safety Bill 2023 for Garda Staff.
- Information on our Equality, Diversity and Inclusion Strategy.
- Presentation given by Pavee Point to members of the DMR North Central.
- Updates on GardaSAFE.

## Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Reminder on correct submission procedure for biometric sampling forms.
- PALF information.
- Updates to GardaSAFE.
- Menopause Guidance Document.

## Promotion of Garda Trainee Recruitment Campaign

The promotion of the 2023 campaign went live on 24 March 2023. The theme of the promotion campaign – “It’s A Job Worth Doing” – reflects the views of Gardaí on the challenges and rewards of being a member of An Garda Síochána, with the aim of attracting high quality candidates from diverse backgrounds. In its first week, the campaign had:

- A reach of over 3.8m across online and social media.
- Videos viewed 250,000 times.
- Advertising featured in all daily and local newspapers, and across many national and local radio stations.
- Featured on outdoor advertising sites and bus shelters.
- Featured on websites viewed by Irish people in the UK, US, Canada, Australia and New Zealand.
- TV advertising appeared during the ad breaks on highly watched programmes such as The Late, Late Show, Republic of Ireland v France, and URC Rugby.

Interviews with national media, such as RTÉ’s Morning Ireland and Newstalk Breakfast, were undertaken to promote the campaign. There was also great work done locally to promote the campaign through community engagement events, open days, local media, and social media. Recruitment campaign material, including posters and leaflets in 15 languages, were made available on Garda.ie and promoted on social media.



## 5. Implementation of Cultural Change

### Culture Reform Programme

- Superintendent Armstrong presented to the senior management at the Commissioner's Conference in Athlone, to the Louth/Monaghan/Cavan Division in Drogheda, and to Limerick, on their specific results.
- An updated business case for the rollout of proposed supportive leadership workshops was forwarded for consideration in January 2023. Consultation with the Garda College remains ongoing.
- The Garda Ethics and Culture Bureau has now completed all scheduled focus groups on the Culture Audit findings. In attendance were personnel from a mix of ranks and grades, from each division, section and region. Fifteen focus groups have now taken place, seven in the month of March 2023:
  - 8 March 2023 – North-Western Region (Galway)
  - 9 March 2023 – North-Western Region (Monaghan)
  - 15 March 2023 – Roads Policing Community Engagement
  - 22 March 2023 – Garda College
  - 23 March 2023 – DMR West
  - 29 March 2023 – STO/Legal/Finance and Services/HRPD/Security and Intelligence
  - 30 March 2023 – Eastern Region (Kilkenny)

The qualitative data which was collected at these focus groups is currently being compiled and will be analysed in conjunction with the quantitative data already collected in the survey. A comprehensive report will then be forwarded detailing all the findings.

- The Garda Ethics and Culture Bureau are researching the creation of a Find and Fix Stressors (FFS) button on the Garda Portal. The FFS button would allow personnel to submit their stressors to the Garda Ethics and Culture Bureau through a simple button on the Garda Portal. The Garda Ethics and Culture Bureau would collate the reported stressors and forward them to the relevant business owners in order to have the stressors mitigated. Meetings have taken place with ICT architect, An Garda Síochána and lead developer, Durham Constabulary to examine the suitability.

### Enhancing Professional Conduct

- The Lessons Learned Working Group met on Monday 27 March 2023. Discussion took place regarding the number of personnel who opened and read the article, "Learning the Lesson", which was published on NewsBeat on 24 February 2023. It is anticipated that the article will be revisited and recirculated by way of a screensaver during May 2023.
- Abuse of authority is currently being explored as the theme for Q2. Definition of abusive authority was discussed at length and the matter lies with Superintendent Internal Affairs, and a Detective Sergeant from the Garda Anti-Corruption Unit at present.
- The next meeting of the Lessons Learned Working Group is scheduled for 25 April 2023. This working group comprises of the Garda Ethics and Culture Bureau, Garda Anti-Corruption Unit, Internal Affairs and the Garda Professional Standards Unit.
- The Professional Conduct Steering Group met on 27 February 2023 where the Key Risk Action Plan was updated. The next meeting is to be scheduled.



## 6. Risk Management

An Garda Síochána Corporate Risk Register captures eight principle risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Risk and Policy Committee, and supported by the Garda Risk Management Unit (GRMU).

- A meeting of the newly established Risk and Policy Committee was held on 13 March 2023. The formal dissolution of the Risk and Policy Governance Board was agreed at this meeting, and the terms of reference for the new committee were discussed. The next Risk and Policy Committee meeting is scheduled for 4 April 2023.
- Compliance rates for Q4, 2022 remained consistently high at 90%. Compliance rates for Q1, 2023 are currently being collated.
- Staffing at the Garda Risk Management Unit is posing a significant challenge in meeting project timelines, and the unit's capacity and capability to deliver on its core functions. An Executive Officer resigned on 28 September 2020 and a replacement is awaited. A Clerical Officer resigned on 29 July 2022 and a replacement is awaited. A Higher Executive Officer transferred out of the unit on 30 January 2023 and a replacement is awaited.

### **During the month of March 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.
- Continued to examine 'bail management' from a risk perspective within An Garda Síochána.
- Held a risk development workshop on 'bail management' with Chief Superintendent Crime Policy and Administration.
- Held a walkthrough of the risk management IT system which is now in the build phase (high level recommendation from Mazar's review).
- Delivered risk management refresher training and a risk register development workshop to the Garda National Roads Policing Bureau.
- Delivered risk management training to Executive Officers as part of their development programme in the Garda College.
- Held a discussion with Superintendent Garda Professional Standards Unit surrounding the potential re-emergence of a risk relating to the Property Exhibit Management System (PEMS).
- Held review meetings related to the development of the Risk Action Plan associated with Corporate Risk, 'CRR 1/18: Capacity to Effectively Resource An Garda Síochána'.
- Held a review of Corporate Risk, 'CRR 1/22: Implementation of GardaSAFE (CAD2) and improved Governance Arrangements Surrounding all Calls for Service'.
- Held a discussion with Superintendent Command and Control surrounding the CAD and CAD2 risks.
- Held a discussion about the risk surrounding the "Scale of Project/Change" in An Garda Síochána over the next 18 months.
- Held discussion with relevant personnel surrounding the re-escalation of 'CRR11/17: Professional Conduct and Ethical Behaviour' to the Corporate Risk Register.

## 7. Use of Force

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

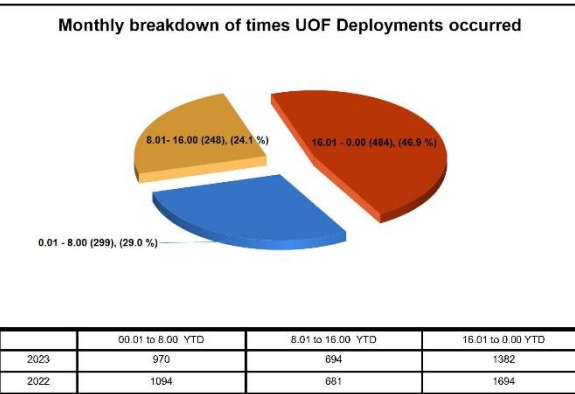
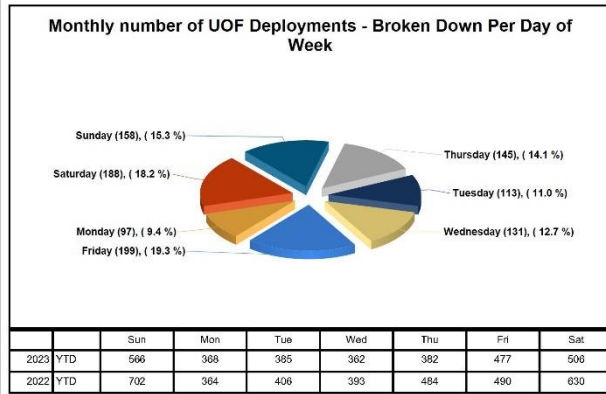
As outlined in all reports, it is the advice of the Chief Information Officer that this report is self-contained and prepared from a very small data set covering two months. It should therefore not be linked or compared to other sources. The figures provided are provisional, operational and subject to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

Category	Feb-23	Mar-23	Increase/ Decrease	% Change
Total UOF for Month	947	1031	84	9%
Civilians Injured	25	29	4	16%
Garda Members Injured	17	24	7	41%
Pepper Spray Deployed	83	69	-14	-17%
Batons	11	27	16	145%
Handcuffs	804	905	101	13%
Anti-spit guard	0	1	1	100%
Unarmed Restraint	186	214	28	15%
Taser	0	3	3	300%
Non-lethal Firearm	1	1	0	0%
Firearm	0	0	0	0%
Gender Subject to Force - Male	735	818	83	11%
Gender Subject to Force - Female	97	98	1	1%
Drugs Involved	241	278	37	15%
Alcohol Involved	511	605	94	18%
Division with highest level UOF - DMR South Central	12%	11%	-1%	-1%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	49%	53%	4%	4%

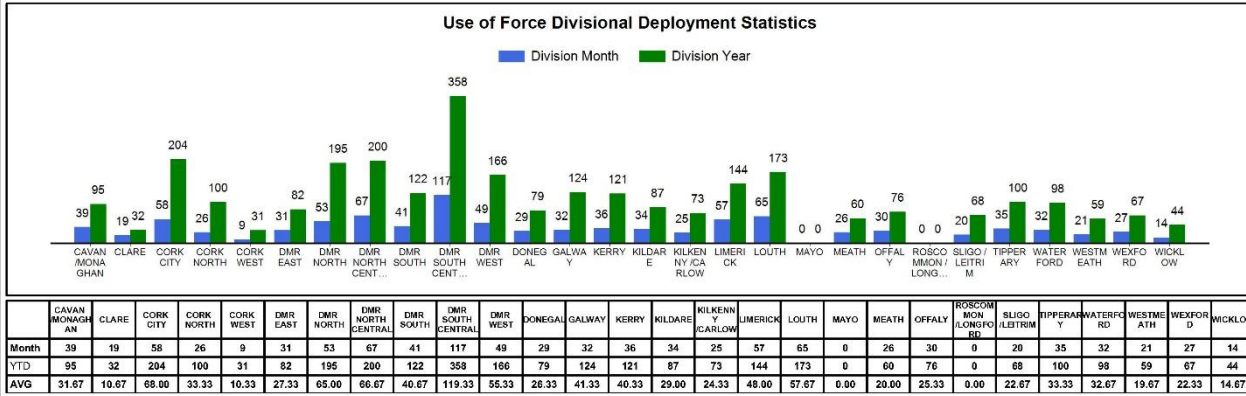
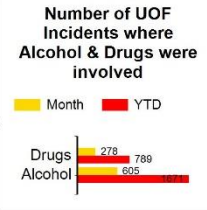
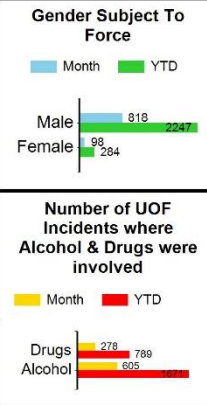
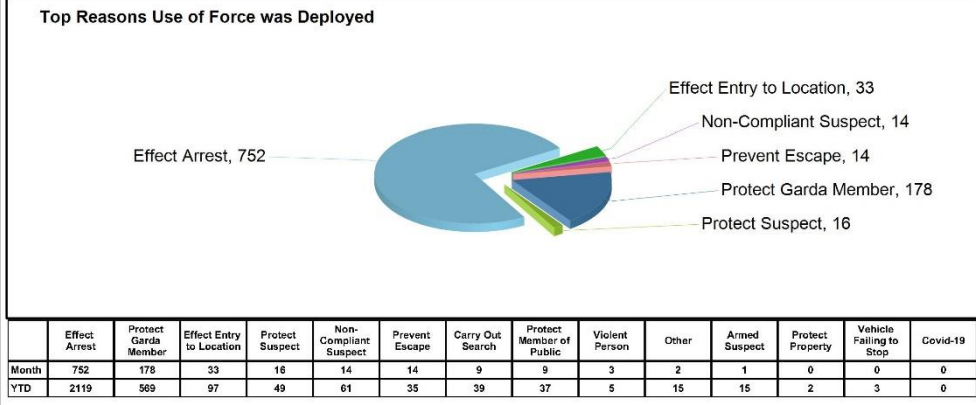
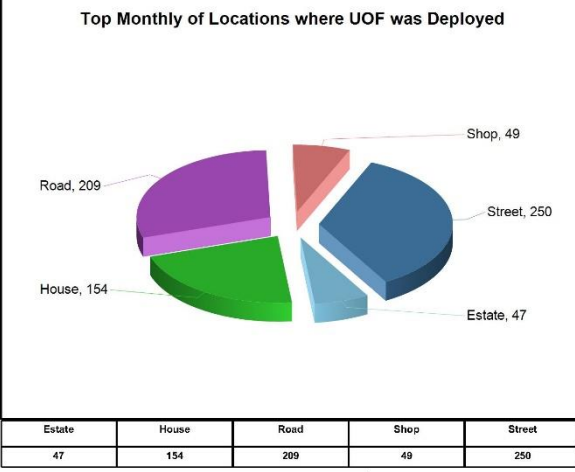
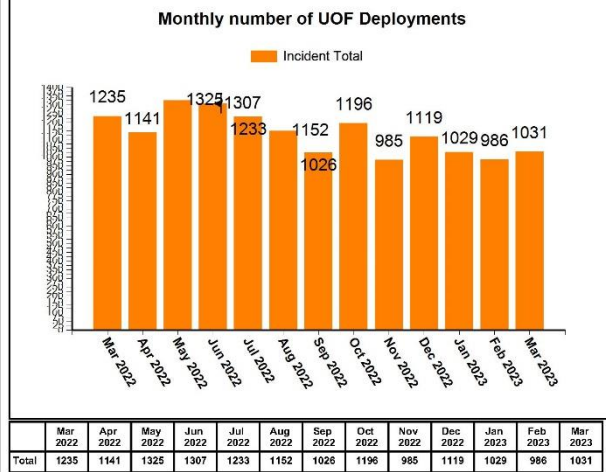


THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF April 7, 2023 at 10:07:26. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.  
**UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)**

<b>TOTAL RECORDED USE OF FORCE (INCIDENTS)</b>	Month	<b>956</b>	YTD	<b>2,831</b>
<b>TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)</b>	Month	<b>1031</b>	YTD	<b>3046</b>
<b>Number of Incidents on PULSE</b>	Month	<b>107,287</b>	YTD	<b>329,992</b>
<b>% of Incidents involving Use of Force</b>	Month	<b>0.8911%</b>	YTD	<b>0.8579%</b>



<b>Civilians injured during UOF Incident</b>	Month	YTD
	29	78
<b>Garda Members injured during UOF Incident</b>	Month	YTD
	24	63
<b>Pepper Spray*</b>	Month	YTD
	69	206
<b>Baton (Used)</b>	Month	YTD
	27	64
<b>Handcuffs (Used)</b>	Month	YTD
	905	2613
<b>Anti Spit Guard (Used)</b>	Month	YTD
	1	1
<b>Unarmed Restraint Used</b>	Month	YTD
	214	580
<b>Taser (Used)</b>	Month	YTD
	3	3
<b>Less Lethal Firearm</b>	Month	YTD
	1	2
<b>Firearm (Used)**</b>	Month	YTD
	0	0



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 occurred in March 2023. The board reviewed capacity in the Garda Information Services Centre (GISC) and progress on three key data initiatives:

- The process for casing incidents is now fully operational, led by GISC: casing enables multiple incidents which form a pattern to be linked together alongside applying the crime counting rules. Although the connections are already known to local investigators, this process avoids repetitive work for related incidents, improves insight into patterns and ensures the correct application of the crime counting rules.
- GISC continues to implement new data coherency checks on the full PULSE data set (replacing the earlier approach of dip sampling) leveraging Hadoop technology previously reported. New coherency checks are continually being developed. So far, they indicate very low levels of incidents requiring review but are an important control on data quality.
- The external review of the data quality risks is continuing, having been delayed in early 2023 due to resource availability.

An Garda Síochána and the Central Statistics Office (CSO) continue to meet regularly on data matters, most recently on 8 March 2023. The CSO has indicated publicly that it intends to carry out a formal review of the quality of recorded crime statistics during 2023.

GardaSAFE (CAD 2) went live in the Western Region on Monday, 20 March 2023, thereby increasing the data transferred from CAD to PULSE, thereby enabling GISC to record further data on PULSE on the basis of the CAD data. The Schengen Information System (SIS) Recast went live on Tuesday, 7 March 2023 with new alerts, upgraded data and enhanced functionalities.

### Data Quality and Operational Value of Data

The March 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-march-20231.pdf \(garda.ie\)](#)

## 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.*

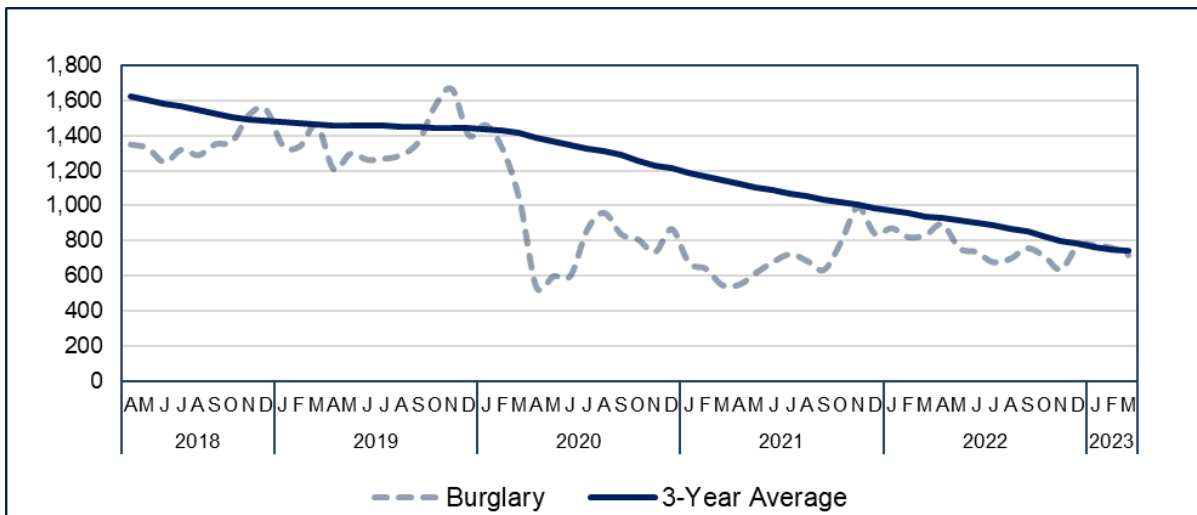
**Chart 1: Total Property Crime – 5 Year Trend**

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 30% was observed in the 12 months to March 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 37% increase in reported theft from shop and a 52% increase in reported theft of other property in the 12 months to March 2023 compared to the previous 12 months. Average reported theft from shop per month in the 12 months from April 2022 to March 2023 is 22% higher compared to the same period in 2018/2019 (pre-pandemic).



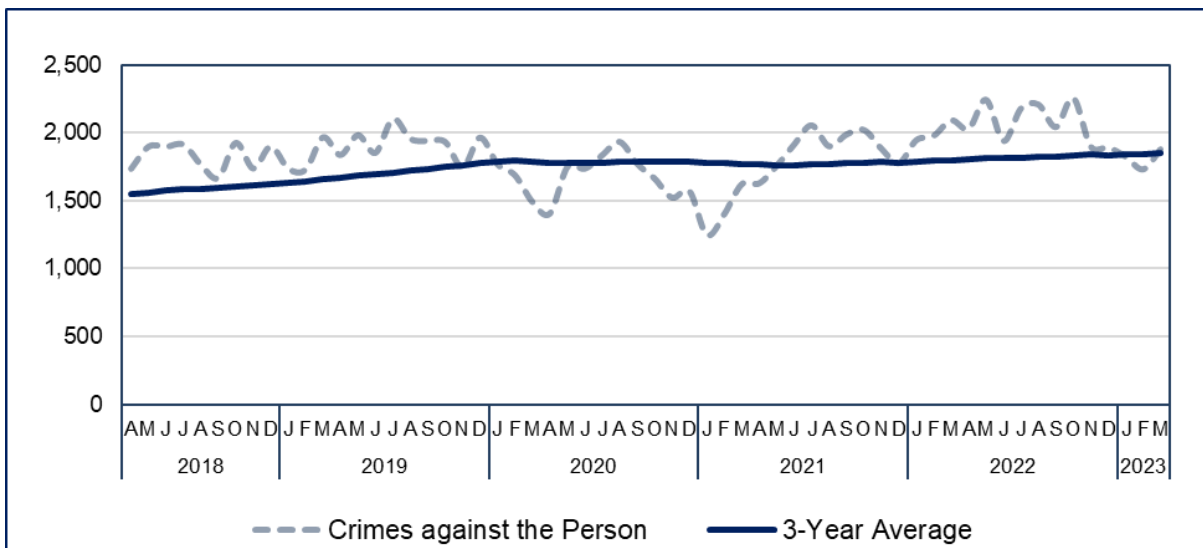
**Chart 2: Burglary - 5 Year Trend**

In the long term, burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. In the 12 months to March 2023 there was a 7% 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 does not follow a seasonal trend. In contrast to residential burglary, burglary reported to have occurred elsewhere (non-residential) increased by 13% in the 12 months to March 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. Overall, reported burglary in the 12 months to March 2023 was 46% 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**

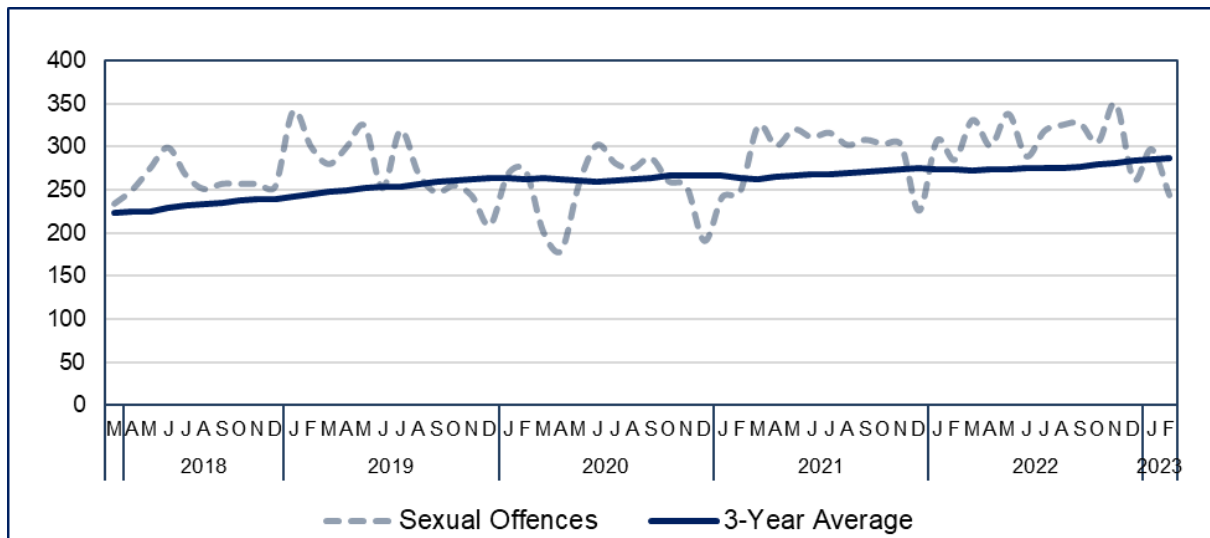
Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. Reported crimes against the person were 5% higher in the 12 months to March 2023, compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened 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 March 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 13% in the 12 months to March 2023 compared with the 12 months previous, while assault in residential locations decreased by 2% during this time. Reported minor assault in the 12 months to March 2023 was 2% higher compared to the same period in 2018/2019 (pre-pandemic). However, reported assault causing harm has increased by 21% across these periods, suggesting that the current upward trend in assault is driven by an increase in assault causing harm.





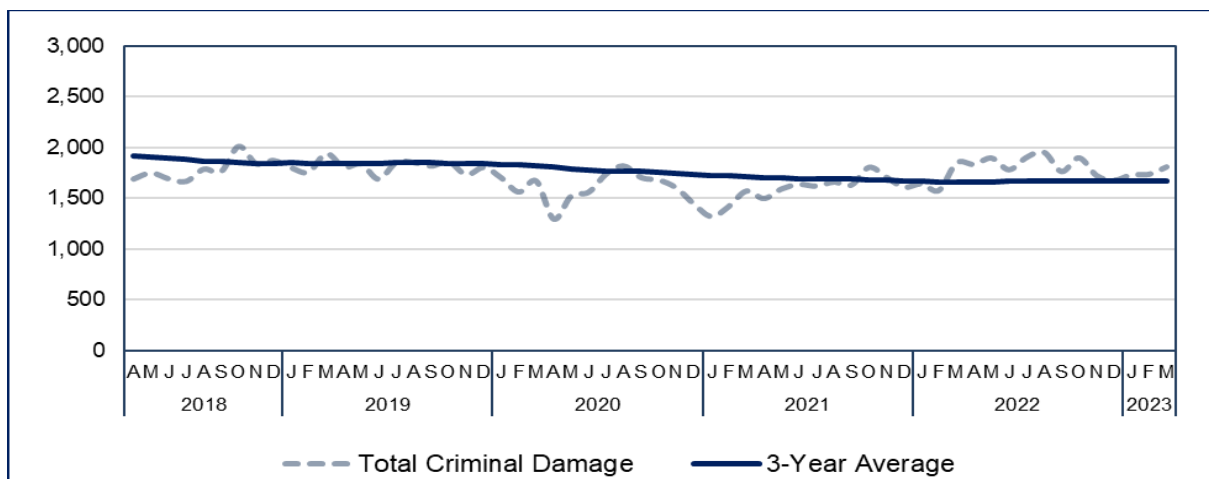
**Chart 4: Sexual Offences - 5 Year Trend (to 28 February 2023)**

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. In the 12 months to February 2023, there was a 2% increase in reported sexual offences compared to the 12 months previous. 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.



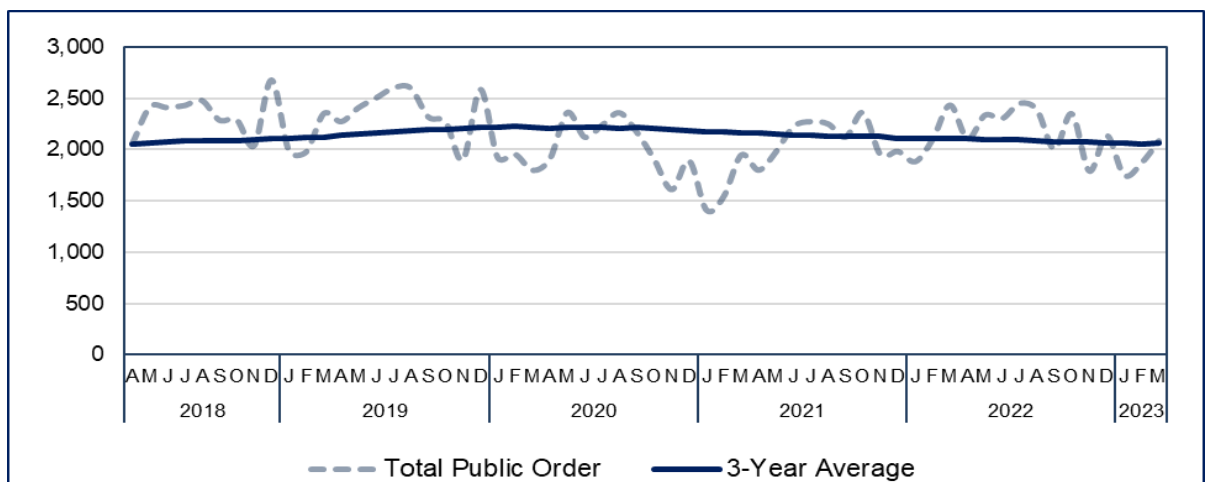
**Chart 5: Total Criminal Damage - 5 Year Trend**

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 9% in the 12 months to March 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 March 2023 was very similar to an equivalent period pre-pandemic (April 2018 – March 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 no change in the 12 months to March 2023 compared with the 12 months previous. During this time public order offences decreased by 3%, while drunkenness offences increased by 7%. 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 March 2023, there have been 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 March 2023 are set out hereunder:

On 2 March 2023, Gardaí responded to reports of a large fire in progress at a residence. Gardaí promptly arrived to the scene, and observed flames and thick smoke emanating from the residence. Gardaí became aware of a person in the basement of this residence, they forced open a hall door to enter the burning building and brought a resident to safety. The Garda members then re-entered the residence to search for others inside. They located a resident at the rear of the property and also took them to safety. As the fire further took hold, Gardaí evacuated occupants of both adjoining residences and a mews property located nearby. Three units of Dublin Fire Brigade attended the scene and brought the fire under control.

On 3 March 2023, the Garda National Bureau of Criminal Investigation coordinated an operation for the surrender of ten suspects sought by the Polish authorities. All ten suspects were brought in custody to Casement Aerodrome, Baldonnell, where they were surrendered to the Polish authorities and transported on a Polish military aircraft. The suspects were wanted for varying offences, including fraud, facilitating prostitution, drug and theft offences.

On 6 March 2023, as a result of an extensive investigation conducted by the Organised Prostitution Investigation Unit into the targeting and attacking of numerous sex workers, a suspect was found guilty of two counts of sexual assault and two counts of assault. On 16 March 2023, the suspect was sentenced to a total of two years' imprisonment with the final 12 months suspended for three years, on the condition the offender attended therapy services upon their release. The identified offender was placed on the Sex Offenders Register for 10 years.

On 8 March 2023, a suspect who was classified as a Priority 1 Case in 2020, was successfully deported. The suspect is a convicted sex offender who presented a false passport. Members of the Garda National Immigration Bureau made extensive enquiries in an effort to secure a travel document for this individual, including meeting with the foreign embassies and the individual in prison, resulting in the successful issue of travel documents. The deportation was carried out within a week of the documents being issued.

On 11 March 2023, Gardaí were alerted to a person in the canal in Dublin 2. Gardaí entered the water to retrieve the person, who was unresponsive. On safely bringing this person to the canal bank, Gardaí then began CPR on the person, who became responsive. Further medical attention was provided by advanced paramedics, who removed the person to hospital for further medical treatment.

On 13 March 2023, members from the Garda Mounted Unit assisted members from the Criminal Assets Bureau (CAB) with searches of two stud farms, by removing and caring for the horses during the searches. During the course of the searches, the Garda Mounted Unit examined one hundred horses in both studs and many of them were discovered in an emaciated condition, and in various states of serious neglect. Four horses had to be euthanised by vets. Twenty-three horses were seized and impounded by the Department of Agriculture, and a further five horses were seized under the Animal Health and Welfare Act, 2013.

On 22 March 2023, on the first day of official use of the Garda “Smart Vehicle”, the ANPR in the mobility vehicle detected a vehicle with no tax, which was involved in a theft at a retail premise earlier that day. The driver was arrested for theft and subsequent checks on the Person Search App showed the driver was a disqualified driver, who had two warrants in existence. The suspect was charged with theft, driving with no licence and no insurance, and was held in court where the execution of the bench warrant took place and was lodged on the committal warrant in the prison. The ANPR worked hand in hand with the mobility device and proved to be of valuable assistance in the timely detection of the offender.

On 23 March 2023, the National Domestic Abuse Unit provided a presentation to the House of the Oireachtas as part of its Wellbeing and Health Event for its Civil Service staff, to raise awareness of domestic abuse and how structures in the workplace can assist victims of domestic abuse. This event included presentations from Women’s Aid, Civil Service Employee Engagement Service and the Department of Justice. The event was recorded and uploaded for access by all staff to their internal platform.

On 27 March 2023, as part of proactive operational activity, Gardaí, supported by the District Task Force and Dog Unit conducted a search of vacant wasteland belonging to a County Council. Following liaison with the Council, Gardaí obtained permission to conduct a search of the field. During the course of this search, Gardaí located and seized three firearms and ammunition, suspected cocaine valued at approximately €92,000 and suspected cannabis valued at approximately €85,000.

Also on 27 March 2023, Gardaí were alerted to an armed robbery at a takeaway restaurant. Whilst on route, Gardaí observed two suspects in another local takeaway restaurant brandishing a knife in the direction of staff. Gardaí immediately entered the premises and following a struggle, both suspects were arrested. Both suspects were subsequently charged with attempt to commit an indictable offence and production of an article, and remanded in custody to appear in court later in April 2023.

On 31 March 2023, as part of an ongoing intelligence led operation targeting an organised crime group involved in the importation, preparation and onward distribution of drugs, personnel from the Garda National Drugs and Organised Crime Bureau, supported by colleagues in Customs and Revenue Service and assisted by Divisional Drug Units, conducted a controlled delivery. Two further coordinated searches were conducted simultaneously, resulting in the recovery of 67.5kg of suspected cannabis herb and 1kg of suspected cannabis resin worth an estimated total value of €1,356,000. Two suspects were arrested, detained and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

### **Cyber Crime Bureau Forensics Unit**

During March 2023, members from the Garda National Cyber Crime Bureau Cyber Intelligence Unit played an integral role in the conviction of a UK national for offences including the importation of component parts of firearms into the jurisdiction and the possession of these firearm components. A number of locked mobile phones were examined by the Cyber Intelligence Unit. A detailed forensic examination and analysis was conducted, and vast volumes of material and content of evidential data was discovered to be contained on these devices. Evidence linking the suspect to the purchase and importation into Ireland of components to be used in the assembly and manufacture of semi-automatic firearms, and detailed instructions in relation to the manufacture and assembly of firearms, including plans for 3D printing firearm components, were found. Evidence was also found of videos of child abuse material, and snapchat conversations with teenage girls of a grooming and sexualised nature. The suspect was sentenced to concurrent terms of 10 years in prison.

### **Criminal Assets Bureau**

During the month of March 2023, the Criminal Assets Bureau conducted searches targeting the assets of organised crime groups, during which €187,000 in cash, suspected illegal tobacco valued at €500,000 and high value goods, including Hublot and Rolex watches, were seized. Information regarding the acquisition of a property with the proceeds of crime were also recovered.

The Criminal Assets Bureau also secured orders, pursuant to Section 2 and 3 of the Proceeds of Crime Act, 1996, in respect of four high-end watches and €94,950 in cash.

## 10. Community Engagement and Organisational Initiatives

### Online presentation to Women's Aid by the Garda National Diversity and Integration Unit (GNDIU)

On 2 March 2023, the Garda National Diversity and Integration Unit (GNDIU) delivered an online presentation to Women's Aid. The role of An Garda Síochána, the Garda National Diversity and Integration Unit, and Garda Diversity Officers (GDOs) were discussed. Other topics covered included the hate crime definition and key principles, hate crime identification and crime prevention advice. Women's Aid spoke about the services they offer and future collaboration with GNDIU in relation to supporting the needs of migrant women.



### National Service Day Event at Dublin City University

On 6 March 2023, the Garda National Community Policing Unit and the Garda National Diversity and Integration Unit attended a National Service Day Event at Dublin City University, which was also attended by the National Ambulance Service, Irish Prison Service, Óglaigh na hÉireann (Irish Defence Force), Revenue, Dublin Fire Brigade Service, Dublin Airport Police and RNLI (Royal National Lifeboat Institution). Gardaí made a valuable contribution to the event by both demonstrating and displaying the Garda patrol vehicle (with a diversity flag on the sides) at the emergency service vehicle display area, and operating and manning a Garda display stand at the emergency services public interaction hall. Positive interactions included discussions on diversity within Irish society and newly enacted diversity legislation, careers in An Garda Síochána, community engagement and the positive role of An Garda Síochána within the Irish emergency services.



### Muslim Association of Ireland for International Women's Day event at Clonskeagh Mosque

On 8 March 2023, the Garda National Diversity and Integration Unit and Donnybrook Community Policing attended an event held by the Islamic Cultural Centre of Ireland, in collaboration with the Muslim Association of Ireland for International Women's Day at Clonskeagh Mosque. GNDIU gave a presentation on the role of An Garda Síochána from a female perspective, the role of GNDIU, access to An Garda Síochána and hate crime reporting. A question and answer session covered topics in relation to recruitment, domestic abuse, female representation and associated challenges in An Garda Síochána, Garda training and the Garda Reserves. The event also provided an opportunity to listen to individual concerns and provide advice.

### **TASK (Training, Awareness, Skills and Knowledge) Education Awards**

On 9 March 2023, GNDIU and the Garda National Community Engagement Bureau attended the TASK (Training, Awareness, Skills and Knowledge) Education Awards held by the Southside Travellers Action Group. The aim of the TASK programme is to train and educate young Travellers and their settled counterparts in South Dublin. The programme provides a range of training modules to young adults aged 16-35 years of age. The programme also supports and develops young people in order to progress to further education/training or employment.



### **Roads Policing Plan for the St. Patrick's Bank Holiday Weekend**

On 15 March 2023, An Garda Síochána, in liaison with the Road Safety Authority, implemented a national intelligence-led roads policing plan for the St. Patrick's bank holiday weekend. The policing plan had members conduct high visibility patrols with a focus on the enforcement of lifesaver offences; speeding, holding a mobile phone while driving, seatbelt use and driving while intoxicated. Over the course of the operation, there were 678 mandatory intoxicant testing checkpoints conducted, 196 people detected driving under the influence, 152 detections for using a mobile phone, 55 detections for seatbelt offences and 1,872 speeding offences detected.



## Launch of the BikeSafe initiative

On 28 March 2023, An Garda Síochána launched the BikeSafe initiative, which is a road safety initiative which includes a facilitated classroom based workshop and an assessed ride led by an advanced Garda motorcyclist. BikeSafe will benefit all riders from seasoned riders to those getting back into riding after a break of a few years. The goal of BikeSafe is to share the experiences and extensive knowledge of advanced Garda motorcyclists and encourage motorcyclists to progress to further post-test training, to help them become more skilled and a more assured rider. These workshops will be held across the country from the spring to autumn each year.



## Two-day Youth Mental Health First Aid course in Westmanstown

In March 2023, Garda Youth Diversion Bureau members delivered a two-day Youth Mental Health First Aid course in Westmanstown, Dublin 15, supporting colleagues who attended from across the DMR. Youth mental health first aid is designed for adults who live with, work with or support young people aged between 12 and 18. This evidence-based training programme is particularly suited to parents and guardians, school staff, sports coaches, community group leaders, youth workers, etc. Participants learn how to assist a young person who may be experiencing a mental health problem or a mental health crisis until appropriate professional help is received or the crisis resolves, using a practical, evidence based action plan. The Garda Youth Diversion Bureau will continue to co-ordinate and deliver this training to support both Garda Juvenile Liaison Officers and colleagues in all divisions throughout 2023.



## Fighting Words

Local Youth Diversion Officers have been engaging with Fighting Words, a creative writing centre, which aims to help students of all ages to develop their writing skills and to explore their love of writing, to encourage young people to participate in workshops throughout the country. Workshops are attended by Community Gardaí, library staff and, most importantly, the young people participating. The participants contribute screenplays, poems, plays, stories and songs to collections titled Story Seeds, which are published by Fighting Words. The workshops have broadened the horizons of these young people in countless ways. The initiative has given them a sense of achievement as published authors, which has given them confidence to consider further participation in the Arts and engagement with third level institutions, and has overall enhanced their wellbeing.



## **11. Operating Model**

### **Crime and Community Engagement Functional Areas**

Advanced planning and scheduling is ongoing for the remaining divisions to implement the Operating Model Functional Areas and standardised processes during 2023. The next divisions scheduled to go-live are DMR South, DMR North Central and Cork County.

The planned 'Go-Live' for the Louth/Cavan/Monaghan Division scheduled for 26 March 2023 was deferred. The Operating Model team reviewed the timelines for the rollout of each of the four Functional Areas and determined that a phased approach was deemed more appropriate, to ensure successful implementation in what is one of the first divisions that is an amalgamation of two previous Garda divisions and three counties into one division. Resourcing, which includes the location and availability of staff to support its implementation was also an issue. The Functional Area structure will be implemented in the division on a phased basis throughout Q2 and Q3.

### **Business Services and Performance Assurance Functional Areas**

Eighteen divisions have commenced the implementation of the Business Services Functional Area. A total of six divisions have commenced implementing all Business Services Functional Area processes (waves 1-7). Three of the six divisions (Galway, Kerry and Mayo/Roscommon/Longford) have fully implemented all Business Services Functional processes (wave 1-7), successfully reaching an implementation rate of 95%+ across all Business Services Functional Area processes.

The Central Operating Model team and Operational Readiness Team (ORT) continue to work closely with the remaining three divisions (Cork City, Limerick and Waterford/Kilkenny/Carlow) to provide the support and guidance required to allow the division to fully implement all processes (waves 1-7) within the Business Services Functional Area. The Clare/Tipperary Division has made significant Business Services implementation progress in Q1 2023. The division has implemented waves 1-6 of the Business Services Functional Area with a selection of processes from wave 7 also implemented. Seven divisions have commenced the implementation of the Performance Assurance Functional Area. Work is ongoing with the remaining twelve divisions in order to progress the commencement of the Performance Assurance Functional Area.

### **Regional Office Implementation**

Planning continues for the implementation of the Regional Office standardised processes, with commencement of implementation provisionally scheduled for Q2 2023 in one region. Process design activities and workshops continued this month.

**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		
<b>Assistant Commissioner</b>	0	1	0	0	0	0	0	0	0	0	0	0	0	1
<b>Chief Superintendent</b>	0	1	1	2	1	2	1	0	0	0	1	0	0	9
<b>Superintendent</b>	1	2	5	1	2	2	0	0	0	0	2	1	0	16
<b>Total</b>	1	4	6	3	3	4	1	0	0	0	3	1	0	26

**Appendix B – Numbers and vacancies in specified ranks**

<i>Data as at the end of March 2023</i>													
Rank	ECF	Position at end of last month February 2023	Appointed in Month – March 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					
<b>Assistant Commissioner</b>	8	8	0	0	0	0	0	0	0	0	0	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	47	46	0	0	0	0	0	1	0	0	-1	<b>45</b>	<b>2</b>
<b>Superintendent</b>	168	167	5	0	0	0	2	3	0	0	0	<b>167</b>	<b>1</b>
<b>Total</b>	<b>223</b>	<b>221</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>220</b>	<b>3</b>

**Appendix C – Breakdown of Garda Leave – Garda Members**

<i>Data as at the end of March 2023</i>									
<b>As at 31.03.23</b>	<b>Gender</b>	<b>Work Share</b>	<b>Career Break</b>	<b>Maternity Leave</b>	<b>Unpaid Maternity</b>	<b>Paternity Leave</b>	<b>Parental Leave</b>	<b>SWY</b>	<b>Carers</b>
<b>Garda</b>	<b>Male</b>	<b>2</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>27</b>	<b>3</b>	<b>2</b>
	<b>Female</b>	<b>75</b>	<b>16</b>	<b>44</b>	<b>32</b>	<b>0</b>	<b>85</b>	<b>2</b>	<b>8</b>
<b>Sergeant</b>	<b>Male</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
	<b>Female</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>
<b>Inspector</b>	<b>Male</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Female</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Superintendent</b>	<b>Male</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Female</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Total Male</b>	<b>3</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>33</b>	<b>3</b>	<b>2</b>
	<b>Total Female</b>	<b>76</b>	<b>16</b>	<b>46</b>	<b>36</b>	<b>0</b>	<b>91</b>	<b>2</b>	<b>8</b>
	<b>Total</b>	<b>79</b>	<b>53</b>	<b>46</b>	<b>36</b>	<b>16</b>	<b>124</b>	<b>5</b>	<b>10</b>

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

As at 31.03.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	1	7	0	0	4	0	1	0
	Female	219	22	13	3	49	0	0	1
EO	Male	1	0	0	0	1	0	0	0
	Female	37	13	8	1	29	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	2	1	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	5	2	1	0	7	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	0	0	2	0	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	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	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
Researcher	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	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	1	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	3	8	0	0	9	0	1	0
	Total Female	268	37	26	6	88	0	0	4
	Total	271	45	26	6	97	0	1	4

## 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		<i>Total</i>	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
<b>Mar 2023</b>	<b>1,755</b>	<b>196</b>	<b>146</b>	<b>10</b>	<b>13</b>	<b>2</b>	<b>1,914</b>	<b>208</b>
<b>Feb 2023</b>	1,581	180	138	10	20	2	1,739	192
<b>Jan 2023</b>	1,830	185	162	12	22	2	2,014	199
<b>Dec 2022</b>	1,833	185	171	12	19	2	2,023	199
<b>Nov 2022</b>	1,802	178	153	12	22	2	1,977	192
<b>Oct 2022</b>	1,701	170	126	11	18	2	1,845	183
<b>Sept 2022</b>	1,670	179	139	8	19	1	1,828	188
<b>Aug 2022</b>	1,475	181	106	10	12	1	1,593	192
<b>July 2022</b>	1,471	174	135	12	14	1	1,620	187
<b>June 2022</b>	1,460	187	138	11	13	1	1,611	199
<b>May 2022</b>	1,514	190	122	13	16	1	1,652	204
<b>Apr 2022</b>	1,516	180	114	12	11	1	1,641	193
<b>Mar 2022</b>	1,606	185	131	15	13	1	1,750	201

### Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		<i>Total</i>	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Mar 2023</b>	<b>1,902</b>	<b>198</b>	<b>152</b>	<b>10</b>	<b>14</b>	<b>2</b>	<b>2,068</b>	<b>210</b>
<b>Feb 2023</b>	1,694	180	147	11	23	2	1,864	193
<b>Jan 2023</b>	1,977	185	168	12	23	2	2,168	199
<b>Dec 2022</b>	1,970	188	182	12	20	2	2,172	202
<b>Nov 2022</b>	1,939	180	167	12	23	2	2,129	194
<b>Oct 2022</b>	1,816	171	135	11	18	2	1,969	184
<b>Sept 2022</b>	1,786	181	147	8	19	1	1,952	190
<b>Aug 2022</b>	1,544	181	110	10	12	1	1,666	192
<b>July 2022</b>	1,563	174	137	13	16	1	1,716	188

<b>June 2022</b>	1,572	188	147	11	13	1	1,732	200
<b>May 2022</b>	1,626	192	131	14	17	1	1,774	207
<b>Apr 2022</b>	1,605	181	118	12	11	1	1,734	194
<b>Mar 2022</b>	1,725	188	136	15	13	1	1,874	204

#### Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Mar 2023</b>	<b>14,652.5</b>	<b>5,553</b>	<b>1,378</b>	<b>310</b>	<b>175</b>	<b>62</b>	<b>16,205.5</b>	<b>5,925</b>
<b>Feb 2023</b>	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
<b>Jan 2023</b>	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
<b>Dec 2022</b>	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
<b>Nov 2022</b>	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
<b>Oct 2022</b>	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
<b>Sept 2022</b>	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
<b>Aug 2022</b>	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
<b>July 2022</b>	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
<b>June 2022</b>	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
<b>May 2022</b>	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
<b>Apr 2022</b>	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
<b>Mar 2022</b>	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5

#### Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Mar 2023</b>	<b>16,205.50</b>	<b>1,700.00</b>	<b>11.72%</b>
<b>Feb 2023</b>	14,505.50	-2,660.00	-15.50%
<b>Jan 2023</b>	17,165.50	-1,521.50	-8.14%
<b>Dec 2022</b>	18,687.00	1,575.00	9.20%
<b>Nov 2022</b>	17,112.00	-1,391.00	-7.52%
<b>Oct 2022</b>	18,503.00	1,962.00	11.86%



<b>Sept 2022</b>	16,541.00	1,035.5	6.68%
<b>Aug 2022</b>	15,505.50	-546.00	-3.40%
<b>July 2022</b>	16,051.50	1,898.00	13.41%
<b>June 2022</b>	14,153.50	-886.50	-5.89%
<b>May 2022</b>	15,040.00	428.50	2.93%
<b>Apr 2022</b>	14,611.50	-583.50	-3.84%
<b>Mar 2022</b>	15,195.00	2,653.50	21.15%

#### Garda Members – Injury on Duty

<b>Month</b>	<b>No. of Days Absent</b>	<b>Variance</b>	<b>% Variance</b>
<b>Mar 2023</b>	<b>5,925</b>	<b>837.50</b>	<b>16.46%</b>
<b>Feb 2023</b>	5,087.5	-650.50	-11.34%
<b>Jan 2023</b>	5,738.00	-172.50	-2.92%
<b>Dec 2022</b>	5,910.50	441.50	8.07%
<b>Nov 2022</b>	5,469.00	152.50	2.87%
<b>Oct 2022</b>	5,316.50	60.00	1.14%
<b>Sept 2022</b>	5,256.50	-287.00	-5.18%
<b>Aug 2022</b>	5,543.50	93.50	1.72%
<b>July 2022</b>	5,450.00	-79.50	-1.44%
<b>June 2022</b>	5,529.50	-288.50	-4.96%
<b>May 2022</b>	5,818.00	345.00	6.30%
<b>Apr 2022</b>	5,473.00	-148.50	-2.64%
<b>Mar 2022</b>	5,621.50	210.50	3.89%

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

<b>Month</b>	<b>No. of Days Absent</b>	<b>LTR</b>
<b>Mar 2023</b>	<b>16,205.50</b>	<b>4.33%</b>
<b>Feb 2023</b>	14,505.50	3.86%
<b>Jan 2023</b>	17,165.50	4.56%
<b>Dec 2022</b>	18,687.00	4.96%
<b>Nov 2022</b>	17,112.00	4.53%
<b>Oct 2022</b>	18,503.00	4.89%
<b>Sept 2022</b>	16,541.00	4.36%
<b>Aug 2022</b>	15,505.50	4.08%

<b>July 2022</b>	16,051.50	4.21%
<b>June 2022</b>	14,153.50	3.72%
<b>May 2022</b>	15,040.00	3.94%
<b>Apr 2022</b>	14,611.50	3.84%
<b>Mar 2022</b>	15,195.00	3.98%

**Garda Staff – Numbers who availed of sick leave**

<b>Date</b>	<b>No.</b>
<b>Mar 2023</b>	<b>435</b>
<b>Feb 2023</b>	371
<b>Jan 2023</b>	496
<b>Dec 2022</b>	528
<b>Nov 2022</b>	457
<b>Oct 2022</b>	418
<b>Sept 2022</b>	393
<b>Aug 2022</b>	321
<b>July 2022</b>	358
<b>June 2022</b>	355
<b>May 2022</b>	377
<b>Apr 2022</b>	330
<b>Mar 2022</b>	363

**Garda Staff – Instances of Absence**

<b>Date</b>	<b>Administrative Grades</b>	<b>Technical and Professional</b>	<b>Total</b>
<b>Mar 2023</b>	<b>483</b>	<b>3</b>	<b>486</b>
<b>Feb 2023</b>	383	8	391
<b>Jan 2023</b>	531	4	535
<b>Dec 2022</b>	578	5	583
<b>Nov 2022</b>	509	5	514
<b>Oct 2022</b>	454	5	459
<b>Sept 2022</b>	432	4	436
<b>Aug 2022</b>	340	4	344
<b>July 2022</b>	368	6	374

<b>June 2022</b>	389	6	395
<b>May 2022</b>	397	6	403
<b>Apr 2022</b>	348	2	350
<b>Mar 2022</b>	398	1	399

#### Garda Staff – Number of days absent

<b>Date</b>	<b>Administrative Grades</b>	<b>Technical and Professional</b>	<b>No. of Days Absent</b>	<b>Monthly Variance</b>	<b>% Variance</b>
<b>Mar 2023</b>	<b>4,196.5</b>	<b>67</b>	<b>4,263.5</b>	<b>611.00</b>	<b>16.73%</b>
<b>Feb 2023</b>	3,568.5	84	3,652.50	-706.00	-16.20%
<b>Jan 2023</b>	4,249.50	109	4,358.50	-158.50	-3.51%
<b>Dec 2022</b>	4,443.00	74	4,517.00	652.50	16.88%
<b>Nov 2022</b>	3,799.50	65	3,864.50	-149.00	-3.71%
<b>Oct 2022</b>	3,962.50	51	4,013.50	505.50	14.41%
<b>Sept 2022</b>	3,474.00	34	3,508.00	51	1.48%
<b>Aug 2022</b>	3,392.00	65	3,457.00	-294.00	-7.84%
<b>July 2022</b>	3,683.00	68	3,751.00	339.00	9.94%
<b>June 2022</b>	3,370.00	42	3,412.00	-8.00	-0.23%
<b>May 2022</b>	3,363.00	57	3,420.00	-309.00	8.29%
<b>Apr 2022</b>	3,669.00	60	3,729.00	66.50	1.81%
<b>Mar 2022</b>	3,580.00	82.50	3,662.50	326.50	9.78%

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

<b>Date</b>	<b>Days Absent</b>	<b>LTR</b>
<b>Mar 2023</b>	<b>4,263.5</b>	<b>5.48%</b>
<b>Feb 2023</b>	3,652.5	4.67%
<b>Jan 2023</b>	4,358.50	5.58%
<b>Dec 2022</b>	4,517.00	5.82%
<b>Nov 2022</b>	3,864.50	4.96%
<b>Oct 2022</b>	4,013.50	5.17%
<b>Sept 2022</b>	3,508.00	4.52%
<b>Aug 2022</b>	3,457.00	4.55%
<b>July 2022</b>	3,751.00	4.83%
<b>June 2022</b>	3,412.00	4.40%

<b>May 2022</b>	3,420.00	4.40%
<b>Apr 2022</b>	3,729.00	4.78%
<b>Mar 2022</b>	3,662.50	4.67%

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

<b>Date</b>	<b>Number of Garda Members absent due to mental health</b>	<b>Number of days absent due to mental health</b>
<b>Mar 2023</b>	<b>16</b>	<b>415</b>
<b>Feb 2023</b>	15	378
<b>Jan 2023</b>	14	370
<b>Dec 2022</b>	14	412
<b>Nov 2022</b>	19	468
<b>Oct 2022</b>	22	579.5
<b>Sept 2022</b>	23	478.5
<b>Aug 2022</b>	16	416
<b>July 2022</b>	18	493
<b>June 2022</b>	21	559
<b>May 2022</b>	21	544
<b>Apr 2022</b>	18	497
<b>Mar 2022</b>	18	523

*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 – March 2023**

Sick absence days for both Garda members and Garda Staff reflect an increase 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 an increase, in comparison to the previous month. Comparing March 2023 to March 2022, year on year ordinary illness days have increased for Garda members by 6.65% and for Garda Staff by 16.41%. It should be noted that during the same period in March 2022, special paid leave was applied to all COVID-19 related absence which is not the case in March 2023, so the latter figure is expected to be higher on a year on year basis.

Injury on duty sick absence shows an increase this month. Comparing March 2023 to March 2022, year on year injury on duty has increased by 5.4%. 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 an increase in the last month over the number of sick absence days at 16.46%. Instances of sick absence also displays an increase of 8.81%. The number of Garda members availing of injury on duty sick absence leave reflects an increase of 8.33% from February 2023.

### **Ordinary Illness**

The number of sick absence days, month on month, shows an increase of 11.72% for Garda members and an increase of 16.73% for Garda Staff. The instances of sick absence, month on month, show an increase both for Garda members at 10.94% and for Garda Staff at 24.3%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 10.06% increase for Garda members and a 17.25% increase for Garda Staff.

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 16, which reflects a 6.67% increase from February 2023. The number of sick day absences for Garda members in March 2023 was 415 days, which shows an increase from February 2023 that can be seen at 9.79%.

### **COVID-19 Pandemic**

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven days from 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.

Effective from 30 March 2023, COVID-19 testing is limited to GP or healthcare worker advice. COVID-19 testing is not now required outside of these arrangements so there will be limited if any special paid leave as a result of COVID-19 from this point forward. After the seven-day period of special paid leave, the absence will recorded as an ordinary absence.