



An Garda Síochána
Monthly Report to the Policing Authority

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

February 2021

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
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Luaigh an uimhir tharaghta seo
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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the second monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of January 2021, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

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

Yours sincerely

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

February 2021

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Message from the Commissioner

Ireland, like many other countries worldwide, is experiencing a third wave in the rate of COVID-19 infection and has encountered new, highly transmissible variants of the virus. Tragically, more and more lives are being lost to COVID-19 in this country. In respect of this, effectively policing the pandemic has remained the organisational priority for all Garda personnel. Gardaí nationwide continue to conduct a high visibility operation in accordance with Level 5 of the Government's approach to suppressing the spread of the virus.

Several more offences were deemed Fixed Payment Notice offences this month, while new public health regulations came into effect. These complex and technical changes have required our members to quickly adapt; however, An Garda Síochána has been consistent in our graduated policing response to supporting public health regulations and guidelines, in line with our tradition of policing by consent.

Throughout this month, Gardaí have been conducting checkpoints nationwide, focused on non-essential travel, as well as at airports and ports in relation to non-essential international travel. As part of our response in recent weeks to maximise frontline capacity, 140 Garda Trainees and Garda Reserves were attested to join the frontline, while uniformed personnel were also redeployed from administrative roles to frontline operational duties. Their work will help us to ensure that community policing, crime detection and prevention, as well as the policing of public health regulations, continue to be adequately conducted.

It is clear in the overwhelming support for public health regulations that the day-to-day operations of An Garda Síochána are strengthening our already strong bond with communities in every county. Across the organisation, personnel are working extraordinarily hard to support public health efforts to help keep people safe, and this can undoubtedly take a personal toll. Since the beginning of the pandemic, the Employee Assistance Service has been ensuring that personnel are supported in these challenging times. In the first three weeks of 2021, Employee Assistance Officers phoned over 2,000 Garda members and Garda staff directly affected by COVID-19 to check in on their wellbeing and offer support.

In spite of the pandemic, there have been developments across the organisation in recent weeks, which include the establishment of the Organised Prostitution Investigation Unit by the Garda National Protective Services Bureau. This reinforces our commitment to protecting vulnerable persons, including victims of human trafficking involved in prostitution in Ireland. In addition to this, since 1 January 2021, the Garda National Drugs and Organised Crime Bureau (GNDOCB) has seized drugs with a total estimated street value of over €12m and cash in excess of €3m.

On a lighter note, An Garda Síochána stepped up to the online challenge set by police in Switzerland to make a socially distant, choreographed dance video to spread some cheer. The video has been viewed over six million times and there has been an overwhelmingly positive reaction to it and the boost it gave to the Nation's pride in our frontline workers.

A return to normality may still some time away, but the continued work and determination of An Garda Síochána to keep people safe is having a meaningful impact during this time.

AnnMarie McMahon
Deputy Commissioner
Strategy, Governance & Performance

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

The operational policing response to the COVID-19 pandemic remains the current number one priority for An Garda Síochána, with all members continuing to enforce additional measures introduced on 6 January 2021, to ensure compliance with public health guidelines and regulations, in support of the Government's decision to move to Level 5 restrictions under the Framework of the Living with COVID Plan. An Garda Síochána is maintaining its series of checkpoints and high visibility patrols at public amenities across the country, introduced under Operation Fanacht and Garda personnel continue to retain a close relationship with the communities we serve by supporting and seeking out those who are vulnerable at this time. In addition, on 19 January 2021, as part of the organisation's response to maximise front-line capacity, An Garda Síochána has attested 71 Garda Trainees and 69 Garda Reserves to support the policing of Level 5 restrictions.

An Garda Síochána continues to adopt the approach of 4E's; Engage, Explain, Encourage and Enforce when engaging with the public. However, An Garda Síochána can and will issue Fixed Payment Notices for breaches of COVID-19 public health regulations where it is appropriate to do so. Our focus since the beginning of the pandemic, is to keep people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

Operation Fanacht

On 29 January 2021, Operation Fanacht was extended to include coordinated checkpoints on the access roads to main ports and airports. Where a member of An Garda Síochána reasonably suspects that an individual is in breach of travel regulations, a €100 Fixed Charge Notice (FCN), may issue. As of 9 February 2021, records indicate that 4,351 FCN's have issued, relating to leaving home without a reasonable excuse. In addition, Gardaí can now issue people with a fine for organising a party in their house or for attending such a gathering. The fine for organising a house party is €500 and attending a house party is €150. As of 9 February 2021, there have been 404 fines recorded relating to attending events in dwellings and 92 relating to those who have organised events (dwellings and non-dwellings).

Operation Treoraím

Under Operation Treoraím, An Garda Síochána is continuing to conduct checks of retail premises across the country, to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so. As of 6 February 2021, records indicate that there have been 140 potential breaches by retail premises and in each case, files will be submitted to the Law Officers.

Operation Navigation

Operation Navigation commenced on 3 July 2020, to make certain that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. Where potential breaches of the public health regulations are identified, and a person does not come into compliance with the regulations, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed. As of 6 February 2021, 401 incidents relating to breaches of regulations relating to licensed premises have been recorded.

Operation Faoiseamh

Operation Faoiseamh continued throughout January 2021, with the Garda National Protective Services Bureau and the Divisional Protective Service Units providing an enhanced level of support, protection and reassurance to victims of domestic abuse, during the COVID-19 pandemic. Travel restrictions do not apply in the case of domestic violence or to escape a risk of harm, whether to the person or to another person and we encourage any victim of abuse or any person who knows of a family member or friend who is a victim of such abuse, to make contact with An Garda Síochána.

****all data provided is provisional, operational and liable to change.***

2. Finance

The overall financial position at the end of January 2021 shows a total net expenditure of €140.4m. The total organisational expenditure on overtime for January 2021 was €8.9m.

As the COVID-19 pandemic remains in 2021, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19 at the end of January 2021 stands at €0.3 m. The revised contingency roster which was introduced in 2020 to meet the policing needs of the country during the pandemic will continue in 2021 and this will have a cost increasing impact on the pay structure. The overall expenditure for 2021 will be reflective of the impact of the COVID-19 pandemic.

Estate Management - January 2021

PPP Bundle

As outlined in last month's report, the planning applications for both Clonmel and Macroom have been lodged. Engagement continues between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency in order to progress the Justice PPP Bundle.

Development of the new purpose built Garda facility at Military Road

As you will be aware, this project commenced in mid-February 2020, with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements.

The current phase of excavation/ground works will be ongoing for a number of months. Military Road will not accommodate all Garda Bureaus based at Harcourt Square and the OPW is developing proposals regarding how the 'shortfall' in accommodation will be met. Funding will also be required to meet the accommodation needs of the Bureaus that will not be accommodated in Military Road.

Developments in January 2021

- **Fitzgibbon Street Garda Station:** Substantial completion and handover of the station is expected in late Q1/early Q2 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of the station is expected to be complete in early Q1 2021 with Phase 3 (linking Phases 1 and 2) complete in Q2 2021.
- **Donegal Town Garda Station:** Completed and handed over to An Garda Síochána.
- **Longford Garda Station:** Onsite. This project continues to enhance custody facilities with expected completion in Q3 2021.
- **Sligo Garda Station:** Work is ongoing to enhance custody facilities and completion is expected in Q1 2021.
- **Cavan Armed Support Unit:** Now operational.
- **Garda Water Unit Athlone:** Now operational.

A range of other projects are in earlier stages of development and continue to be progressed in conjunction with the OPW.

- **Bailieboro Garda Station:** Full design team is in place. Planning has been completed and approved. OPW has been instructed to proceed with the tendering of the project.
- **Drogheda PEMS and Locker Room:** OPW advises that the design team is finalising the tender package.
- **Naas PEMS:** Enabling works will form part of the overall contract currently being developed.
- **Tallaght PEMS:** An Garda Síochána has approved plans for a new PEMS facility in Tallaght Garda Station. The design team has been appointed, preparatory works and site surveys are underway, and tender documents are being prepared.
- **Cell Refurbishment Programme:** The full schedule of works for the 2020/2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW.

The ongoing progress being made in the range of Garda accommodation projects is subject to the government public health measures that are implemented at any given time. The current restrictions will impact on the delivery of certain projects and this is the subject of ongoing engagement with the OPW.

3. Human Resources and People Development (HRPD)

- The Garda strength as at 31 January 2021 stood at 14,539 (14,495 WTE) and Garda staff strength at 3,363 (3,124.7 WTE). A full breakdown by rank, grade and gender is outlined below.
- 71 Garda Trainees and 69 Garda Reserves were attested on 19 January 2021.
- Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.

Garda Strengths

| Rank | At 31 Jan 2021 | Male | % | Female | % | WTE |
|------------------------|----------------|---------------|------------|--------------|------------|---------------|
| Commissioner | 1 | 1 | 100% | | 0% | 1 |
| Deputy Commissioner | 1 | 1 | 100% | | 0% | 1 |
| Assistant Commissioner | 9 | 5 | 56% | 4 | 44% | 9 |
| Chief Superintendent | 46 | 37 | 80% | 9 | 20% | 46 |
| Superintendent | 168 | 148 | 88% | 20 | 12% | 168 |
| Inspector | 437 | 357 | 82% | 80 | 18% | 437 |
| Sergeant | 1,973 | 1,519 | 77% | 454 | 23% | 1,971 |
| Garda | 11,904 | 8,473 | 71% | 3,431 | 29% | 11,862 |
| Total | 14,539 | 10,541 | 73% | 3,998 | 27% | 14,495 |

| Of which | | Male | % | Female | % |
|-----------------------------|---------------|-----------------|------------|----------------|------------|
| Career Breaks (incl. ICB) | 58 | 25 | 43% | 33 | 57% |
| Work-sharing | 44 | 1.5 | 3% | 42.5 | 97% |
| Secondments (Overseas etc.) | 14 | 11 | 79% | 3 | 21% |
| Maternity Leave | 85 | N/A | 0% | 85 | 100% |
| Unpaid Maternity Leave | 31 | N/A | 0% | 31 | 100% |
| Paternity Leave | 18 | 18 | 100% | N/A | N/A |
| Available Strength | 14,289 | 10,485.5 | 73% | 3,803.5 | 27% |

| Garda Reserves Strength as at 31 January 2021 | Total | Male | % | Female | % |
|---|-------|------|-----|--------|-----|
| | 476 | 345 | 72% | 131 | 28% |

Garda Staff Strengths

| | Total | WTE* | Male | % | Female | % |
|--|--------------|----------------|------------|------------|--------------|------------|
| Professional / Technical (including Chief Medical Officer) | 59 | 58.4 | 36 | 61% | 23 | 39% |
| Administrative ** | 2,930 | 2,833.5 | 782 | 27% | 2,148 | 73% |
| Industrial / Non Industrial | 374 | 232.8 | 117 | 31% | 257 | 69% |
| Total | 3,363 | 3,124.7 | 935 | 28% | 2,428 | 72% |

| Of which | Total | Male | % | Female | % |
|------------------------|--------------|------------|------------|--------------|------------|
| Maternity Leave | 25 | N/A | 0% | 25 | 100% |
| Unpaid Maternity Leave | 8 | N/A | 0% | 8 | 100% |
| Paternity Leave | 1 | 1 | 100% | N/A | 0% |
| Available Total | 3,329 | 934 | 28% | 2,395 | 72% |

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

** Civil service grades and other administrative posts.

| Work Sharing *** | Total | Male | % | Female | % |
|------------------|-------|------|------|--------|-------|
| | 322 | 8 | 2.5% | 312 | 97.5% |

*** Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

| Career Breaks**** | Total | Male | % | Female | % |
|-------------------|-------|------|-----|--------|-----|
| | 31 | 8 | 26% | 23 | 74% |

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

Garda members reassigned to operational duties as at 29 January 2021

| | Chief Superintendent | Superintendent | Inspector | Sergeant | Garda | Total |
|--------------|----------------------|----------------|-----------|----------|-------|-------|
| 2018 | 0.5 | 4.5 | 15 | 39 | 199 | 258 |
| 2019 | 0 | 6 | 8 | 47 | 283 | 344 |
| 2020 | 0 | 0 | 3 | 22 | 119 | 144 |
| 2021 | 0 | 1 | 1 | 1 | 10 | 13 |
| Total | 0.05 | 11.5 | 27 | 109 | 611 | 759 |

Administrative and Civil Service (and Chief Medical Officer)

| Grade | Total | WTE | Male | % | Female | % |
|-----------------------|--------------|----------------|------------|------------|--------------|------------|
| CAO | 1 | 1 | 1 | 100% | 0 | 0% |
| Executive Director | 4 | 4 | 3 | 75% | 1 | 25% |
| Chief Medical Officer | 1 | 1 | 1 | 100% | 0 | 0% |
| Director | 1 | 1 | 1 | 100% | 0 | 0% |
| PO | 21 | 21 | 9 | 43% | 12 | 57% |
| AP | 72 | 72 | 32 | 44% | 40 | 56% |
| HEO | 124 | 123 | 51 | 41% | 73 | 59% |
| AO | 14 | 14 | 6 | 43% | 8 | 57% |
| EO | 753 | 743.4 | 204 | 27% | 549 | 73% |
| CO | 1,940 | 1,854.1 | 475 | 24% | 1,465 | 76% |
| Total | 2,931 | 2,834.5 | 783 | 27% | 2,148 | 73% |

Parental Leave

| 01.01.2021 – 31.01.2021 | Garda Members | Garda Staff |
|-------------------------|---------------|-------------|
| | 84 | 80 |

Persons suspended from An Garda Síochána

| Total* | Male | % | Female | % |
|--------|------|-----|--------|-----|
| 72 | 64 | 89% | 8 | 11% |

Notes: Suspension data for Garda staff as at 31 January 2021 and Garda members as at 2 February 2021

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

4. Information and Communication Technology (ICT)

ICT Projects / Modernisation Projects (an extract of the ICT Portfolio Status Report)

With the most recent COVID-19 Level 5 restrictions in place, ICT is experiencing again a huge increase in demand for remote working solutions from personnel in An Garda Síochána. Solutions and support are being delivered to personnel throughout the organisation as quickly as possible, to enable access to Garda information systems remotely in a secure manner.

Schengen (SIS II): As advised previously, the deployment date was confirmed by the EU Commission as 15 March 2021 and deployment planning targets this date. 87 million alerts were downloaded in January 2021 to the national copy of the SIS database, which will be used for query purposes. The Communications Plan is in progress and the e-learning training plan was launched on 1 February 2021. All training modules are available on the Garda LMS, but COVID-19 restrictions may impact training completion rate. Analysis of design of the next iteration of SIS (Recast) is scheduled for deployment in December 2021, which is progressing in parallel.

Computer Aided Dispatch 2 (CAD 2): The project initiation document creation and prioritisation of activities for the early design sprints are in progress. CAD2 to PULSE integration design and implementation of the test version of the new system are also in progress.

Roster Duty Management System Deployment (RDMS Deployment): Planners went live on 14 December 2020 and members' go-live date has been set for 22 February 2021. The draft rollout plan for 2021 is under discussion.

Mobile Device Deployment: Quality assurance testing is ongoing for new hardware devices. Ad-hoc deployments are also ongoing with small bulk deployment of 64 devices completed at the end of January 2021.

Operating Model: Deployment of Operating Model Release 1 (prioritised applications) was completed in mid-October 2020. Further Operating Model releases are being planned/designed which will require ICT alignment and ICT releases. As a result of indicative ICT budget cuts for 2021, the ability to adapt systems as required may be impacted.

ICT Capacity: Four PO vacancies remain and sanction has been received for outstanding vacancies. Long running sanctioned vacancies at EO, HEO and AP level are required to be filled by utilising open competitions advertised by PAS and coordinated by OGCIO, with support from An Garda Síochána personnel and competitions are awaited. There is ongoing engagement with Estate Management regarding new ICT accommodation in Phoenix House and the requirement for residual accommodation in Garda Headquarters.

Cloud Strategy: The Cloud Strategy was signed off by the Chief Information Officer in December 2020. The next step is the completion of a data classification scheme to allow candidate services to be identified and assessed for cloud platform suitability. An Garda Síochána will continue to take a gradual and cautious approach to the use of external computing systems. The ICT team can then commence the identification of potential starter services.

5. Corporate Communications

Engagements

During the month of January, the Office of Corporate Communications published significant content, highlighting varied policing activities through a range of measures; such as, press releases, interviews, media queries, internal weekly Newsbeat publications and social media posts. As the country once again moved into Level 5 of the Government's Living with COVID-19 Plan, An Garda Síochána adapted its ongoing high visibility policing operation in support of the prevailing public health measures. As always, the focus of An Garda Síochána is on keeping people safe through a wide-range of operational activities including the commencement of issuing Fixed Charge Notices for breaches of COVID-19 travel restrictions. Other varied high-level communications during the month of January have focused on issues such as:

- **Organised Crime:** Numerous press releases were published on various types of organised crime, including drug and cash seizures with a combined value of almost €5.5m for the month of January 2021. The press releases outlined detail of two separate cash seizures of over €1m each by the Garda National Drugs and Organised Crime Bureau (GNDOCB) in Kildare and Dublin.
- **Internal Communications:** Weekly Newsbeat and COVID-19 publications were distributed, with a readership of over 12,500 for the month of January 2021, focusing on critical organisational messaging.

A recent analysis by the Public Sector Marketing Institute of all social media activity by public sector and State and semi-State bodies has found that:

- An Garda Síochána has the second largest number of followers on Facebook (Tourism Ireland first). It also found that An Garda Síochána has one of the highest Facebook engagement rates.
- An Garda Síochána has the second largest number of followers on Twitter (RTÉ first).
- An Garda Síochána has the third largest number of followers on Instagram (Tourism Ireland first).

This is in line with our social media strategy, which seeks to develop the largest and most engaged social media audience, to ensure as many people as possible can receive important public safety information. An Garda Síochána currently has an audience of over 1.6m across our 20 national and local social media channels.

Media Briefings and Interviews

During the month of January 2021, the Office of Corporate Communications facilitated the following:

- An interview with the Commissioner on RTÉ Six One News to discuss the number of Fixed Payment Notices issued for breaches of the regulations.
- A media briefing by Deputy Commissioner, Policing and Security outlining An Garda Síochána additional measures in policing the Covid-19 pandemic, following further Level 5 restrictions.
- An interview with Detective Chief Superintendent Declan Daly, Garda National Protective Services Bureau on RTÉ Crimecall to discuss the issue of domestic abuse and Operation Faoiseamh. The programme had a combined viewership of over 360k nationwide. In conjunction with this, an update on significant recent activity to tackle domestic abuse was provided to media via a press release. Chief Superintendent Daly also provided a number of media interviews on this subject, which included the Irish Times, the Sunday World, and Newstalk.

- Chief Superintendent Finbarr Murphy, DMR West Division provided briefing to media, post sentencing, at the Criminal Courts of Justice which was aired on multiple social media platforms.



- Following the attestation of Gardaí and Garda Reserves 19 January 2021, An Garda Síochána published details on Twitter.



R/Gda Butler, DMR South Central
R/Gda Tighe, DMR East
R/Gda Doherty, Roscommon/Longford
R/Gda Connick, Wexford



Launches & Initiatives

- Advice was issued to the public by An Garda Síochána on a courier payment scam and the potential risk to personal and payment data following the increase in online shopping and parcel deliveries, due to the COVID-19 pandemic.
- An Garda Síochána continued to highlight the Government COVID-19 health and safety advice in press releases and on social media.
- On-going road safety advice issued to the public around the dangers of speeding and drink and drug driving.

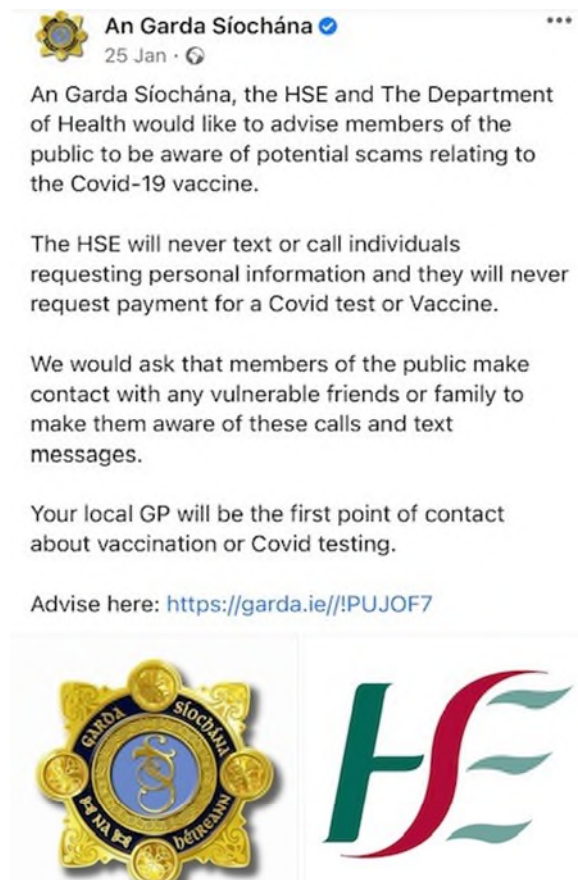
Press Office

- Numerous press release updates were provided on key data under Level 5 restrictions in support of public health measures to reduce the spread of COVID-19.
- Approximately 160 press releases were issued by the Press Office and hundreds of press queries handled during the month of January, on a range of criminal justice issues.

Corporate Communications

The Corporate Communications team continues to support An Garda Síochána in its graduated policing response, encouraging public compliance with public health measures and highlighting Government advice to the public to reduce the spread of COVID-19. Engaging with our continuously growing 1.6m social media followers, as well as retaining our close connection with the community, An Garda Síochána continues to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such as #HoldFirm #StaySafe #HereToHelp #StaySafeStayHome. This has included:

- Regular updates on our social and digital media channels, including the various public health measures, in particular updates relating to potential COVID-19 vaccine scams.
- Raising awareness of the high visibility, nationwide policing plan across the country in support of the public health regulations and the Government's Level 5 Plan for Living with COVID-19.
- Promoting the 4E's approach of engage, explain, encourage, and only where provided for and as a last resort, enforcement.
- Promoting the COVID Tracker app and subsequent updates to it.
- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies.
- Supporting the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.



An Garda Síochána ✓
25 Jan · 🌐



An Garda Síochána, the HSE and The Department of Health would like to advise members of the public to be aware of potential scams relating to the Covid-19 vaccine.

The HSE will never text or call individuals requesting personal information and they will never request payment for a Covid test or Vaccine.

We would ask that members of the public make contact with any vulnerable friends or family to make them aware of these calls and text messages.

Your local GP will be the first point of contact about vaccination or Covid testing.

Advise here: <https://garda.ie/!PUJOF7>





Throughout January 2021, our social media audience was informed of the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, such as:

- Providing updates and information on 'Operation Fanacht' checkpoints.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4E's approach across social media platforms.
- The sharing of updates / details in respect of the introduction of COVID-19 related Fixed Payment Notices (FPN) for non-essential travel restrictions, including travelling to the airport.
- Raising awareness of COVID-19 related crime and the risks posed by online fraudulent activity.
- The sharing of the video interview following sentencing in respect of the coercive control conviction on 21 January 2021.
- The sharing of weather warnings and related road safety advice, as well as reiterating the #BeWinterReady campaign.
- Awareness raising in partnership with the HSE on COVID-19 vaccine related scams.

- In January 2021, An Garda Síochána shared the first episode of an overall series of videos for social media, focusing on the various operational support units. This episode provided an inside look at the Garda Air Support Unit.



An Garda Síochána

6 Jan · 🌐

Covid Related Crime

An Garda Síochána wish to advise the public and businesses to be very conscious of the risk posed by online fraudulent activity. The fear caused by Covid-19 and the anxiety to get information, medication or to take advantage of a 'get rich quick' investment opportunity will cause people to drop their guard, and become victims of fraud. Only ever get your information from trusted sources, like Government websites or proven trusted sources.

Remember if it sounds too good to be true, then it probably is.



An Garda Síochána

22 Jan · 🌐

An inside look at the Garda Air Support Unit.
#KeepingPeopleSafe



Internal Communications

COVID-19 digital communications

The Internal Communications Unit focused solely on COVID-19 for the month of January 2021. The COVID daily email updates recommenced at the start of the month with the increase of COVID-19 cases. Despite the increased volume of communications, readership remained high with an average of 12,500 readers each day for the month. The Garda Portal and screensavers continued to be updated with COVID-related content.

Key updates delivered to personnel included:

- An explanation of the Level 5 restrictions;
- An explanation of the new COVID-19 fines for face coverings, travel and house parties;
- Requirements for the mandatory wearing of face coverings at work;
- Protocols for manning checkpoints safely;
- Continued advice and guidance for personnel on COVID-19 safety measures, including when to self-isolate or restrict movements;
- Sharing positive feedback from the Irish public on social media;
- Wellness advice, including mental health and looking after yourself.

COVID-19 printed material for stations and patrol cars

A new print campaign is being developed to help protect our personnel from COVID-19. This will take the form of posters, air fresheners for patrol cars, stickers for windows and stickers for surfaces. Materials will be sent to all Divisions in Ireland for dissemination to Garda Stations, offices and buildings in February 2021.

6. Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

The Garda Ethics and Culture Bureau (GECB) has completed the validation of the Code of Ethics database. The current figures indicate that 90% of the organisation have attended a Code of Ethics Workshop and 91% have signed the Code of Ethics declaration. This denotes a positive increase from previous data from March 2020 of 84% attendance and 77% who had signed the declaration.

As outlined in earlier reports, the GECB is planning to provide a list of personnel who have not attended a workshop to all relevant Divisional Officers / section heads with a request that they be facilitated with the opportunity to attend upon resumption of training post-COVID-19. A similar list will be provided in relation to personnel who have not signed the declaration. They will be requested to provide GECB with the reason that personnel have not signed the declaration, to enable an analysis of the 'reasons' data and facilitate the development of an action plan to address the areas of non-compliance.

The pause in Code of Ethics Workshops has continued into Q1, 2021 but signing of the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation. Research is currently being conducted into an e-learning platform for a Code of Ethics refresher module.

The GECB is currently reviewing promotional materials on ethics for 2021 and an application for financial sanction will be submitted.

Garda Decision-Making Model

As outlined in last month's report, the Garda Decision-Making Model (with Code of Ethics element) e-learning module has been developed at the digital hub in the Garda College and has been reviewed by relevant stakeholders, including the Human Rights Section, the GECB and Assistant Commissioner, Governance and Accountability. A Communications Plan to accompany the launch of the e-learning has been developed.

It is expected that this e-learning module will launch when staff return to the Garda College. The cover pages of Garda notebooks have been re-designed to include the Garda Decision Making Model and the nine ethical standards and commitments in the Code of Ethics. Garda Procurement are liaising with the supplier in this regard.

7. Implementation of Cultural Change

Culture Reform Programme

As outlined in previous reports, the gathering of statistical data around culture change, including data on suspensions, dismissal and complaints, is being conducted by the Garda Ethics and Culture Bureau (GECB). Further avenues of data collection and metrics have been identified and the GECB has contacted the relevant policy holders and section heads to commence engagement on the sharing of relevant data.

Following the review of the 12 Staff Cultural Engagement Initiatives, the plan for re-ignition of the initiatives was submitted in December 2020 for implementation throughout 2021. This plan outlines the actions to be taken on a monthly basis for Q1, 2021 and is primarily focussed on communication for Q1, 2021. An awareness piece (infographic) regarding the 12 initiatives has been completed and will be included in NewsBeat in the coming weeks.

A decision was taken to proceed with a mini-tender competition (value under €25k) for the second cultural audit. On 14 December 2020, an RFT (T055/2020) was sent to 6 companies. The deadline for clarifications was 15 January 2021 and for completed tenders, 22 January 2021. These deadlines have been extended to 5 February 2021 and 12 February 2021, respectively, due to the ongoing Level 5 COVID-19 restrictions in place across the country and bearing in mind that the primary concern for all at the present time is public safety.

The Garda Ethics and Culture Bureau is currently updating the content on its Portal page on the Portal. The GECB is also currently designing a page to be added to the Garda website, www.garda.ie

8. Risk Management

An Garda Síochána Corporate Risk Register captures ten principal 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 Governance Board, and supported by the Garda Risk Management Unit (GRMU).

The last meeting of the Risk and Policy Governance Board in 2020 took place on 15 December 2020, with the first meeting for 2021 scheduled for 18 February 2021. In January 2021, Superintendent, GRMU held 10 meetings with Corporate Risk Owners and support staff via video conferencing, to review their risks and improve and embed risk management.

As outlined in last month's report, compliance rates for Q4, 2020 are currently being collated. Compliance rates from Q1, Q2, and Q3 2020, remained consistently high, averaging 91%.

9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for December 2020 and January 2021.

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

Comparison of data for December 2020 and January 2021

- The use of force has seen a decrease in January 2021 when compared with December 2020. There were 70 recorded uses of force in January 2021, compared with 117 recorded incidents in December 2020.
- The use of incapacitant spray has seen a noticeable decrease, with 56 uses in January 2021, compared with 87 uses in December 2020. The use of batons has also seen a noticeable decrease with 10 uses in January 2021, compared with 26 uses in December 2020.
- The use of Taser has again remained steady with a slight decrease, with two uses in January 2021, compared with three uses in December 2020.
- There were two incidents in which a firearm was discharged in January 2021, compared with one incident in December 2020.
- The types of incidents in which there was a use of force has also remained quite consistent. Public order incidents/drug related incidents and traffic related incidents accounted for the top three types of incidents in which there was a use of force in January 2021. Public order incidents and drug related incidents were also in the top three in December 2020.
- Regarding days of the week in which force was used, Friday has seen an increase of 9%, which made Friday the day with the highest levels of force uses being recorded.
- Cork City again recorded the highest levels of force use, at 12%. The DMR South Central, which traditionally had the highest levels of force use, has dropped below a number of other Divisions for the first time in over 16 months.

As reported in previous months, a new automated system has been introduced on the last PULSE update of October 2020 and it is anticipated that the data collected from the commencement of this new process will be used to report trends in the future.

10. Crime Trends

National Overview

Long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015 – 2018. This reduction has resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, have stabilised in 2020. This is also a possible effect of the COVID-19 pandemic.

COVID-19: As advised in recent reports, since March 2020, Government measures to inhibit the transmission of Covid 19 have been in place, including ceased operation of all non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since mid-March 2020. In particular, periods of 'lockdown' level restrictions (Level 5 as per the Plan for Living with COVID-19¹) such as the month of April 2020, late October to the end of November 2020 and the current Level 5 restrictions (introduced on 22 December 2020) appear to have an impact on many types of crime.

Data Quality Assurance

An Garda Síochána has taken a full data lifecycle approach to the recording of COVID-19 Fixed Payment Notices, combining operational processes, information systems and data capture. This has provided detailed data to inform operational decisions and is another scenario demonstrating the approach outlined in the Information and Technology Vision.

Longer term priority data quality actions for 2021, as outlined in last month's report, are to collect and report on data that will enable outcomes reporting on investigation performance, not just detection reporting. A pilot is underway for one crime type. This will provide more insight into the reasons that investigations do not (or cannot) lead to a sanction outcome (i.e. a formal detection). This requires the capture of the "reason not detected" for incident investigations which is planned to be in place by end Q2 2021. The second priority for 2021 is the implementation of recording of victim:offender relationships, with associated validation to further enhance the early identification of domestic abuse cases. The main risk to these and other data quality improvements in PULSE is the possibility of significant 2021 requirements to support the EU mandated phase 3 of the Schengen Information System. The CSO plans to carry out an updated review of the quality of recorded crime statistics in 2021 (date to be determined).

The new data architecture function will advance the Information and IT Technology function by improving the way that data is prepared for analysis. Recruitment for the 30+ approved GSAS positions is still pending availability of recruitment capacity. This will begin to address the high demand for analysis support for policing operations and management information reporting.

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.

When reviewing the crime trends to follow, 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.

¹ Plan for Living With Covid-19 – Government of Ireland

<https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

Chart 1: Total Property Crime - 5 Year Trend

Property Crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 30.0% in the 12 months to January 2021 as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, Property Crime was lowest in April of last year and November to January 2021, when Level 5 restrictions have been largely in effect. When only the periods of highest restriction are considered (month of April, November '20 – January '21), Property Crime was 40.3% lower than in same periods 12 months previous.

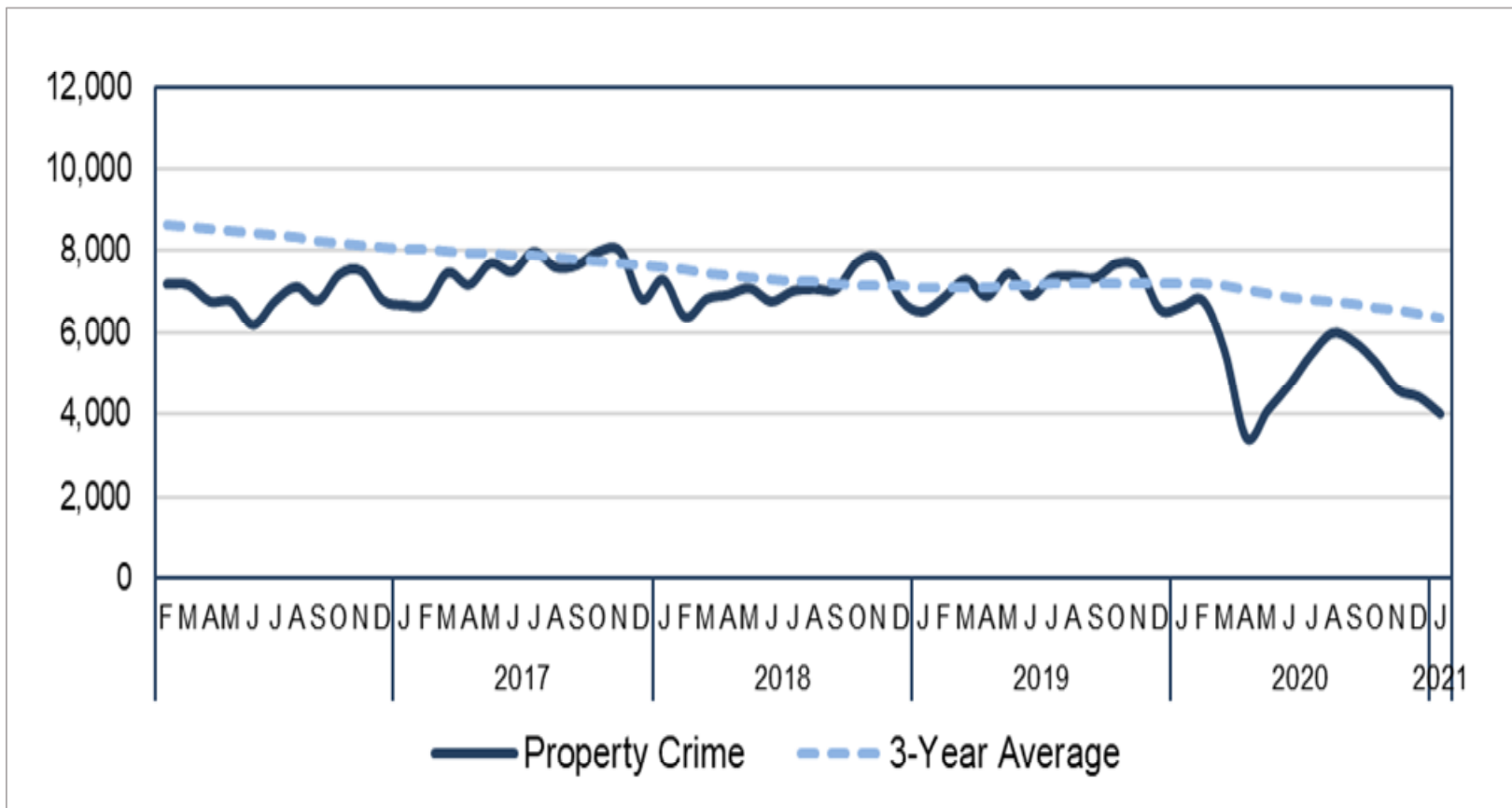


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 41.2% and burglary occurring elsewhere down 38.6% in the 12 months to January 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however this was not the case in 2020 due to COVID-19 (for reasons described under Property Crime). As was observed in June/July 2020 when the lockdown conditions were relaxed, there was an upward turn in Burglary in December 2020 when restrictions were relaxed briefly. However, this upward tick did not continue as Level 5 restrictions were reintroduced at the end of the year and remained in place through January 2021. Such restrictions are likely to keep levels of Burglary low through the early months of 2021.

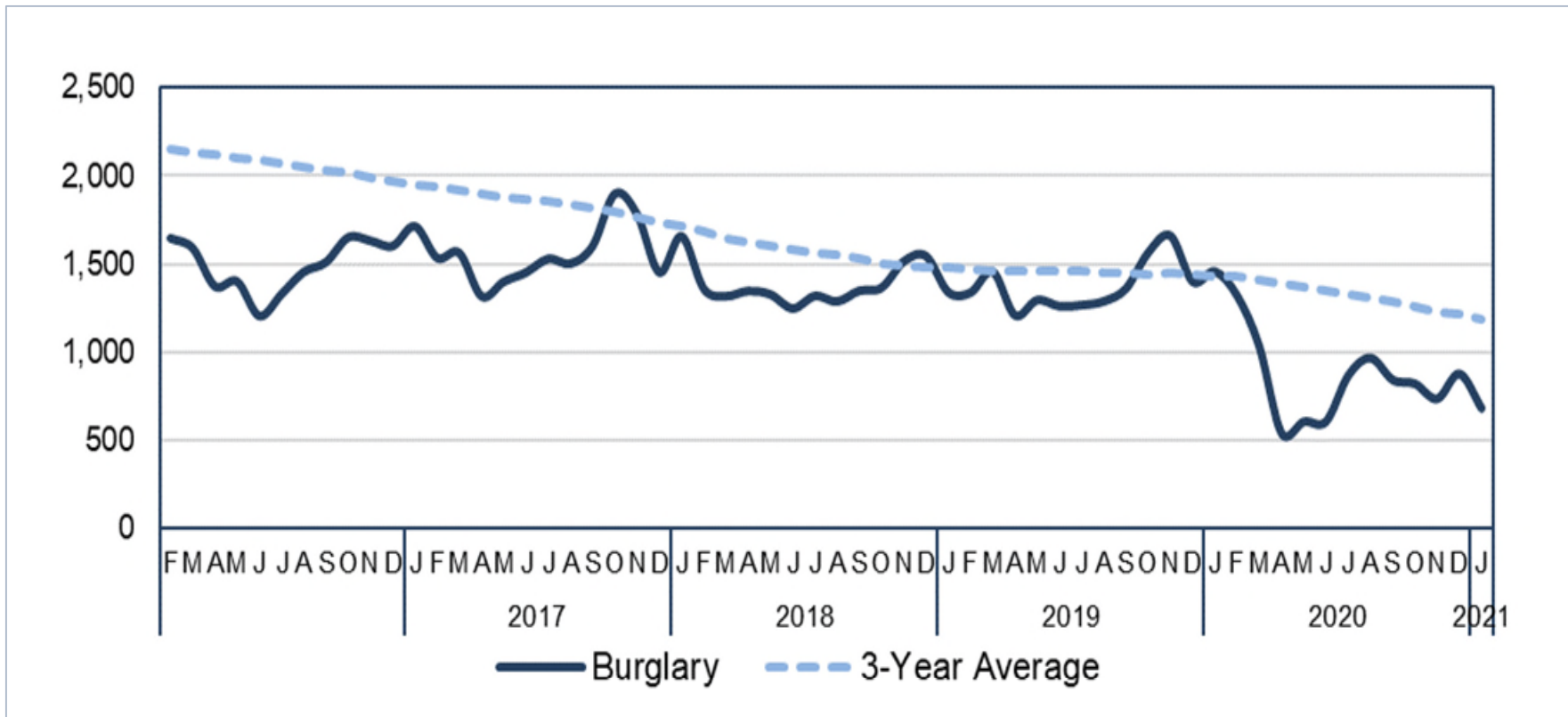


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the Person plateaued in 2020 following a gradual rise over the past three years. There was a decrease of 15.3% in the 12 months to January 2021 as compared with the 12 months prior. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. The most common offences in this category are Minor Assault and Assault Causing Harm. Most assault typically occurs in public locations. Public Minor Assault decreased by 33.9% and public Assault Causing Harm decreased by 37.9% in the 12 months to January 2021 as compared to 12 months prior. Conversely, assault in residential locations has increased with Minor Assault increasing by 4.8% and Assault Causing Harm increasing by 23.7%.

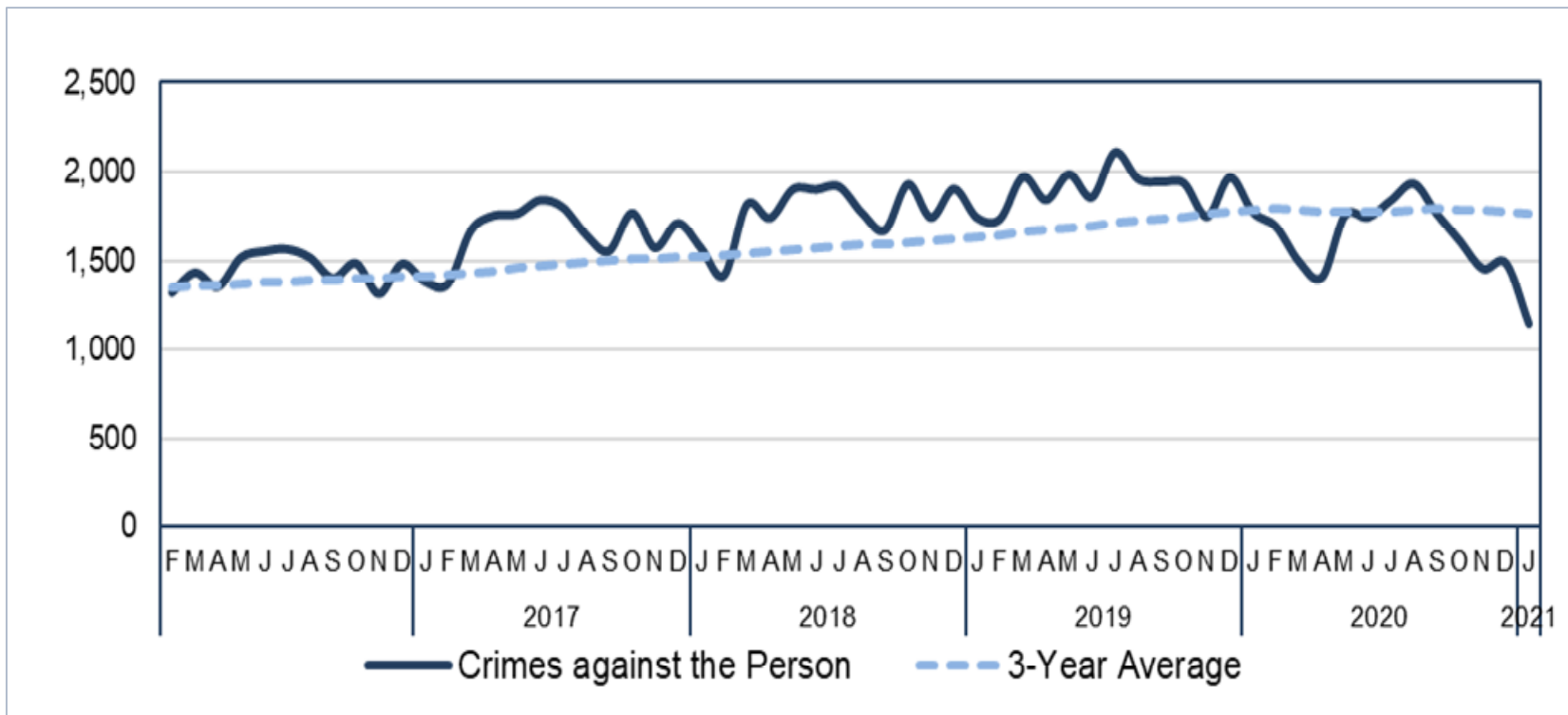
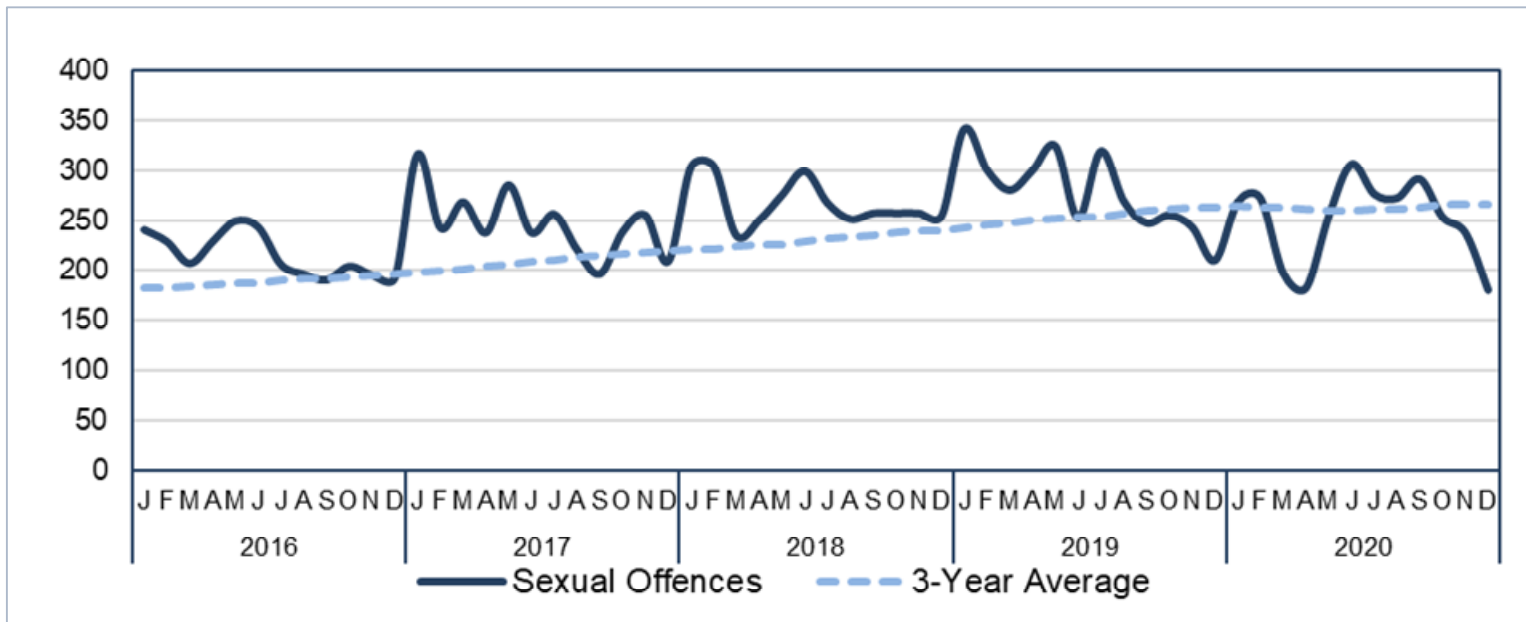


Chart 4: Sexual Offences - 5 Year Trend (to December 2020)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015, however, this has plateaued in the last 12 months. In the 12 months to *December 2020* there has been a decrease in reported Sexual Offences of 10.2%. Given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an accurate approximation of the impact of COVID-19 on reported Sexual Offences, however, COVID-19 is likely to be impacting the rate of Sexual Offences due to the similarity of the recent trend to other crime types. The general increase in sexual offences in recent years is not unique to Ireland² and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both Sexual Offences and Crimes against the Person in recent years. It therefore cannot be concluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring.



² The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

Chart 5: Total Criminal Damage - 5 Year Trend

Criminal Damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 12.5% in the 12 months to January 2021 as compared with the 12 months prior.

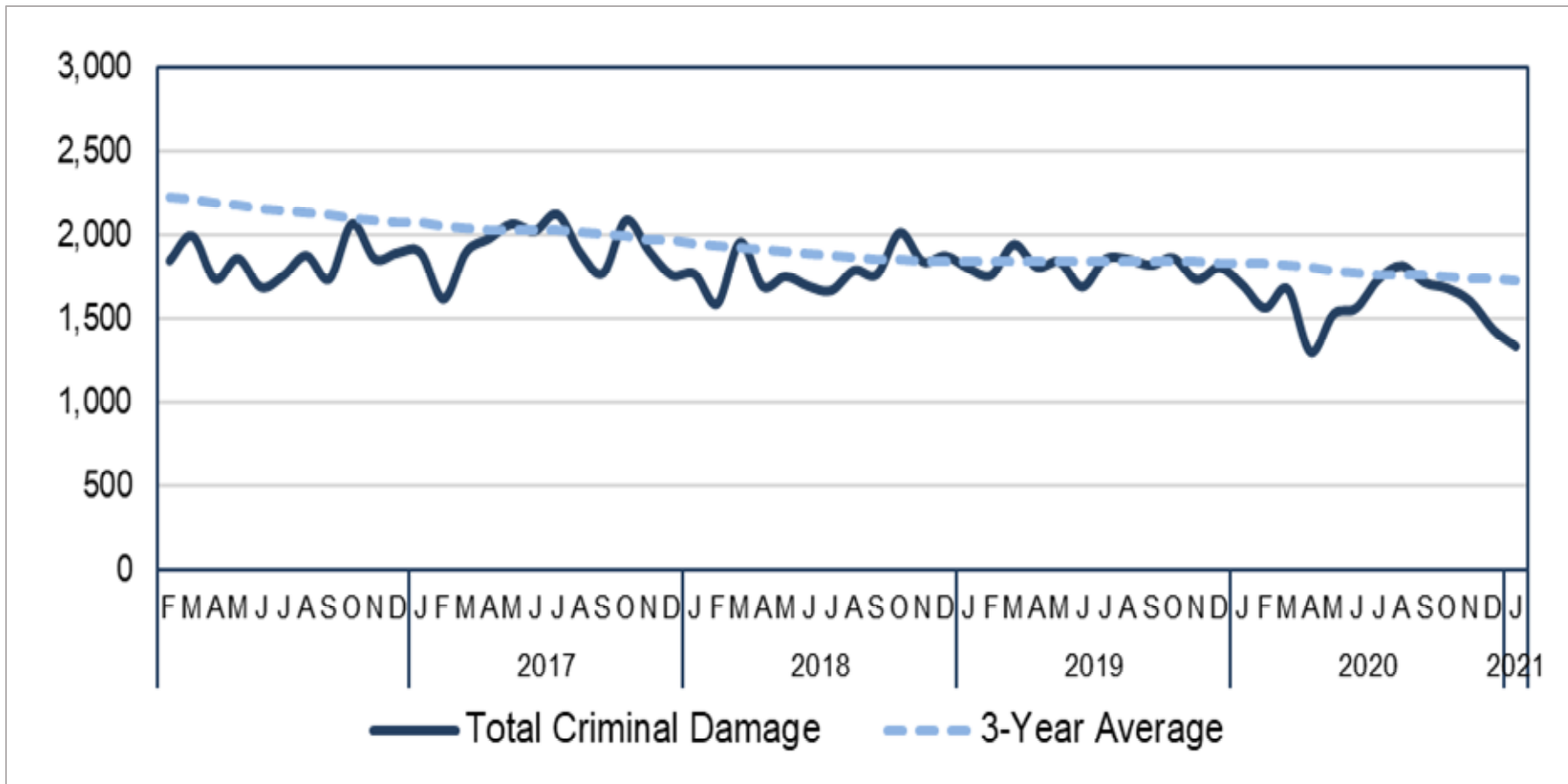
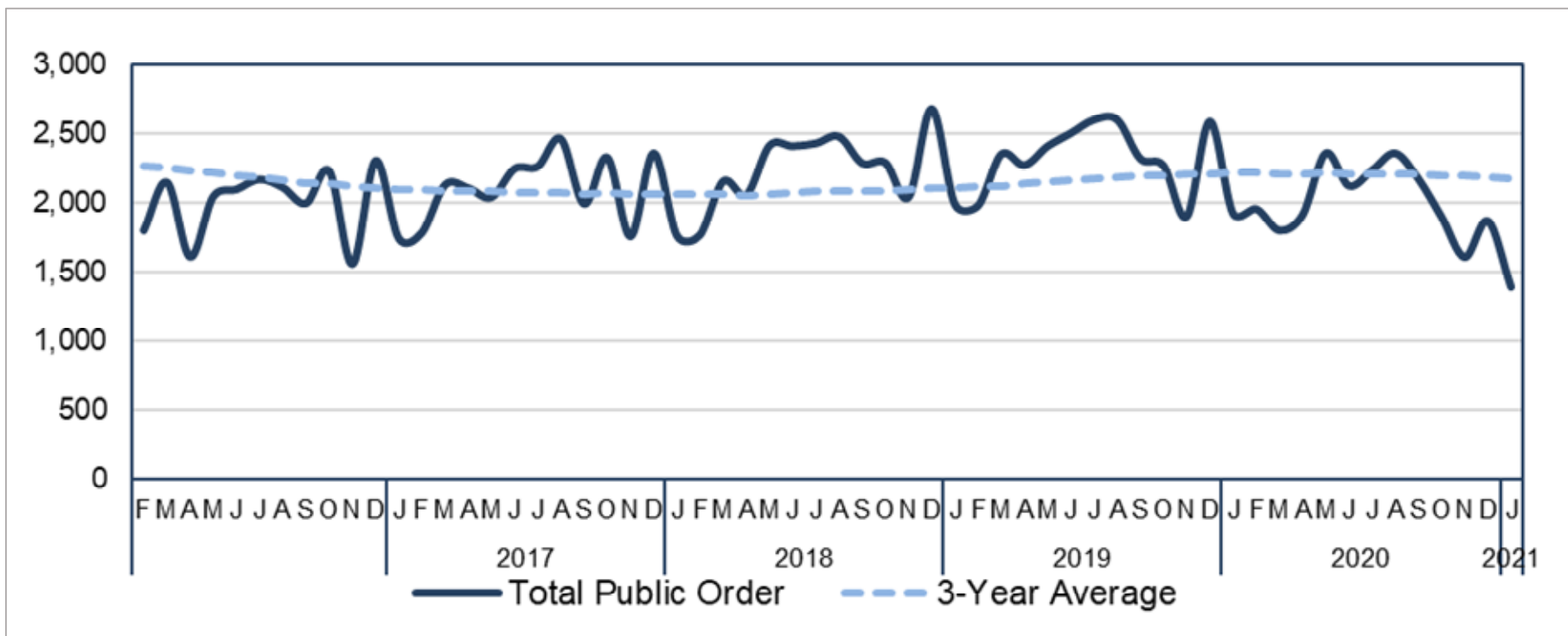


Chart 6: Total Public Order - 5 Year Trend

Total **Public Order** (Public Order and Drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There was a decrease of 14.5% in the 12 months to January 2021 as compared with the 12 months prior. Public Order tends to spike in December and increase gradually throughout the year into summer. Public Order offences for the 12 months to January 2021 were down 12.0% while Drunkenness offences over the same period are down 19.4% when compared with the 12 months prior.



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.

11. Policing Successes

During the month of January 2021, there have been numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners Organised and Serious Crime, Garda National Crime & Security Intelligence Service and Roads Policing and Community Engagement. An overview of some of those incidents in January 2021 is provided below:

On 2 January 2021, members of the Dublin Metropolitan Region Armed Support Unit (ASU) were dispatched to a reported stabbing incident in Dublin 24. On arrival at the scene, members provided medical assistance to an injured male, who had suffered 7 stab wounds, one of which required the application of a haemostatic chest-wound dressing. ASU members assisted Dublin Fire Brigade (DFB) and members of the National Ambulance Service in the treatment of the male, who was then transported from the scene to Tallaght University Hospital for treatment. The matter currently remains under investigation.

Also on 2 January 2021, the Money laundering Investigation Unit (MLIU), within the Garda National Economic Crime Bureau (GNECB), received a complaint from an Irish victim of a Business Email Compromise (BEC) deception, whereby €137,800 had been transferred from one financial institution to another, which had been located in France a number of days before. An investigation immediately began and liaison between the FIUs in Ireland and France alerted the French authorities of suspicion surrounding a particular account. Consequently, FIU Ireland was successful in recovering all relevant funds, which were promptly returned to the victim.

On 6 January 2021, as part of an ongoing investigation by the Garda National Bureau of Criminal Investigation (GNBCI), a suspected offender was arrested and charged in respect of three alleged breaches of the provisions of Section 20(1)(a) of the Passports Act, 2008. This arrest was the result of the identification of a person who is believed to have facilitated the submission of at least three applications for the issue of an Irish passport, in which it is alleged that counterfeit documents accompanied the applications. During the course of the ongoing overarching investigation, relating to suspected procurement and attempted procurement of genuine Irish passports by persons using false Irish Naturalisation Certificates, 16 suspected offenders have been arrested to date, with 13 charged with offences including:

- i. Providing false or misleading information or documentation in connection with a passport application, contrary to Section 20(1)(a) of the Passports Act, 2008;
- ii. Custody of a false instrument contrary to Section 29(2) of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 8 January 2021, in the course of an ongoing intelligence led operation, targeting persons suspected to be engaged in facilitating money laundering to advance an organised crime group, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB) stopped and searched a vehicle in the Eastern Region, resulting in the seizure of €1,203,555 cash. One person was arrested and subsequently charged in respect of an alleged breach of the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010 and is currently on bail, pending future court proceedings.

On 15 January 2021, the Financial Intelligence Unit (FIU) within the Garda National Economic Crime Bureau (GNECB), received information from a financial institution regarding the suspected intended transfer of funds, involving €500,000 from an account which had been dormant for some time. The financial institution advised that an elderly person had been transferring cash to a value of approximately €1m from one account to another, as the owner was led to believe they were making an investment. An immediate investigation began, which indicated that the owner of the funds was the victim of an investment fraud. Consequently, the relevant financial institution was requested to 'block' the transfer of particular funds and the prompt action taken by the FIU prevented the loss of €500,000 and possibly other funds. It is understood the injured party in this case had been previously advised of the suspected fraud but had not heeded advice provided. In an effort to educate the elderly person, personnel attached to the FIU visited the victim of the fraud to advise that they were potentially a victim of crime. Subsequently, the victim engaged with the financial institution and took necessary action to prevent the transfer of any additional funds out of the relevant account. Relevant investigations, involving other jurisdictions, are ongoing, in an effort to trace and hopefully secure other funds transferred from the relevant account.

On 16 January 2021, a female entered a convenience store on High Street, Sligo without wearing a mask. Whilst in the shop, the female was approached by an off duty staff member who raised concerns to the customer about the non-wearing of a mask. The female left the shop but returned a short time later armed with a hammer and assaulted the staff member, inflicting head injuries. Emergency services attended the scene and the injured party was brought to Sligo University Hospital for medical attention. An immediate investigation commenced and a suspect was identified. She was subsequently arrested by Gardaí and charged with an offence, contrary to Section 3, Non-Fatal Offences Against the Person Act, 1997. On 21 January 2021, the suspect appeared at Sligo District Court, where the case was remanded for directions.

On 17 January 2021, in the course of an ongoing intelligence led operation targeting the alleged proceeds of serious organised crime activity, personnel attached to the GNDOCB conducted a coordinated search of a residential premises located in North Dublin, during which two vehicles were seized and searched. In the course of the search of both vehicles, cash with a combined value of €1,622,540 was located concealed within the body of the vehicles and was subsequently seized. Investigations into this matter remain ongoing.

On 19 January 2021, personnel from Ashbourne Garda Station responded to a call from a local resident who raised concerns in relation to three males calling to homes in the area offering gardening services. The caller stated that her elderly neighbour had provided the males with a sum of cash, but following demands for further money, he withdrew additional funds while the males remained in the property. An immediate investigation commenced and as a result of enquiries at the scene, three males were identified, arrested and detained under Section 4, Criminal Justice Act 1984 at Ashbourne Garda Station. The suspects were subsequently charged with theft and fraud related offences and appeared before Trim District Court, where two of the accused were remanded in custody and one male was granted bail. The stolen property of the injured party was recovered in full and a comprehensive investigation file is currently being prepared.

On 21 January 2021, as a result of a lengthy and comprehensive investigation carried out by Gardaí in Blanchardstown into domestic abuse and coercive control, a male was sentenced to a total of 12 years and 6 months imprisonment in respect of alleged breaches of the provisions under Sections 2 and 3 of the Non-Fatal Offences Against the Person Act, 1997, Section 39 of the Domestic Violence Act, 2019 and Section 41 of the Criminal Justice Act, 1999.

On 23 January 2021, in the course of an ongoing intelligence led operation targeting serious organised crime, including the alleged importation of illicit drugs, personnel from the (GNDOCB), carried out a coordinated search at a residential premises in Co. Monaghan. The search resulted in the seizure of a firearm accompanied by five rounds of ammunition, €11,800 in cash and 56 kilograms of Cannabis Herb, with an estimated street value of €1,120,000. In a follow up search at a separate residential premises in Co. Louth, an additional €103,000 in cash was located and seized. Two persons were arrested and subsequently charged in respect of alleged offences contrary to the provisions of the Misuse of Drugs Act 1977/84 and the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010. Both accused remain in custody, pending future court proceedings.

On the evening of 25 January 2021, Gardaí in Kilrush responded to reports that a high risk male had been missing since 11am that morning. Gardaí, in co-operation with the Coast Guard (Rescue 115), Clare Civil Defence, the Garda Dog Unit and local volunteers, immediately began extensive coordinated searches through woodland and outhouses in the locality. In addition, Gardaí conducted house to house enquiries and utilised the Text Alert Scheme in attempts to establish the person's whereabouts. In the afternoon of 26 January 2021, as a result of the extensive efforts made, the missing person was located safe and well in a woodland near his home by Gardaí. Paramedics attended the scene and the male was removed to hospital, where he received the necessary treatment.

The COVID-19 pandemic poses particular challenges with regard to engaging in the extradition process, however, the Extradition Unit within the Garda National Bureau of Criminal Investigation (GNBCI), has continued to ensure that the process of extradition of fugitives is undertaken, where appropriate. Activity undertaken during the month of January 2021 includes:

- i. Four persons subject of extradition related proceedings, surrendered;
- ii. 11 persons subject of extradition related proceedings arrested.

Also during the month of January 2021, the Criminal Assets Bureau (CAB) obtained orders under Section 3, 4A and 7 of the Proceeds of Crime Act, 1996, as amended, in respect of €22,720 cash, a 131 Audi A.5, a 141 Audi A. 3, a 2011 VW Polo and a quantity of high end designer goods, valued in excess of €40,000. They also obtained orders pursuant to the provisions of Section 3 and 7 of the Proceeds of Crime Act, 1996, as amended, in respect of €18,300 cash seized by An Garda Síochána in North Dublin, in July 2018. In addition, the CAB also obtained two orders pursuant to the provisions of Section 7 of the Proceeds of Crime Act, 1996, as amended, in respect of one vehicle, one high-end watch, €73,500 in cash and €83,400 held in financial accounts. Due to the COVID-19 pandemic restrictions, the High Court CAB Proceeds of Crime applications in January 2021 were held by remote means.

12. Community Engagement and Organisational Initiatives

Online events and webinars attended by the Garda National Diversity and Integration Unit

During the month of January 2021, in line with An Garda Síochána aim to actively engage proactively and effectively with all members of society, particularly persons from minority groups and diverse backgrounds, the Garda National Diversity and Integration Unit attended a number of online events and webinars. These included:

- An online event held to commemorate World Religion Day on 17 January 2021, which was attended by representatives from the Christian, Muslim, Jewish, Sikh, Bahá'í, and Buddhist communities. The event included readings and music from all communities and promoted understanding and peace between all religions, encouraging people to learn about other faiths and their followers.
- A CEPOL Webinar titled 'Addressing Anti-Semitic Hate Crime' held on 19 January 2021. This event described the prevalence and forms of hate crime targeted against Jewish people and the importance of countering hate crime. The webinar was targeted at law enforcement practitioners in Europe.



- An online event to commemorate Holocaust Memorial Day took place on 24 January 2021, hosted by the Holocaust Education Trust Ireland. The ceremony included candle-lighting and recollections of Holocaust survivors and was attended by children and grandchildren of Holocaust survivors who have since died. School children from Portumna read the Scroll of Names and there was also an address by An Taoiseach Micheál Martin.



Attestation of Trainee and Reserve Gardaí

On 19 January 2021, 69 trainee Reserve Gardaí were attested at the Garda College. A Reserve Garda attested on that day will be the first member of An Garda Síochána to utilise the updated uniform and dress code, which takes account of religious and ethnic requirements, while maintaining operational, health and safety obligations. These changes follow a commitment by the Commissioner in April 2019, at the launch of the latest Garda recruitment campaign, where he commented that, *“We hope that this will encourage people from minority communities to join An Garda Síochána. We want to demonstrate to them that An Garda Síochána is an inclusive employer that is serious about becoming more diverse”*.

These updates in policy are applicable to all personnel within An Garda Síochána. All 69 Reserve Gardaí have been allocated to their stations across 26 Divisions and were available to volunteer for duty to support their full time colleagues from 20 January 2021.

INTERPOL Webinar Series ‘Combatting Financial Fraud through Effective Money Interception Mechanisms’

On 27 January 2021, Detective Chief Superintendent, Garda National Economic Crime Bureau (GNECB), provided a presentation for the INTERPOL Webinar Series ‘Combatting Financial Fraud through Effective Money Interception Mechanisms’ which was attended by over 2,000 people from law enforcement and financial institutions worldwide. The presentation included information relating to functions undertaken by the GNECB, examples of serious economic crime related investigations, the mechanisms of fraud related activity, such as phishing, smishing and Business Email Compromise and the dangers posed by organised crime groups.

Mobile Operators Forum

The Garda National Crime Prevention Unit (GNCPU), as part of its liaison role with the Garda National Metal Theft Forum, has assisted in the organisation of a Mobile Operators Forum where Mobile Operators can discuss issues affecting their communications towers. The Garda Regional Central Tasking Units, Garda Liaison and Protection, Garda Drugs and Organised Crime and Divisional Crime Prevention Officers have engaged with the Mobile Operators on means to investigate and prevent crimes at communications towers, including thefts and criminal damage. The GNCPU continues to assist RTÉ Crimecall with its monthly crime prevention section. The upcoming episode will include an appeal for mobile phone owners to allow their emergency contact details to be accessed and will call on older people to protect their financial details from fraudsters claiming they are from hospitals administering the COVID-19 vaccine.

Christmas and New Year Enforcement Operation 2020/2021

The Christmas and New Year Enforcement Operation 2020/2021, which had a primary focus on Mandatory Intoxicant Testing, commenced on 4 December 2020 and concluded on 5 January 2021.

The key figures for the period of the campaign are:

- 790 driving while intoxicated arrests
- 14,780 speeding detections
- 12,858 breath tests carried out
- 5,513 checkpoints performed
- 1,096 FCNs issued for mobile phones
- 314 FCN's issued for seatbelts
-

****all data provided is provisional, operational and liable to change.***

Appendix A – Policing Plan 2020 – Performance at a glance, January 2021

| Policing Plan RAG rating | |
|--------------------------------|---------------------------------------|
| On target | ■ |
| At risk of missing target | ■ |
| Off target | ■ |
| Update not required/available. | ■ |

Priority 1. Community Policing

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

Priority 2. Protecting People

| | | |
|---|---|--------|
| 2.1 Maintain a high level of engagement with victims of domestic abuse. | 2.1.1 Operation Faoiseamh | Green |
| | 2.1.2 Domestic Abuse victims contacted within 7 days | Green |
| | 2.1.3 Domestic Abuse Risk Assessment Tool | Green |
| 2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability. | 2.2.1 Reducing the backlog of seized electronic devices | Yellow |
| | 2.2.2 Garda Inspectorate Report – Responding to Child Sexual Abuse | Green |
| | 2.2.3 Information on economic crime provided to Divisions | Green |
| 2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience. | 2.3.1 Outcomes-based measurement for sexual offences | Green |
| | 2.3.2 Post-implementation review of Divisional Protective Services Units | Green |
| 2.4 Continue to combat drug dealing and the effects of drug dealing in communities | 2.4.1 Activities of Divisional Drug Units | Grey |
| | 2.4.2 Address drug-related intimidation | Grey |
| 2.5 Prioritise the service provided to vulnerable people, including victims of hate crime | 2.5.1 Rolling-out Hate Crime training | Grey |
| | 2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents | Grey |
| 2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate. | 2.6.1 Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> • Fear of crime has no impact on quality of life • People do not worry about becoming a victim of crime • People have no fear of crime in general • Proportion of people who said they were victims of crime • Awareness of Garda patrols in local areas | Grey |
| 2.7 Implement appropriate operations to support any measures arising from Covid-19. | 2.7.1 Operations and activities to respond to Covid-19 | Green |
| 2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity. | 2.8.1 Targeting organised crime groups | Green |
| | 2.8.2 OCG threat assessment matrix | Green |
| | 2.8.3 Seizures of firearms, drugs and currency | Grey |
| 2.9 Continue to improve road safety and reduce deaths and serious injuries as measured. | 2.9.1 Continuing to implement Crowe Horwarth recommendations Enhancing mobility access for Roads Policing Increasing the proportion of FCNs issued through the use of mobility devices | Green |
| | 2.9.2 Road Safety Campaign | Green |
| | 2.9.3 Monitoring Road deaths / serious injuries | Green |
| | 2.9.4 Monitoring Lifesaver offences | Green |
| | 2.9.5 Data sharing in respect of those driving without a licence | Green |

Priority 3. A Secure Ireland

| | | |
|---|--|--|
| <p>3.1 Continue to enhance the security of the State, managing all possible threats and challenges</p> | <p>3.1.1</p> <ul style="list-style-type: none"> • Conducting Intelligence-led operations with our domestic and international partner agencies. • Continuing to monitor threats posed by extremists • Identifying, targeting and disrupting terrorist linked activities and support network. • Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism. <p>DOJE</p> | |
| <p>3.2 Enhance our intelligence capacity/capability.</p> | <p>3.2.1</p> <ul style="list-style-type: none"> • Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence. <p>DOJE</p> | |
| <p>3.3 Collaborate with our partners, contributing to national and international security</p> | <p>3.3.1 Participate in Major Emergency Management interagency structures</p> | |
| | <p>3.3.2 Promoting awareness of Major Emergency Management</p> | |

Priority 4. A Human Rights Foundation

| | | |
|---|---|--|
| <p>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</p> | <p>4.1.1 Appropriate arrangements in relation to powers related to Covid-19</p> | |
| | <p>4.1.2 Rolling-out human rights training</p> | |
| | <p>4.1.3 Garda Inspectorate Report in relation to Custody</p> | |
| | <p>4.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly</p> | |
| | <p>4.1.5 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason</p> | |
| | <p>4.1.6 Building up baseline data on all Use of Force</p> | |
| | <p>4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool</p> | |
| <p>4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.</p> | <p>4.2.1 Continue to embed the Code of Ethics</p> | |
| | <p>4.2.2 Commencing Anti-Corruption Unit activities</p> | |

Priority 5. Our People

| | | |
|---|--|-------|
| 5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce | 5.1.1 Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021 | Green |
| | 5.1.2 Developing a diversity recruitment roadmap | Green |
| 5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time. | 5.2.1 Strategic workforce planning | Green |
| | 5.2.2 Continuing to roll-out the HR Operating Model | Grey |
| | 5.2.3 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed | Grey |
| 5.3 Prioritise the wellbeing of our people. | 5.3.1 Health and Wellbeing Strategy | Green |
| 5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit. | 5.4.1 Second Garda Cultural Audit | Green |

Priority 6. Transforming our Service

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

Appendix B

| Schedule of Expected Vacancies | | | | | | | | | | | | | |
|--------------------------------|---|----------|-------|-------|-----|------|------|--------|-----------|---------|----------|----------|-------------------|
| Rank | Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc. | | | | | | | | | | | | |
| | 2021 | | | | | | | | | | | | |
| | January | February | March | April | May | June | July | August | September | October | November | December | Total to end 2021 |
| Assistant Commissioner | | | | | | | | | | | | | 0 |
| Chief Superintendent | | | | | | 2 | 1 | | | 1 | | | 4 |
| Superintendent | | 1 | 2 | | 1 | | 2 | 1 | 1 | | 1 | | 9 |
| Total | 0 | 1 | 2 | 0 | 1 | 2 | 3 | 1 | 1 | 1 | 1 | 0 | 13 |

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of January 2021

| Rank | ECF | Position at end of last month | Appointed in Month | Career Break | | Resignations | Retirements | | Demotions | Consequential vacancies | Net Change Increase (+), Decrease (-) | Total at end of Month | Total Number of Vacancies at end of Month |
|------------------------|------------|-------------------------------|--------------------|--------------|--------|--------------|-------------|-----------|-----------|-------------------------|---------------------------------------|-----------------------|---|
| | | | | Commenced | Return | | Compulsory | Voluntary | | | | | |
| Assistant Commissioner | 9 | 9 | | | | | | | | | 0 | 9 | 0 |
| Chief Superintendent | 47 | 46 | | | | | | | | | 0 | 46 | 1 |
| Superintendent | 168 | 168 | | | | | 0 | 0 | | 0 | 0 | 168 | 0 |
| Total | 224 | 223 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 223 | 1 |

Appendix D

Breakdown of Leave – Garda Members

| As at 31.01.2021 | Gender | Work Share | % Garda Rank | % by Gender | Career Break | % Garda Member | % by Gender | Maternity Leave | % Garda Member | % by Gender | Unpaid Maternity | % Garda Member | % by Gender | Paternity Leave | % Garda Member | % by Gender | Parental Leave | % Garda Member | % by Gender |
|------------------|--------------|------------|--------------|-------------|--------------|----------------|-------------|-----------------|----------------|-------------|------------------|----------------|-------------|-----------------|----------------|-------------|----------------|----------------|-------------|
| Garda | Male | 2 | 0.02% | 0.02% | 24 | 0.20% | 0.28% | | | | | | | 17 | 0.14% | 0.20% | 11 | 0.09% | 0.13% |
| | Female | 82 | 0.69% | 2.39% | 31 | 0.26% | 0.90% | 79 | 0.66% | 2.30% | 28 | 0.24% | 0.82% | | | | 67 | 0.56% | 1.95% |
| Sergeant | Male | 1 | 0.05% | 0.07% | 1 | 0.05% | 0.07% | | | | | | | 1 | 0.05% | 0.07% | 2 | 0.10% | 0.13% |
| | Female | 3 | 0.15% | 0.66% | 2 | 0.10% | 0.44% | 6 | 0.30% | 1.32% | 3 | 0.15% | 0.66% | | | | 4 | 0.20% | 0.88% |
| Inspector | Male | | | | | | | | | | | | | | | | | | |
| | Female | | | | | | | | | | | | | | | | | | |
| Superintendent | Male | | | | | | | | | | | | | | | | | | |
| | Female | | | | | | | | | | | | | | | | | | |
| | Total Male | 3 | 0.02% | 0.03% | 25 | 0.17% | 0.24% | | | | | | | 18 | 0.12% | 0.17% | 13 | 0.09% | 0.12% |
| | Total Female | 85 | 0.58% | 2.13% | 33 | 0.23% | 0.83% | 85 | 0.58% | 2.13% | 31 | 0.21% | 0.78% | | | | 71 | 0.49% | 1.78% |
| | Total | 88 | 0.61% | | 58 | 0.40% | | 85 | 0.58% | | 31 | 0.21% | | 18 | 0.12% | | 84 | 0.58% | |

Appendix E

| Breakdown of Leave – Garda Staff | | | | | | | | | | | | | | | | | | | |
|----------------------------------|--------------|------------|---------------|-------------|--------------|---------------|-------------|-----------|---------------|-------------|------------------|---------------|-------------|-----------------|---------------|-------------|----------------|---------------|-------------|
| As at 31.01.21 | | Work Share | % Total Staff | % by Gender | Career Break | % Total Staff | % by Gender | Mat Leave | % Total Staff | % by Gender | Unpaid Maternity | % Total Staff | % by Gender | Paternity Leave | % Total Staff | % by Gender | Parental Leave | % Total Staff | % by Gender |
| CO | Male | 8 | 0.41% | 1.68% | 5 | 0.26% | 1.05% | | | | | | | | | | 4 | 0.21% | 0.84 % |
| | Female | 263 | 13.56% | 17.95% | 13 | 0.67% | 0.89% | 14 | 0.72% | 0.96% | 5 | 0.26% | 0.34% | | | | 47 | 2.42% | 3.21% |
| EO | Male | | | | 1 | 0.13% | 0.49% | | | | | | | 1 | 0.13% | | 4 | 0.53% | 1.96% |
| | Female | 41 | 5.44% | 7.47% | 7 | 0.93% | 1.28% | 7 | 0.93% | 1.28% | 3 | 0.40% | 0.55% | | | | 18 | 2.39% | 3.28% |
| AO | Female | | | | | | | 1 | 7.14% | 12.50% | | | | | | | | | |
| HEO | Male | | | | 2 | 1.61% | 3.92% | | | | | | | | | | | | |
| | Female | 4 | 3.23% | 5.48% | 2 | 1.61% | 2.74% | 1 | 0.81% | 1.37% | | | | | | | 4 | 3.23% | 5.48% |
| AP | Male | | | | | | | | | | | | | | | | | | |
| | Female | | | | | | | | | | | | | | | | 3 | 4.17% | 7.50 % |
| Chef de Partie | Male | | | | | | | | | | | | | | | | | | |
| | Female | 1 | 4.35% | 4.76% | | | | | | | | | | | | | | | |
| Teacher | Male | | | | | | | | | | | | | | | | | | |
| | Female | 2 | 12.50% | 22.22% | | | | | | | | | | | | | | | |
| Cleaner | Male | | | | | | | | | | | | | | | | | | |
| | Female | 2 | 0.82 % | 0.90 % | 1 | 0.41% | 0.45% | | | | | | | | | | | | |
| Accountant | Male | | | | | | | | | | | | | | | | | | |
| | Female | 1 | 14.29% | 33.33% | | | | | | | | | | | | | | | |
| Solicitor | Female | | | | | | | 2 | 50.00% | 50.00% | | | | | | | | | |
| | Total Male | 8 | 0.24% | 0.86% | 8 | 0.24% | 0.86% | | | | | | | 1 | 0.03% | | 8 | 0.24% | 0.86% |
| | Total Female | 314 | 9.34% | 12.93% | 23 | 0.68% | 0.95% | 25 | 0.74% | 1.03 % | 8 | 0.24% | 0.33% | | | | 72 | 2.14% | 2.97 % |
| | Total | 322 | 9.57% | | 31 | 0.92% | | 25 | 0.74% | | 8 | 0.24% | | 1 | 0.03% | | 80 | 2.38% | |

Appendix F

Garda Members - Unavailable for duty due to sick leave

| | Garda | | Sergeant | | Inspector and above | | Total | |
|----------------|-------|-------|----------|-----|---------------------|-----|-------|-----|
| | *OI | **IOD | OI | IOD | OI | IOD | OI | IOD |
| January 2021 | 904 | 160 | 81 | 12 | 10 | 0 | 995 | 172 |
| December 2020 | 1032 | 155 | 83 | 9 | 4 | 0 | 1119 | 164 |
| November 2020 | 1060 | 162 | 77 | 8 | 2 | 0 | 1139 | 170 |
| October 2020 | 1086 | 151 | 94 | 9 | 2 | 0 | 1182 | 160 |
| September 2020 | 1242 | 155 | 104 | 9 | 8 | 0 | 1354 | 164 |
| August 2020 | 1095 | 144 | 83 | 10 | 11 | 1 | 1189 | 155 |
| July 2020 | 1076 | 145 | 92 | 8 | 7 | 1 | 1175 | 154 |
| June 2020 | 924 | 144 | 65 | 9 | 4 | 1 | 993 | 154 |
| May 2020 | 785 | 144 | 58 | 10 | 3 | 1 | 846 | 155 |
| April 2020 | 768 | 150 | 76 | 9 | 9 | 1 | 853 | 160 |
| March 2020 | 1215 | 159 | 103 | 10 | 12 | 0 | 1330 | 169 |
| February 2020 | 1511 | 151 | 124 | 11 | 10 | 0 | 1645 | 162 |

Ordinary Illness **Injury on Duty

Sick Leave Statistics as recorded on SAMS and reported @ 01.02.2021

Garda Members - Instances of Absence

| | Garda | | Sergeant | | Inspector and above | | Total | |
|----------------|-------|-----|----------|-----|---------------------|-----|-------|-----|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| January 2021 | 904 | 160 | 81 | 12 | 10 | 0 | 995 | 172 |
| December 2020 | 1084 | 157 | 85 | 9 | 4 | 0 | 1173 | 166 |
| November 2020 | 1107 | 162 | 81 | 8 | 2 | 0 | 1190 | 170 |
| October 2020 | 1158 | 152 | 97 | 9 | 2 | 0 | 1257 | 161 |
| September 2020 | 1303 | 156 | 108 | 9 | 8 | 0 | 1419 | 165 |
| August 2020 | 1149 | 145 | 84 | 10 | 11 | 1 | 1244 | 156 |
| July 2020 | 1133 | 145 | 96 | 8 | 7 | 1 | 1236 | 154 |
| June 2020 | 960 | 146 | 67 | 9 | 4 | 1 | 1031 | 156 |
| May 2020 | 809 | 145 | 60 | 10 | 3 | 1 | 872 | 156 |
| April 2020 | 795 | 150 | 78 | 9 | 9 | 1 | 882 | 160 |
| March 2020 | 1284 | 161 | 108 | 10 | 12 | 0 | 1404 | 171 |
| February 2020 | 1628 | 151 | 132 | 11 | 11 | 0 | 1771 | 162 |

Garda Members – Number of days absent

| | Garda | | Sergeant | | Inspector and above | | Total | |
|----------------|---------|--------|----------|-----|---------------------|-----|----------|--------|
| | OI | IOD | OI | IOD | OI | IOD | OI | IOD |
| January 2021 | 9865 | 4667 | 900 | 281 | 120 | 0 | 10885 | 4948 |
| December 2020 | 10546 | 4449 | 1058 | 279 | 88 | 0 | 11692 | 4728 |
| November 2020 | 10087.5 | 4338 | 1004 | 240 | 44 | 0 | 11135.50 | 4578 |
| October 2020 | 10946 | 4331 | 1128.5 | 277 | 25 | 0 | 12099.5 | 4608 |
| September 2020 | 11307 | 4067 | 1043.5 | 244 | 151 | 0 | 12501.5 | 4311 |
| August 2020 | 10731.5 | 4108 | 1000 | 298 | 161 | 17 | 11892.5 | 4423 |
| July 2020 | 9804 | 4174.5 | 963.5 | 248 | 114 | 31 | 10881.5 | 4453.5 |

| | | | | | | | | |
|---------------|---------|--------|-------|-----|-------|----|---------|--------|
| June 2020 | 8629 | 4103.5 | 608.5 | 263 | 92 | 30 | 9329.5 | 4396.5 |
| May 2020 | 8855.5 | 4164.5 | 764.5 | 304 | 53 | 31 | 9673 | 4499.5 |
| April 2020 | 9459.5 | 4132 | 898 | 270 | 109 | 30 | 10466.5 | 4432 |
| March 2020 | 12851 | 4372 | 1140 | 292 | 190.5 | 0 | 14181.5 | 4664 |
| February 2020 | 12584.5 | 3985 | 1150 | 292 | 138.5 | 0 | 13873 | 4277 |

Garda Members - Ordinary Illness

| Month | No. of Days Absent | Variance | % Variance |
|----------------|--------------------|----------|------------|
| January 2021 | 10,885.00 | -807.00 | -6.90% |
| December 2020 | 11692.00 | 556.50 | 5.00% |
| November 2020 | 11135.50 | -964 | -7.97% |
| October 2020 | 12099.50 | -402 | -3.22% |
| September 2020 | 12501.50 | 609 | 5.12% |
| August 2020 | 11892.50 | 1011 | 9.29% |
| July 2020 | 10881.50 | 1552 | 16.64% |
| June 2020 | 9329.50 | -343.50 | -3.55% |
| May 2020 | 9673 | -793.5 | -7.58% |
| April 2020 | 10466.50 | -3715.00 | -26.20% |
| March 2020 | 14181.50 | 308.50 | 2.18% |
| February 2020 | 13873.00 | -1976.50 | -14.25% |

Garda Members - Injury on Duty

| Month | No. of Days Absent | Variance | % Variance |
|---------------|--------------------|----------|------------|
| January 2021 | 4,948.00 | 220.00 | 4.65% |
| December 2020 | 4728.00 | 150.00 | 3.28% |
| November 2020 | 4578.00 | -30.00 | -0.65% |
| October 2020 | 4608.00 | 297 | 6.89% |

| | | | |
|-----------------------|----------------|----------------|----------------|
| September 2020 | 4311.00 | -112 | -2.53% |
| August 2020 | 4423.00 | -30.50 | -0.68% |
| July 2020 | 4453.50 | 57 | 1.30% |
| June 2020 | 4396.5 | -103 | -2.29% |
| May 2020 | 4499.50 | 67.50 | 1.52% |
| April 2020 | 4432.00 | -232.00 | -4.97% |
| March 2020 | 4664.00 | 387.00 | 2.18% |
| February 2020 | 4277.00 | -260.00 | -14.25% |

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

| Month | No. of Days Absent | LTR | Commentary |
|-----------------------|---------------------------|--------------|--|
| January 2021 | 10,885.00 | 2.81% | The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published. |
| December 2020 | 11692.00 | 3.03% | |
| November 2020 | 11135.50 | 2.87% | |
| October 2020 | 12099.50 | 3.12% | |
| September 2020 | 12501.50 | 3.21% | |
| August 2020 | 11892.50 | 3.05% | |
| July 2020 | 10881.50 | 2.79% | |
| June 2020 | 9329.50 | 2.38% | |
| May 2020 | 9673 | 2.46% | |
| April 2020 | 10,466.50 | 2.67% | |
| March 2020 | 14181.50 | 3.61% | |
| February 2020 | 13873.00 | 3.61% | |

Garda Staff - Numbers who availed of sick leave

| Date | No. |
|----------------|-----|
| January 2021 | 253 |
| December 2020 | 271 |
| November 2020 | 244 |
| October 2020 | 271 |
| September 2020 | 290 |
| August 2020 | 206 |
| July 2020 | 236 |
| June 2020 | 211 |
| May 2020 | 198 |
| April 2020 | 199 |
| March 2020 | 321 |
| February 2020 | 435 |

Garda Staff - Instances of Absence

| | Administrative Grades | Technical and Professional | Total |
|----------------|-----------------------|----------------------------|-------|
| January 2021 | 248 | 5 | 253 |
| December 2020 | 276 | 7 | 283 |
| November 2020 | 256 | 4 | 260 |
| October 2020 | 277 | 4 | 281 |
| September 2020 | 300 | 2 | 302 |
| August 2020 | 213 | 1 | 214 |
| July 2020 | 251 | 1 | 252 |
| June 2020 | 221 | 0 | 221 |
| May 2020 | 196 | 2 | 198 |
| April 2020 | 203 | 0 | 203 |
| March 2020 | 341 | 5 | 346 |
| February 2020 | 478 | 8 | 486 |

Garda Staff - Number of days absent

| | Administrative Grades | Technical and Professional | Total |
|----------------|-----------------------|----------------------------|--------|
| January 2021 | 3102 | 114 | 3216 |
| December 2020 | 3000 | 174 | 3174 |
| November 2020 | 2622.5 | 34 | 2656.5 |
| October 2020 | 2966.5 | 41 | 3007.5 |
| September 2020 | 3008 | 31 | 3039 |
| August 2020 | 2654 | 31 | 2685 |
| July 2020 | 2688.5 | 19 | 2707.5 |
| June 2020 | 2633.5 | 0 | 2633.5 |
| May 2020 | 2810 | 12 | 2822 |
| April 2020 | 3297 | 0 | 3297 |
| March 2020 | 3638.5 | 65 | 3703.5 |
| February 2020 | 3500.5 | 73 | 3573.5 |

Garda Staff – Number of Days Absent

| Month | No. of Days Absent | Monthly Variance | % Variance |
|---------------|--------------------|------------------|------------|
| January 2021 | 3215.00 | 42.00 | 1.32% |
| December 2020 | 3174.00 | 517.50 | 19.48% |
| November 2020 | 2656.50 | -351.00 | -11.67% |
| October 2020 | 3007.50 | -31.5 | -1.03% |

| | | | |
|----------------|---------|---------|---------|
| September 2020 | 3039.00 | 354 | 13.18% |
| August 2020 | 2685.00 | -22.50 | -0.83% |
| July 2020 | 2707.50 | 74.00 | 2.81% |
| June 2020 | 2633.50 | -188.50 | -6.68% |
| May 2020 | 2822.00 | -475.00 | -14.41% |
| April 2020 | 3297.00 | -406.50 | -10.98% |
| March 2020 | 3703.50 | 130.00 | 3.51% |
| February 2020 | 3573.50 | -280.50 | -7.85% |

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

| Month | No. of Days Absent | LTR | Commentary |
|----------------|--------------------|-------|---|
| January 2021 | 3216.00 | 3.85% | The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published. |
| December 2020 | 3174.00 | 3.82% | |
| November 2020 | 2656.50 | 3.19% | |
| October 2020 | 3007.50 | 3.61% | |
| September 2020 | 3039.00 | 3.66% | |
| August 2020 | 2685.00 | 3.25% | |
| July 2020 | 2707.50 | 3.32% | |
| June 2020 | 2633.50 | 3.25% | |
| May 2020 | 2822.00 | 3.50% | |
| April 2020 | 3297.00 | 4.09% | |
| March 2020 | 3703.50 | 4.58% | |
| February 2020 | 3573.50 | 4.47% | |

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 |
|----------------|---|--|
| January 2021 | 16 | 399 |
| December 2020 | 16 | 433 |
| November 2020 | 20 | 549 |
| October 2020 | 18 | 486 |
| September 2020 | 13 | 354 |
| August 2020 | 10 | 293 |
| July 2020 | 14 | 334 |
| June 2020 | 16 | 383 |
| May 2020 | 13 | 329 |
| April 2020 | 18 | 463 |
| March 2020 | 18 | 473.5 |
| February 2020 | 15 | 387 |

Sick Leave Statistics as recorded on SAMS and reported @ 01.02.2021

These statistics have been compiled using the Mental Health illness subcategory based on illness classification on medical certification. The Statistics for Mental Health provided are included in the Ordinary Illness Category.

Commentary on Sick Absence – January 2021

Sick absence for Garda members has seen a decrease in ordinary illness sick absence in the month of January 2021 while Garda staff has seen an increase. Instances and numbers availing of sick absence leave show a noticeable decrease for Garda members and a slight decrease for Garda staff. Comparing January 2021 to January 2020, year on year ordinary illness days have majorly decreased for Garda members by 31.32% and also notably decreased for Garda staff by 16.55%.

However, injury on duty sick absence shows a slight increase month on month and comparing January 2021 to January 2020, year on year injury on duty has increased by 9.06%.

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 staff).

Injury on Duty

Overall, injury on duty for Garda members shows a small increase in the last month over the number of sick absence days at 4.65%, while also showing a slight increase in both the instances of sick absence at 3.61% and the number of Garda Members availing of this sick absence leave month on month that can be seen at 4.88%.

Ordinary Illness

The number of sick absence days month on month show a decrease of 6.9% for Garda members and a minimal increase of 1.32% for Garda staff. The instances of sick absence month on month for Garda members show a sizable decrease at 15.17%, and for Garda staff there is also a decrease that can be seen at 10.60%.

In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances; a 15.01% decrease for Garda members and an 11.81% decrease for Garda staff.

From November 2020, an extract from the ordinary illness category is included specific to mental health for Garda members. The number of members reporting illness in this category this month is 16, which reflects no difference from December 2020. The number of days sick absent for Garda members in January 2021 was 399 days, a decrease of 7.85% from December 2020. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence, it will be recorded as Special Paid Leave and applies in the following circumstances;

- Employees required to self-isolate;
- Employees under restricted movements where no flexible working arrangement can be achieved; or
- Employees required to cocoon where a working from home arrangement cannot be facilitated.