



An Garda Síochána

Monthly Report to the Policing Authority

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

January 2022

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**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the first report to be submitted in 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of December 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Again this month, an update regarding the National Policing Plan for COVID-19 is included at Section 1 and at Section 13, an update has been provided on the Operating Model.

You will note that an update has not been provided this month regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes as there has been little change to the data provided in December 2021. We will provide an update in next month's report.

Yours sincerely,

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

January 2022

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

Message from the Commissioner

For many, the festive period is a relaxing time spent with family and friends. It's an opportunity to unwind and reflect on the year just passed. For Garda personnel, however, it can be an even busier time, with much expected of them as always, to keep people safe.

To that end, Operation Open City commenced in Dublin City Centre on 1 December 2021 and continued right up to Christmas Eve, to facilitate the movement of public transport and minimise traffic disruption to the general public, through high visibility and enforcement activity. This work was complemented by Operation Citizen, which continued throughout December 2021, with over 100 Gardaí on patrol each weekend evening to reassure the public, residents, visitors, businesses and workers that Dublin City Centre is a positive, safe environment for all.

The Christmas road safety enforcement campaign maintained focus throughout the month of December on tackling the dangers of driving under the influence of alcohol and the devastating loss of life and serious injuries that it can cause.

In the lead up to and over the Christmas period, we commenced the fifth phase of Operation Faoiseamh, to continue ensuring that support and protection are available to victims of domestic abuse. This work included the enforcement of court orders and the prosecution of offenders, as well as reaching out proactively to victims to provide reassurance and support, and to offer the assistance of local and specialised resources.

With the emergence of a new, highly transmissible variant of COVID-19, case numbers began to rapidly rise throughout the final weeks of the year. I want to really commend the commitment and dedication of all the staff of An Garda Síochána in their response to date in delivering a national policing response to the pandemic, particularly over the Christmas and New Year period, to ensure effective operational resilience was maintained.

As part of An Garda Síochána Equality Diversity and Inclusion Action Plan, which was launched last year, we have been working to create an environment in which all Garda members and staff are treated fairly and respectfully, have equality of opportunities and resources, and can contribute fully to our organisational success.

In December 2021, the Garda Internship Programme got underway and 26 interns, who were selected following a competitive selection process, commenced their paid administrative placements with An Garda Síochána. This is an important, positive development for our organisation and I know that our new colleagues are settling in well in their varied roles. We are also very pleased to note that close to 500 people applied to be part of the 2021 Garda Internship Programme and hope that there will be even more applicants for 2022.

As was the case this time last year, it is not possible to fully predict what challenges may arise as we look ahead to another year, but on the basis of the continued hard work shown by Garda personnel nationwide, I am confident we will do all it takes to keep people safe.

**J A HARRIS
COMMISSIONER**

1. The National Policing Plan for COVID-19

An Garda Síochána continues to provide ongoing support to the Government’s response to the Covid-19 pandemic. The recent Covid-19 variant impacted upon the resilience of the Organisation during December and early January 2022, including the suspension of non-essential training. An Garda Síochána continued to focus its policing response, since the outset of the pandemic, on “keeping people safe”. We continue to encourage the community to adhere to the Public Health Guidelines and Regulations in order to continue to save lives. We will maintain our tradition of policing by consent, in close connection with the community.

Garda personnel will also continue to focus on engagement with local communities. The policing focus of our National Policing Plans continued through Roads Policing Patrols, Community Engagement Patrols, Crime Prevention, Detection Patrols and Uniformed Beats and Patrols.

2. Finance

Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end December €'000	Remaining €'000	Remaining %
Gross Total	1,998,086	1,988,131	9,955	0.5%
Appropriation in Aid (receipts)	119,011	122,294	(3,283)	-2.76%
Net Total	1,879,075	1,865,837	13,238	
Deferred Surrender Capital	12,750	12,750	0	

The total gross 2021 allocation (including supplementary budget) is almost €2b and net allocation is €1.9b. At the end of December 2021, the total gross expenditure is €1,988.1m (99.5% of allocation), which is less than budget by €9.96m, with further detail below on specific areas of over/under spend. The detail on the variances below relate to the differences between the total 2021 allocation, which includes the sum provided through the supplementary budget against the outcome.

Current Allocation and Expenditure

The gross current allocation for 2021 is €1.880b, with pay of €1.276b (including pay for the Garda College). Expenditure on pay in December 2021 was €113.92m and to end 2021 is €1,273.24m. Expenditure on the salaries pay element to end December 2021 was €1,159.29m, which is €3.23m under profiled spend. Expenditure on the overtime element was €113.95m, which is €0.51m over profiled spend. Overall, pay and overtime is under profiled spend at end December 2021 by €2.72m.

In respect of superannuation of €377.15m, the expenditure in December 2021 was €32.46m and to end 2021 is €377.62m, which is €0.47m over profile at the end of December 2021. The main reasons for the variance is an increase in estimated 2021 retirements and the impact of a superannuation parity agreement with Garda pensioners. These payments are based on the application of pension increase policy agreed under the Public Service Stability Agreement 2018-2020, where a pensionable fixed periodic allowance (rent allowance) was consolidated into a pay scale, which included Garda pensioners. This was provided in the 2021 financial year and as such, provision was not within the 2021 estimates.

In relation to non-pay of €226.55m (including for the Garda College), expenditure on non-pay in December 2021 was €44.38m and to end 2021 is €218.97m. In general, non-pay expenditure is €7.57m under profile at end December 2021. This is due to some demand led subheads outturn being less than the allocation and timing with regard to receipt of goods and services. Non-pay expenditure in relation to COVID-19 at the end of December 2021 is reported at just over €3.3m.

Capital Allocation and Expenditure

The gross capital allocation for 2021 is €118.43m and expenditure on capital (including the Garda College) in December 2021 was €32.08m, and to end 2021 is €118.30m, which is just under the 2021 allocation. In addition to the 2021 allocation is €12.750m of a capital carryover from 2020 into 2021, to be utilised in capital works. This allocation was fully expended at the end of August 2021.

Appropriations in Aid

Appropriations in Aid are €122.29m at the end of December 2021, which is €3.28m ahead of the estimated profiled receipts.

Estate Management December 2021

Development of the new purpose built Garda facility at Military Road

The Office of Public Works (OPW) continues to manage this build, stating that the project is on target, with expected completion in September 2022. The current phase of the project has seen substantial progress made on the overall structure and work continues as per the scheduled programme.

PPP Bundle

Progress in the Department of Justice PPP bundle continues, which is to include the construction of two new Garda stations at Macroom and Clonmel, in addition to a new courts building in Dublin City. The preliminary business case was signed off by An Garda Síochána in December 2021. Engagement is ongoing between all stakeholders in order to progress the PPP bundle.

Developments in December 2021

The following projects reached substantial completion and the buildings were handed over to An Garda Síochána in December 2021. Minor 'snagging' works continue, with active engagement ongoing between the OPW and An Garda Síochána.

- **New Garda Immigration Facility, Dublin Port:** This project provides an enhanced Garda facility at Dublin Port. Substantial completion and handover of the building to An Garda Síochána was achieved in December 2021.
- **Athlone Garda Station:** Phases 2 and Phase 3 of the refurbishment and expansion of Athlone Garda Station were substantially completed, and the building was handed over to An Garda Síochána in December 2021.

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:

- **Longford Garda Station:** The project remains ongoing to provide an extension to the building and enhanced custody facilities. As previously reported, the anticipated project completion is Q1 2022.
- **Refurbishment of Block 'N', Garda Headquarters:** This project remains ongoing, which will provide enhanced accommodation. The expected completion is Q1 2022.

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

- **Bailieboro Garda Station:** The approval to proceed has been provided to the OPW by An Garda Síochána. The OPW advises that the contract is placed and substantial works to begin in January 2022.
- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** The OPW has advised that commencement on each of these projects will be phased over the next 12 months, with the development in Drogheda commencing in Q1 2022.
- **Cell Refurbishment Programme:** An Garda Síochána, in partnership with the OPW, agreed a schedule of works for 2021 and the remaining locations to be addressed as part of the Cell Refurbishment Programme. Three cell refurbishment projects were completed throughout the year at Sligo, Youghal and Roscommon. It is anticipated that works ongoing at a number of other Garda stations will be completed in early 2022. Active engagement continues between An Garda Síochána and the OPW regarding a schedule of works for 2022.

3. Human Resources and People Development

- As at 31 December 2021, the Garda strength stood at 14,235 (14,192.5 WTE) and the Garda staff at 3,389 (3,167.6 WTE). A full breakdown by rank, grade and gender is outlined below.
- Under the Garda Reassignment Initiative as of 31 December 2021, 844 Garda members have been reassigned to operational roles and their previous roles assigned to Garda staff, inclusive of 98 this year.
- A Garda Trainee competition is in the final stages of planning and anticipated to be launched in February 2022. Preparation for extensive outreach is ongoing within HRPD and each Region/Division.
- The Sergeant's promotion competition is currently underway and the interview phase is set to commence on 17 January 2022.
- As reported last month, the Inspector's promotion competition was launched on 3 December 2021, with a list being made available from May 2022.
- There are currently 28 Garda staff recruitment competitions in progress across the organisation.
- Human Resources in An Garda Síochána has been shortlisted as a finalist in the sustainable change category of the Chartered Institute of Personnel and Development (CIPD) Ireland Awards 2022.
- As of 31 December 2021, a total of 497 Garda staff positions were filled. These include backfills, new, reassignments, fractional reassignments and regrades.
- Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.

Garda Strengths

Rank	As at 31 December 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	48	38	79%	10	21%	48
Superintendent	168	145	86%	23	14%	168
Inspector	410	334	81%	76	19%	410
Sergeant	1,881	1,436	76%	445	24%	1,880
Garda	11,717	8,327	71%	3,390	29%	11,674.5
Total	14,235	10,286	72%	3,949	28%	14,191.5

Of which	As at 31 December 2021	Male	%	Female	%
Career Breaks (incl. ICB)	47	21	45%	26	55%
Work-sharing	42.5	1	2%	41.5	98%
Secondments (Overseas etc.)	12	9	75%	3	25%
Maternity Leave	71	N/A	0%	71	100%
Unpaid Maternity Leave	27	N/A	0%	27	100%
Paternity Leave	10	10	100%	N/A	0%
Available Strength	14,025.5	10,245	73%	3,780.5	27%

Garda Reserves Strength As at 31 December 2021	Total*	Male	%	Female	%
	425	314	74%	111	26%

Garda members reassigned to operational duties as at 31 December 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	6	12	79	98
Total	0.5	11.5	32	120	680	844

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	26	26	14	54%	12	46%
AP	74	74	30	41%	44	59%
HEO	169	167.6	67	40%	102	60%
AO	19	19	9	47%	10	53%
EO	734	725	196	27%	538	73%
CO	1,946	1,865	479	25%	1,467	75%
Total	2,975	2,883.6	799	27%	2,176	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	65	64.2	37	57%	28	43%
Administrative **	2,974	2,882.7	798	27%	2,176	73%
Industrial/Non Industrial	350	220.8	116	33%	234	67%
Total	3,389	3167.7	951	28%	2,438	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	24	24	N/A	0%	24	100%
Unpaid Maternity Leave	10	10	N/A	0%	10	100%
Paternity Leave	0	0	0	100%	N/A	0%
Available Total	3,355	3,133.7	951	28%	2,404	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	WTE	Male	%	Female	%
	309	216.9	10	3%	299	97%

*** Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	29	29	6	21%	23	79%

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

Parental Leave

01.12.2021 – 31.12.21	Garda Members	Garda Staff
	103	93

Garda staff assigned and commenced – as at 31 December 2021.

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2021*	40	20	28	31	49	47	65	51	57	49	50	

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
95	86	91%	9	9%

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

4. Information and Communications Technology

COVID-19 restrictions on returning to the workplace remain in place. ICT continues to support personnel across the organisation and deliver solutions to enable An Garda Síochána personnel to access Garda information systems remotely, in a secure manner.

Computer Aided Dispatch 2 (CAD 2): The change management stream is well underway, including the change impact assessment and the first draft of the training approach, which is complete and has been walked through with the vendor. Telephony and radio integrations have both progressed through workshops. A further technical workshop to identify the infrastructure needed for the vendor's different environments (effectively test, training and live) is also progressing. Worldwide silicon shortages and other supply chain issues are impacting availability of computer components, and may impact delivery timelines.

Roster Duty Management System Deployment (RDMS): DMR South is live on RDMS since 29 November 2021. Limerick Division went live on 1 November 2021 and is going well. Garda members in the Limerick Division will now also use the RDMS Mobility App to book on/off and the ICT Mobility team are on site in Limerick to assist with any queries and issues. Work on the CAD2 Application Programming Interface (API), to enable the sharing of book on/off, availability and skills information between CAD2 and RDMS systems, is actively being progressed. The expectation is that the developed API will be available in February 2022.

Investigation Management System Deployment (IMS): As reported last month, Clare and Wicklow Divisions are now live on IMS, and there have been no reported issues. The Strategic Transformation Office has not advised of any other scheduled go-live dates at this time. Further deployments are subject to local readiness, including training availability. It is agreed that software releases R1.15 and R1.16, containing prioritised enhancements requested by users, will be merged into one release in 2022.

Mobile Device Deployment

- There is ongoing work on a selection of members for the next bulk deployment in Q1 2022.
- Workshops were held to select the devices for 2022.
- There is ongoing work with the vendor to secure devices and improved overall H/W proposition.
- Follow up with GNIB on devices deployed in July 2021 to support the Digital COVID Cert (DCC) Scanner App that have not yet been enrolled. Return of these devices has been requested.
- The review of RDMS App deployment in Limerick is completed with the second review is scheduled for end of January 2022.
- Follow up with personnel that have been allocated Active Mobility Devices as part of unmanaged device replacements continues.
- Ongoing replacement of broken/damaged existing State mobiles.
- 2,439 frontline devices were deployed in 2021 (bulk deployments). Over 100 frontline devices deployed through Ad-Hoc process.
- Due to reassignment of permanent staff from the mobile operations team and ongoing delays in data and technology backfills and recruitment, the team has reduced to an unsustainable level. In order to focus on operational support of existing users, new deployments have been paused pending the assignment of contractor resources. This is not expected to impact significantly on 2022 rollout plans in the medium term but does impact on plans for greater balance in the resource mix.

Overall Device Deployment Figures

<i>As of 17.12.21</i>	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	4621	3867	62	8550

**Enrolled in Mobile Device Management (MDM): Actual turned in device – as soon as the device is turned on an enrolment commences.*

- Ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.
- Demand for App development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development capacity across ICT is required.
- Apps for current and future development include Fixed Charge Notice (FCN) enhancement, Person Lookup, Passport App, CAD2, LMS, RDMS and ECM integration.

ICT Accommodation Plan

- Phoenix House was handed over to An Garda Síochána as new ICT office space. ICT infrastructure works are nearing completion. The connectivity for GARDAIS is in place. Phone installation is now complete with network testing underway. Resource constraints with other APSFF projects are taking priority for resource allocation (most particularly CAD2).
- The redesign of accommodation plans is required as ICT have been advised that another Garda section will now also be allocated to a portion of Phoenix House, thereby displacing ICT staff.
- As reported last month, the relocation of the main An Garda Síochána Data Centre (Garda HQ, J Block) to another Garda site, to support the Harcourt Square decant is continuing. It will likely impact on other key projects in development as change freeze required and key technical teams need to be diverted to the data centre relocation. OPW advised of a third delay in handover of the Data Centre site which was handed over on 14 January 2022.
- The fit out of the data centre will take 3.5 months (now early May 2022). As reported last month, the contract for provision of new data centre has been signed, which will deliver a modern and scalable infrastructure to support increased capacity for data and technology solutions.

Information and Technology Vision

As reported last month, the prioritisation of business and technology demands on ICT is required to support effective delivery of the transformation programme. Plans for cross-organisational prioritisation of ICT demands for 2022 are progressing. A refresh of vision in the light of progress already made in 2021 and taking account of technology advancements over the last 12 months is underway, with a view to complete in early 2022.

Operating Model

ICT Workstream to enable and support Operating Model: Policing functional areas (crime and community engagement) are under analysis and design by the Operating Model central team. Multiple workshops were in progress over mid-August 2021 and continue on an ongoing basis. ICT is in continuous liaison with the Operating Model central team and is considering potential change requirements to support same.

Geographical amalgamations (District Model): ICT is currently developing initial versions of data re-synchronisation and migration scripts, but require further details and confirmation from central

Operating Model project teams in order to finalise same. A new Consultative Working Group is being established, with roles and responsibilities across the project to be confirmed.

PULSE Development: The PULSE Release 7.8 development remains on track and currently is proposed to go-live in June 2022. This is to be confirmed. The Pulse Release 7.8 project will expand its scope to include a number of PULSE CRs (Change Requests). The CAD2 to PULSE integration and Operating Model changes will be the larger CRs in PULSE Release 7.8, along with a number of other prioritised CRs required to meet operational demands.

5. Corporate Communications

During the month of December 2021, the Office of Corporate Communications continued its engagement with the public and internal audiences through the ongoing publication of content and information across various media platforms, highlighting the wide range of nationwide policing activities undertaken by An Garda Síochána. An Garda Síochána continues to support the Government's response to the COVID-19 pandemic, as well as business and society through our normal daily policing functions. As always, the operational focus of the organisation is on keeping people safe and reassuring the public of our efforts in this regard.

High-level communications during the month of December 2021 focused on:

- Participation by the Commissioner in the 9th Annual National Missing Persons Day Commemorative Ceremony.
- The launch of Operation 'Open City', Garda National Roads Policing Strategy over the Christmas period.
- The sentencing of a male for child exploitation, sexual assault and possession of child abuse imagery in Ireland and other jurisdictions, following an investigation by the Garda National Protective Services Bureau.
- Participation by the Commissioner at the launch of the Government Road Safety Strategy 2021-2030.
- Operation Tara Days of Action and appearances at Bray and Waterford District Courts, following investigations led by Gardaí attached to Divisional Drugs Units under Operation Tara, alongside the Garda National Drugs and Organised Crime Bureau (GNDOCB) under Operation Clean Streets.
- Highlighting Met Éireann weather warnings and providing safety advice for 'Storm Barra', as well as associated RSA road safety messages across our social media accounts.
- Commencement of An Garda Síochána Inaugural Diversity Internship Programme 2021 - 2022.

An Garda Síochána



Graduate Internship

An Garda Síochána Diversity Internship Programme
2021 - 2022
Application Form

THE DIFFERENCE IS YOU

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

- **Organised Crime:** There were multiple press releases published on various types of organised crime, including drug and cash seizures, with a combined value in excess of €1.2m for the month of December 2021.
- **Internal Communications:** As previously reported, Newsbeat, published twice weekly, focuses on critical organisational messaging and attracted a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews:

Several interviews were facilitated with national and local media on a range of topics. Some of the high-level interviews conducted during December 2021 are highlighted below:

The Commissioner provided a briefing to media in Croke Park, following the 2021 Annual National Missing Persons Day ceremony.

Annual National Missing Persons Day

Department of Justice 🇮🇪 @DeptJusticeIRL · Dec 1, 2021

Today is [#MissingPersonsDay](#) on the island of Ireland.

We are marking it by letting the hundreds of people who are missing know that we are [#ThinkingOfYou](#).

If you have any information that might help bring someone home please contact An Garda Síochána.



- Detective Chief Superintendent Colm Noonan of the Garda National Protective Services Bureau (GNPSB) provided an interview to Primetime, following the sentencing of a male for child exploitation and other offences at the Criminal Courts of Justice. A number of other interviews were provided on this matter by investigating Gardaí, including comment post sentencing by Superintendent Barry Walsh, GNPSB at the Criminal Courts of Justice.
- Garda Seán MacCárthaigh from Pearse Street Garda Station provided an interview as Gaeilge to Scannal on RTÉ on the investigation of missing person, Trevor Deely.
- A comment was provided by Inspector Liam Donoghue at the Criminal Courts of Justice, following the sentencing of a male for the 2010 Players Lounge attack in Fairview.
- Assistant Commissioner John O’Driscoll, Organised and Serious Crime spoke with Paul Reynolds of RTÉ in relation to a number of issues, including the kidnap and rescue of Don Tidey, the work of the Garda National Drugs and Organised Crime Bureau, reviewing cold cases, cyber-crime and criminal gangs.
- Detective Chief Superintendent Ger Egan of the Garda National Immigration Bureau spoke with the Sunday Independent on the key work of the Bureau for an extended Christmas interview.
- Detective Chief Superintendent Seamus Boland of the Garda National Drugs and Organised Crime Bureau provided an interview to Andrew Miller of the Irish Sun on organised crime gangs.
- Detective Chief Superintendent Paul Cleary of the Garda National Cyber Crime Bureau provided an interview to the Irish Sun on ransomware attacks and other cyber-crime issues.
- Detective Superintendent Derek Maguire of the Garda Organised Prostitution Investigation Unit provided an interview to the Independent Group on human trafficking and prostitution.
- Superintendent Michael Corbett of the Garda National Community Engagement Bureau provided an interview to the Independent Group on issues of hate crime and abuse of the elderly.
- Superintendent Declan McCarthy, Wicklow provided an interview to Newstalk on Operation Hurdle, which seeks to reduce Christmas tree theft in the region.
- Numerous interviews were provided by senior officers of the Garda National Economic Crime Bureau on fraud, scams and online shopping during the Christmas period.

Launches and Initiatives

- The launch of Operation Faoiseamh, Phase 5: An Garda Síochána ‘STILL HERE’ to listen, to help and to protect.
- There were various road safety initiatives relating to speeding and drink/drug driving in conjunction with the RSA.
- An Garda Síochána continued to provide fraud prevention advice in the run up to Christmas.
- The Garda National Economic Crime Bureau provided a warning on advanced fee fraud relating to websites offering unsecured loans.
- An Garda Síochána participated in ‘EMMA 7’, European Money Mule Action Awareness Day 2021.
- An Garda Síochána highlighted Operation Thor, Days of Action in the Westmeath Division.

Press Office

The Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road accidents and a wide range of other information concerning the Garda organisation. It operates from 7am–11pm, seven days a week. During December 2021, the Garda Press Office issued approximately 140 press releases and handled hundreds of media queries on a range of criminal justice issues. Approximately 40 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during the month of December 2021.

Corporate Communications

As previously reported, the Corporate Communications team has continued to support An Garda Síochána in its communications to the public in response to the Government’s plan for supporting the recovery from the pandemic. In addition, there will be ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road fatalities. With a key focus on keeping people safe, engagement with our continuously growing 1.7m social media followers and retaining our close connection with our community, we have continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19, including the #ForUsAll and #Layerup campaigns.

#ForUsAll Campaign



‘Keeping people safe’ - Key activities/advice in December 2021 include:

- Support for the UN International Anti-Corruption Day (9 December 2021).

UN International Anti-Corruption Day



- Support for the International Day for Persons with Disabilities 2021 #IDPwD2021 by lighting up Garda Headquarters in purple and continued Operation Enable patrols (3 December 2021).
- Crime prevention advice and awareness raising of bank 'jugging'.

Advice and awareness raising of bank 'jugging'

CASH SAFETY ADVICE

BANK JUGGING

Bank jugging or simply "jugging" is the term An Garda Síochána and Police Organisations Worldwide describe in which, an offender or group of offenders follows customers suspected of having large quantities of cash as they leave banks or other financial institutions.

Offenders then follow and Monitor the victim to their next location and either attempt to take the bank bag by force or break into their vehicle (if they believe money may be locked inside).

How to help prevent Bank Jugging

- Be discreet and aware of your surroundings, especially if something seems strange as you enter the Financial Institution.
- Conceal your bank deposit bags, coin boxes or envelopes as you enter and leave the bank.
- Take your bank bag or envelope with you into your next destination. Don't hide it in your vehicle.
- Always vary your routes and times of cash drops and collections.
- Consider using electronic funds transfer rather than depositing or withdrawing cash.
- If you feel like you are being followed, call 112 or 999 and drive to a Garda station.

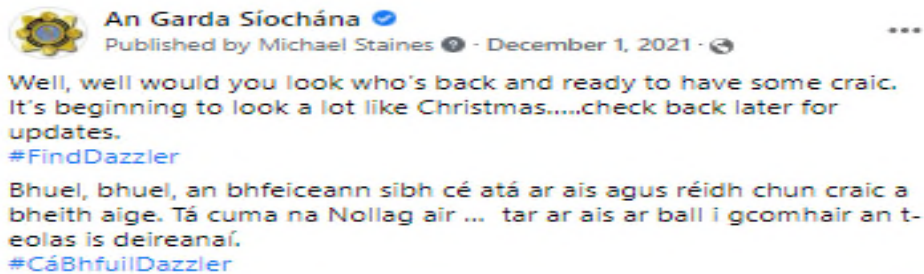
It is easy to get distracted or be in a Hurry, but if you stay aware of your surroundings and report any unusual activity you can prevent being a victim of being "Jugged".

This advice is being offered as guidance, no liability is accepted.

- An Garda Síochána continues to highlight the availability of the online hate crime reporting facility.
- An Garda Síochána continues to provide advice relating to fraud and scam prevention, in particular, the 'grandparent scam'.
- We continue to highlight community engagement initiatives across the country, providing information, advice and support/help.

Other social media activity

- Christmas #FindDazzler campaign (1-24 December 2021): Overall total reach of 8.6m with all posts issued in English and Irish.



- Facebook: Reach of over 5.8m with 43 posts.
- Instagram: Reach of over 2m with 36 posts.
- Twitter: Reach of over 886k with 76 tweets.

The #16DaysofActivism against Gender-Based Violence Campaign

The #16DaysofActivism against Gender-Based Violence campaign: Posts were issued from 25 November to 10 December 2021 in 14 languages, including sign language, along with 17 tweets/posts with a combined reach of 1.5m.

Internal Communications

The Internal Communications Unit issued Newsbeat twice a week during the month of December 2021. The readership has stayed consistently high at approximately 13,000 personnel per edition and key updates delivered to personnel included:

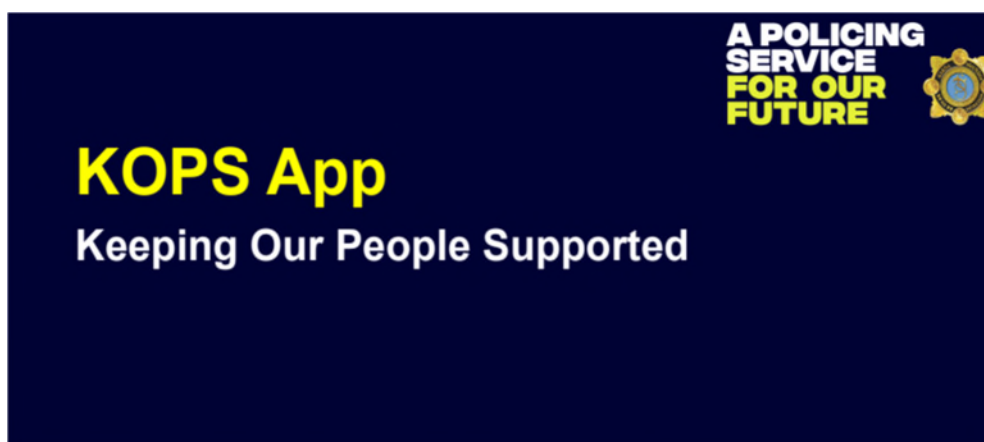
- COVID-19 reminders on staying safe and protecting yourself;
- Recording mechanisms for domestic abuse;
- Diversity and Integration Unit;
- Health and wellbeing, KOPS App;
- Code of Ethics;
- Irish language promotion; and
- Health and safety in the workplace.

Promoting the use and preservation of the Irish language

In conjunction with the Irish Language Unit, the Internal Communications Unit developed a number of articles aimed at promoting the use of the Irish language in day-to-day duties and responsibilities. These included a feature on the new online Irish language resource available to personnel, 'An Fórsa ag Foghlaim', as well as an interview with a Garda about the use of Irish at work and the opportunities available to learn the language within An Garda Síochána.

Launch of the Garda Wellbeing App, KOPS

In mid-December 2021, the Office of Internal Communications published several articles on the launch of the new Garda Health and Wellbeing App, KOPS (Keeping Our People Safe), to highlight its availability and how it can be of benefit to Garda personnel in and out of work.



Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis.

Special edition of Newsbeat: Reeling in the Year 2021

In late December 2021, the Office of Internal Communications issued a special edition of Newsbeat, which was a summary of the year's events and developments within An Garda Síochána. This edition included a message from the Commissioner to all personnel, as well as key figures and statistics related to their work.

6. Progress update on embedding the Code of Ethics

Current figures indicate that 96.18% of all personnel (97.73% of Garda members, 93.96% of Garda staff and 63.97% of Garda Reserve members) have signed the Code of Ethics declaration. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation.

- Divisions and sections continue to encourage personnel to sign the Code of Ethics declaration or provide the Garda Ethics and Culture Bureau with their reason for not wishing to sign.
- As of 5 January 2022, 34 Divisions/sections within An Garda Síochána have 100% sign up rate.
- Nine screensavers and portal banners highlighting each of the nine ethical standards continue to be published over a nine-month period, which commenced in October 2021.
- The standard highlighted for December 2021 was 'Respect and Equality'.
- All speaker and voiceover pieces for the Code of Ethics eLearning module on LMS have been recorded. The second draft of this eLearning module has been developed and, once approved, will be released on the LMS system.

7. Implementation of Cultural Change

Culture Reform Programme

The inaugural meeting of the Cultural Audit Steering Group was held on 16 December 2021 and included the Durham University team, and internal and external stakeholders. The Garda Ethics and Cultural Bureau (GECB) and the research team are collaborating on the Cultural Audit survey design, and the selection of themes and indicators. The Cultural Audit Communications Plan is being developed by GECB.

As part of the Staff Cultural Engagement Initiatives (SCEI), a Newsbeat article advising that every supervisor/manager is required to circulate the minutes from their Performance Accountability Framework (PAF) meetings to all personnel under their remit, was published on 16 December 2021. A further article in relation to 'Have Your Say' (anonymous and non-anonymous feedback submissions) has been prepared for publication on Newsbeat shortly.

8. Risk Management

An Garda Síochána Corporate Risk Register currently captures 11 principal risks facing the organisation. An Garda Síochána corporate risks are managed effectively by their assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU).

- The last meeting of the RPGB took place on 26 November 2021. The next meeting is scheduled to take place on 2 February 2022.
- Compliance rates for Q3 2021 remained consistently high at 90%.
- A 'Support Staff Briefing' was held during December 2021.
- A 'Risk Champion Network' bulletin issued in December 2021.
- GRMU continues to engage with the Strategic Transformation Office (STO) regarding 'A Policing Service For Our Future' (APSFF), to implement recommendations to enhance the 'Risk Management Framework', as per the Mazars Review 2020.
- Support and guidance continue to be provided to risk managers and support staff.

9. Use of Force

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

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.

Comparison of data for November 2021 and December 2021:

- Use of force has seen a decrease in December 2021 when compared with November 2021. There were 101 recorded uses of force in December 2021, compared with 109 recorded incidents in November 2021.
- The use of incapacitant spray has remained quite consistent with 79 uses in December 2021, compared with 81 uses in November 2021.
- The use of batons has seen a decrease with 19 uses in December 2021, compared with 25 uses in November 2021.
- There was an increase in the use of Taser in December 2021, with 3 discharges in December 2021, compared with 2 discharges in November 2021.
- There were no discharges of a firearm, which is a decrease of one on last month (November 2021).

Types of incidents in which force was used:

- Public order offences saw a decrease to 54% when compared to 61% last month.
- Drugs offences have reduced from 9% to 5%.
- Mental health incidents in which there was a use of force have increased from 3% to 10%.
- Assault related incidents accounted for the third highest number of incidents in which there was a use of force.
- Cork City Division recorded the highest levels of force reported (14%), followed by DMR South Central Division (10%) and the Louth Division (6%).

This should be the last Use of Force Report in this format. The new use of force report is due to commence at the end of this month.

10. 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 in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime (especially burglary) which, although increasing throughout 2021, has remained low compared to pre-pandemic levels.

COVID-19: Since March 2020, government measures to inhibit the transmission of coronavirus have been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has 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 (in late December 2020 – May 2021), have 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 year-on-year comparisons presented below.

Data Quality Assurance: The use of victim:offender relationships is operational and continues to provide information relevant to combatting domestic abuse. The technical briefing to the Policing Authority is being scheduled for early 2022.

The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. The design of the PULSE changes is complete and is ready to pilot in the Galway Division. There are limited go-live windows due to the ICT data centre move but it will be deployed at the earliest opportunity.

As reported previously, the current list of PULSE change requests for policy and data quality related improvements still extends well into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems and ICT generally. GSAS continues to operate at 50% of its minimum approved capacity, with almost 40 vacancies for almost three years, due to recruitment delays. GISC is currently still only creating approximately 75% of crime incidents versus its goal of 95%, due to chronic capacity issues and the recent redeployment of experienced staff to front office roles. Long running GSAS and GISC capacity issues continue to impact on analysis support for investigations and specialist units, provision of data to stakeholders, and the implementation of the data quality strategy. These underlying issues and their resolution are being tracked through the corporate risk process.

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. 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 has taken a further downward turn in 2020. A reduction of 10% was observed in 2021 compared with 2020. 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 2020 and during early 2021, due to the higher level of restrictions during those times. Theft from shop is the largest contributor to overall property crime figures and this is particularly true during the pandemic as the other main contributor, burglary, has remained at low levels during much of this time.



Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was down 18% and burglary occurring elsewhere down 27% in 2021, compared to 2020. 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). In June/July 2020 when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 (which is likely to be primarily due to ongoing work from home recommendations), however, it increased recently in October and November, which is in accordance with typical seasonal patterns.

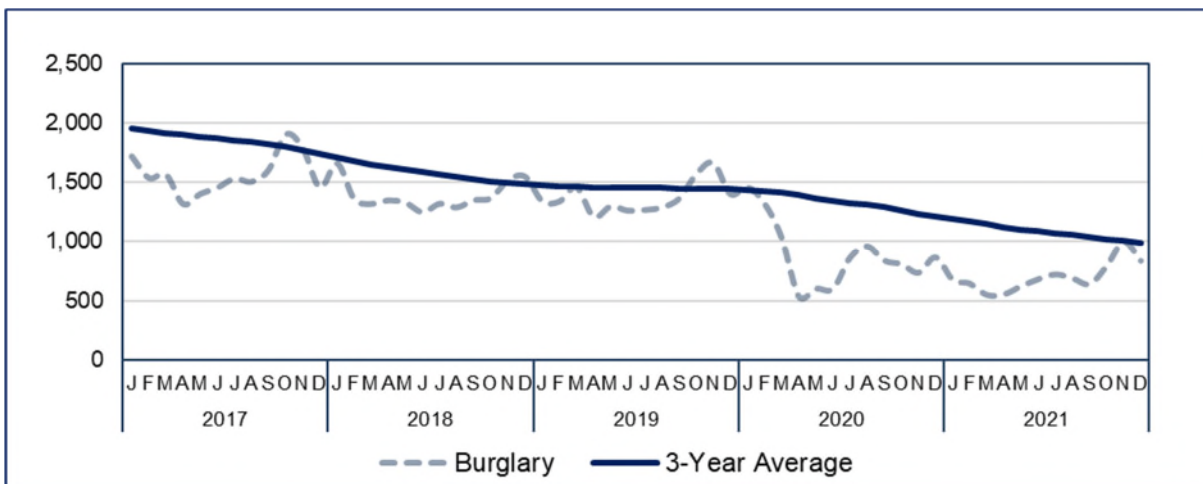


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 4% higher in 2021, compared with 2020. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments during certain periods, however, a steady increase in 2021 has coincided with the gradual easing of restrictions. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been 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 almost 11% in 2021, while assault in residences decreased by 2%.

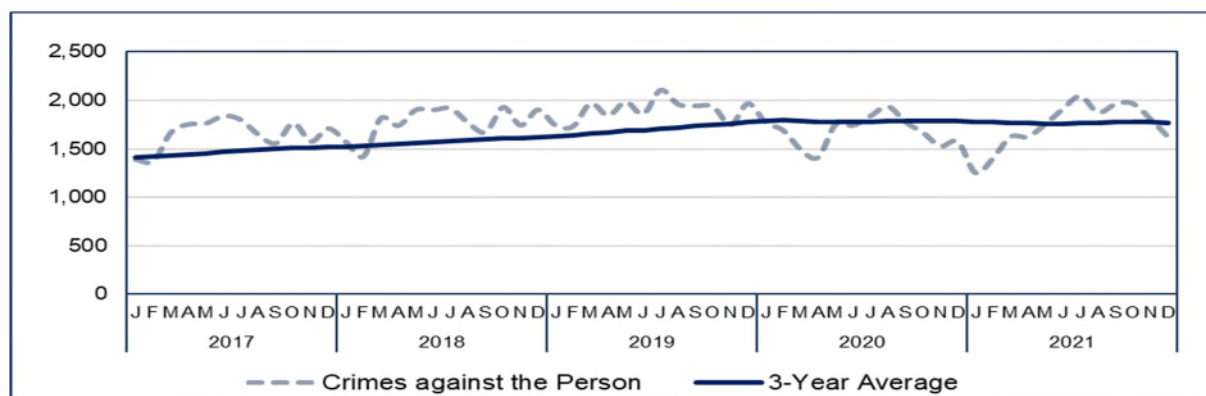


Chart 4: Sexual Offences - 5 Year Trend (to November 2021)

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 and although having plateaued in 2020, this upward trend has resumed in 2021. In the 12 months to November 2021, there has been a 10% increase in reported sexual offences compared to the 12 months prior. The general increase in sexual offences in recent years 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 solely due to an increased level of incidents occurring.

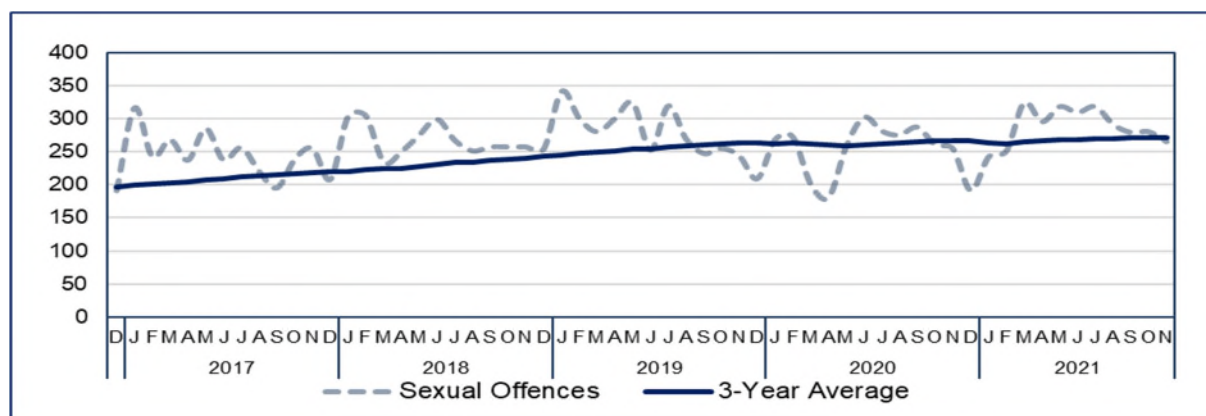


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 pandemic, there were signs of resumption of this downward trend. There was a decrease of 1% in 2021 compared to 2020. While there was proportionally less 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 property crime and crimes against the person, 2021 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.

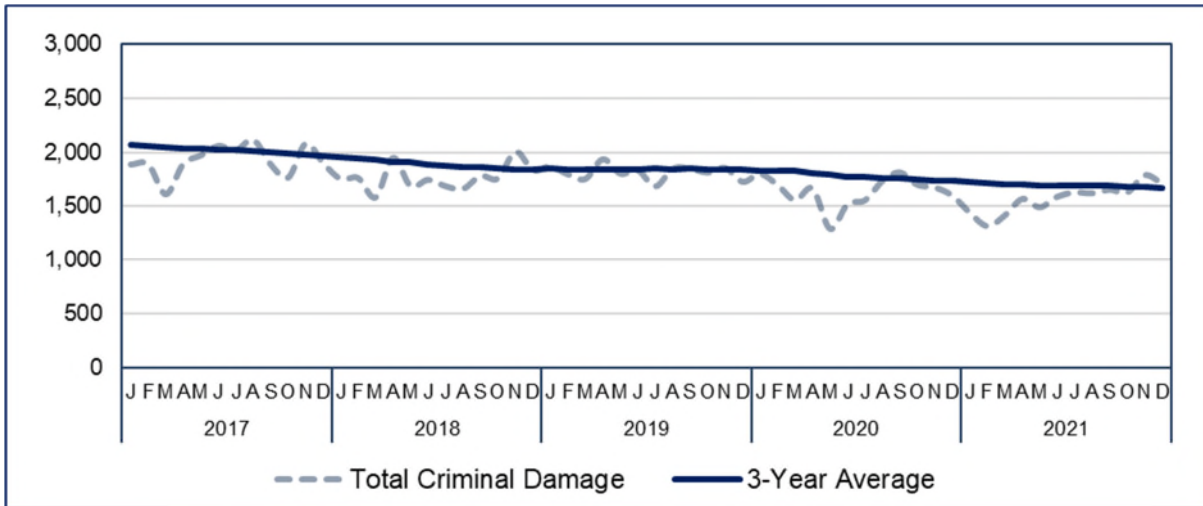
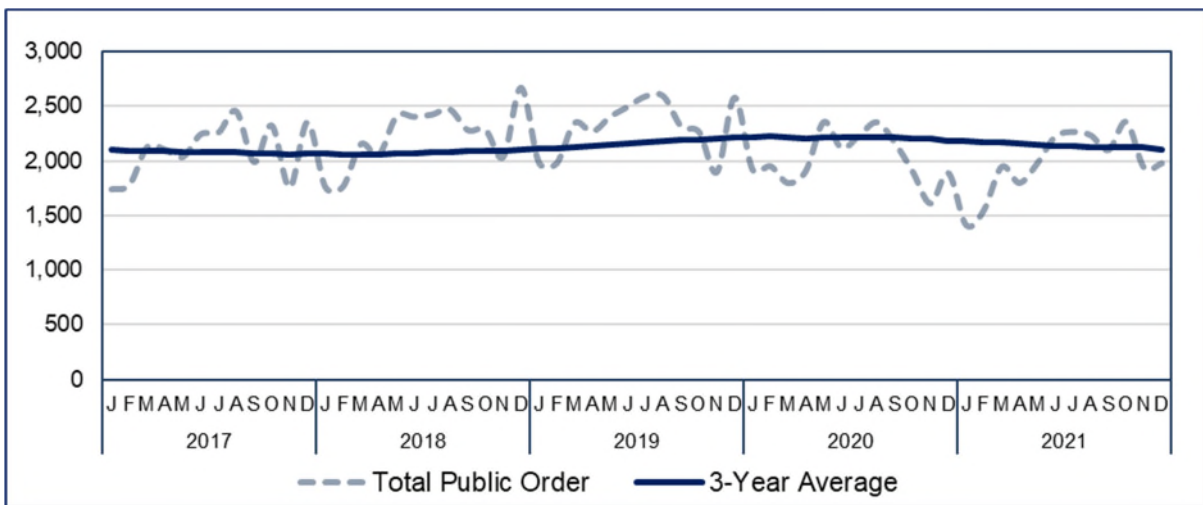


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, has seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 2% in 2021 compared with 2020. Public order offences in 2021 were down 4%, while drunkenness offences over the same period increased by 3%. Public order tends to be higher in Summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



11. Policing Successes

Throughout the month of December 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 and Security Intelligence Service, and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during December 2021 is provided below.

On 1 December 2021, arising from comprehensive investigations by a District Detective Unit in the Dublin Metropolitan Region into the discharge of firearms at Garda members on 24 July 2021, two suspects were arrested and detained for an offence contrary to Section 30 of the Offences Against the State Act (OASA). A third suspect was arrested and detained on 8 December 2021. These arrests were the result of a thorough investigation, including the harvesting of CCTV, substantial door to door enquiries and technical examinations of exhibits. On foot of these enquiries, two additional search warrants were obtained and executed in relation to two premises, and further evidence was seized. All three suspects were subsequently released, pending the submission of a file to the Director of Public Prosecutions (DPP). Investigations remain ongoing into this matter and a comprehensive investigation file is currently being prepared.

Also on 1 December 2021, the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by representatives from Revenue and Customs Service, effected a controlled delivery of a consignment containing 8kg of cannabis herb to a house located in the Dublin Metropolitan Region. A search of premises was undertaken and 8kg of cannabis herb, with an estimated street sale value of €161,000, was seized. Two suspects were arrested and detained, and later released without charge for preparation of a file to the DPP.

On 7 December 2021, personnel attached to the Garda National Immigration Bureau (GNIB) removed a suspect from this jurisdiction who was subject to a removal/exclusion order issued by the Minister for Justice. This suspect was subject to a conviction before the courts, with a term of imprisonment of two years for offences contrary to the provisions of Section 2 of the Illegal Immigrants (Trafficking) Act, 2000, and Section 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 9 December 2021, GNDOCB effected a stop and search of a vehicle in the Dublin Metropolitan Region, resulting in the seizure of cash to a value of €84,405. One suspect was arrested on suspicion of involvement in the commission of an offence contrary to the provisions of Section 72 of the Criminal Justice Act, 2006, detained pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007 and charged in respect of an alleged breach of the provision. They remain on bail, pending relevant court proceedings.

Also on 9 December 2021, following investigations into the production and distribution of false PCR documentation, used to facilitate travel into and out of this jurisdiction, a suspect was arrested for alleged breaches of the provisions of Section 26 and 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. The suspect was detained pursuant to the provisions of Section 4 of the Criminal Justice Act, 1984, and released, pending completion of an investigation file for consideration by the DPP.

On 14 December 2021, in the course of an ongoing investigation regarding an Organised Crime Group (OCG) suspected to be involved in invoice re-direct frauds and trade based money laundering, totalling €5m to date, personnel attached to the Garda National Economic Crime Bureau (GNECB) arrested a suspect who was subsequently detained pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007. The suspect was released without charge, pending the forwarding of an investigation file to the DPP.

From 13 to 17 December 2021, personnel assigned to the Extradition Unit, located within the Garda National Bureau of Criminal Investigation (GNBCI), undertook an operation, supported by personnel in each of the Garda Regions, for the purpose of locating and arresting fugitives in respect of whom extradition related warrants and warrants pursuant to relevant provisions of the Trade and Co-operation Agreement, had been issued by the courts. A total of 26 fugitives were located and brought before the High Court.

On 17 December 2021, in an ongoing investigation into the procurement and attempted procurement of genuine Irish passports by persons using false Irish naturalisation certificates, a suspect pleaded guilty before Dublin Circuit Criminal Court to three offences contrary to the provisions of Section 20(1)(a) of the Passports Act, 2008, providing false or misleading information or documentation in connection with a passport application and one offence of attempted-bribery, contrary to Common Law, in respect of relevant investigations. The suspect was remanded to the Criminal Courts of Justice in early 2022 for sentencing.

On 20 December 2021, a complex and extensive investigation, which began in 2018, and was focused on alleged organised prostitution, brothel keeping and associated money laundering related activities, involving 8 properties located in the Dublin Metropolitan Region and potentially in excess of €325,000 laundered through a number of bank accounts, came to a successful conclusion. Two suspects entered guilty pleas to a total of 128 charges. One suspect received a sentence, and the other suspect received a suspended sentence.

Also on 20 December 2021, a suspect was arrested and detained by personnel attached to the Anti-Bribery and Corruption Unit within GNECB on suspicion of involvement in an offence of conspiracy, contrary to the provisions of Section 71 of the Criminal Justice Act, 2006. The investigation undertaken by the Anti-Bribery and Corruption Unit and evidence gathered to date, indicates that relevant payments were instructed by the arrested suspect. The suspect was later released without charge, pending the forwarding of an investigation file to the DPP.

On 22 December 2021, and as a result of extensive enquiries and analysis of 'drive-off' thefts at service stations in the Eastern, North Western and Dublin Metropolitan Regions between June and October 2021, members of the Detective Unit in the Eastern Region, assisted by local members and the Eastern Region Operations and Crime Tasking Unit, arrested a suspect under Section 8 of the Theft and Fraud Offences Act, 2001. The suspect was detained and subsequently charged with 19 counts of theft, contrary to Section 4 of the Theft and Fraud Offences Act, 2001, committed across the three Garda Regions. It was established following further enquires, that a Bench Warrant was in existence for the accused in respect of breach of bail conditions for a separate offence in early December 2021. The suspect appeared in court on two occasions in December 2021 and on the second appearance was remanded on bail with conditions, pending future court appearances.

Also on 22 December 2021, a suspect was arrested for producing a false identity at the Department of Social Protection in the Southern Region. During the course of enquires, the identification of the individual was established, in particular that the suspect was subject of a European Arrest Warrant in a European country. Liaison took place with the relevant authorities, the Extradition Section and the

Courts Services. The suspect appeared before the High Court for execution of the European Arrest Warrant and was remanded in custody.

In addition, on 22 December 2021, the Emergency Response Unit (ERU) and the Armed Support Unit (ASU) responded to a robbery from a person that occurred in the Dublin Metropolitan Region. A suspect put a handgun to the head of a person and demanded their car keys. They handed over the keys and the suspect fled the scene on foot. ERU and ASU Units carried out an immediate search of the area. The suspect was located and arrested, and proceeded to drop a number of items, including a firearm, balaclava and a knife.

Criminal Assets Bureau (CAB)

During the month of December 2021, the Criminal Assets Bureau (CAB) obtained six orders pursuant to the provisions of Section 2 of the Proceeds of Crime Act, 1996, as amended, in the High Court, relating to assets linked to suspected criminal activity.

Garda National Protective Services Bureau (GNPSB)

Operation Runabay was launched by the Missing Persons Bureau within the Garda National Protective Services Bureau (GNPSB) on 4 January 2017, in an effort to identify the bodies of persons located on the western coastal area of Great Britain, who may have been reported missing in Ireland. The UK's National Crime Agency (NCA) studied and reviewed information provided to them relating to unidentified human remains washed up on the west coast of England.

The Missing Persons Unit arranged for familial DNA samples to be obtained and submitted to Forensic Science Ireland (FSI), for the purpose of DNA profiling, who reported that the DNA evidence provided an extremely strong indication that the remains were those of a person missing from Dublin since 1999. In December 2021, the family of the missing person was contacted by the relevant UK based investigation team, who provided them with additional information regarding the discovery of the remains of their loved one.

12. Community Engagement and Organisational Initiatives

Operation Blue Santa

As part of a Christmas fundraising initiative in the North Western Region, €12,500 was raised under the auspices of 'Operation Blue Santa', which supported local charitable and not-for-profit organisations. The operation was launched on 31 October 2021 and local businesses provided prizes for a draw, which, together with a concert, raised €6,500 for six local charitable organisations. The operation continued in the lead up to Christmas and a children's book was launched, aptly named "Operation Blue Santa". The book teaches young children the importance of being kind to one another and this message was reinforced by the Blue Santa Team on their school visits. The initiative saw the Garda Blue Santa visit schools and nursing homes across the county, delivering chocolates kindly provided by local representatives.



EU practitioner's forum for the protection of public spaces

On 1 December 2021, representatives of the Garda National Crime Prevention Unit (GNCPU) attended the online EU practitioner's forum for the protection of public spaces. An EU Policy Group on Soft Target Protection was set up by the Commission to increase cooperation and coordination between member states. The forum allows for the collection and exchange of best practices, and provides advice on further actions on the protection of public spaces. A forum was also set up to engage with private operators, to facilitate a common understanding of security challenges, encourage awareness-raising programmes and public-private security partnerships, to improve the protection of vulnerable places, and contribute to the security continuum.

Letter of appreciation to all Reserve Gardaí

On 5 December 2021, Principal Officer, Garda National Community Engagement Bureau sent a letter of appreciation to all Reserve Gardaí. *"On behalf of An Garda Síochána, I would like to thank all members of the Garda Reserve for their dedication and service throughout 2021 in helping to keep our communities safe, especially during the ongoing pandemic. This year has been a challenging time for policing; however, An Garda Síochána would like to acknowledge the valuable contribution made by you, a Reserve Garda, who volunteers your time to work alongside full-time members in keeping people and communities safe across Ireland"*.

The Garda National Diversity Integration Unit participate in the CEPOL webinar

On 13 December 2021, the Garda National Diversity Integration Unit participated in the CEPOL webinar 26/2021, 'European Commission's initiative to extend the list of EU Crimes in Article 83(1) TFEU to hate speech and hate crime'. The target group for this webinar was law enforcement officers, special first responders dealing with community policing, criminal investigators and prosecutors dealing with BIAS motivated crimes.

GNDIU was invited to participate in an Office of Democratic Institutions and Human Rights and Community Protection and Resilience webinar, aimed at engaging key stakeholders in the field of security, to work together to address security challenges more effectively and to build communities of trust that bring together police and minority communities, especially in (post-) crisis situations, such as the current one in the wake of COVID-19.



Launch of new Road Safety Strategy

On 14 December 2021, the primary aim of the Government's new Road Safety Strategy is to reduce the number of deaths and serious injuries on Irish roads by 50% over the next 10 years. This means reducing deaths on Ireland's roads annually from 144 to 72, or lower and reducing serious injuries from 1,259 to 630, or lower, by 2030. The Commissioner attended the launch and at the invitation of the RSA, addressed attendees.

The strategy is the first step in achieving the 2020 Programme for Government commitment of bringing Ireland to 'Vision Zero'. This is to eliminate all road deaths and serious injuries on Irish roads by the year 2050. The Road Safety Strategy 2021-2030 builds on the progress made during the last Road Safety Strategy, which saw Ireland achieve the lowest number of annual road deaths since records began and the second lowest rate of road deaths in the EU in 2019.



Webinar to consult security practitioners on the needs of minority communities during the COVID-19 pandemic

In December 2021, the Office for Democratic Institutions and Human Rights (ODIHR), in cooperation with the Rutgers University Miller Centre for Community Protection and Resilience (CPR), held a webinar to consult security practitioners on the needs of minority communities during the COVID-19 pandemic. The subsequent report discussed recommendations, including developing a security practitioners network and building resilience within minority communities by means of an awareness-raising event. The panellists shared diverse experiences concerning community engagement initiatives, challenges, lessons learned and good practices.

An Garda Síochána Christmas and New Year Road Safety Campaign for 2021

An Garda Síochána Christmas and New Year Road Safety Campaign for 2021 commenced on Friday, 26 November 2021 and concluded on Tuesday, 4 January 2022. The campaign primarily focused on mandatory intoxicant testing i.e. detecting those who drive under the influence of alcohol or drugs. The campaign also focused on speeding, non-wearing of seatbelts, mobile phone use by drivers, in addition to checking on unaccompanied drivers driving on learner permits.

Key statistics from the Christmas campaign are set out below:

- 914 driving while intoxicated arrests;
- 13,950 speeding detections;
- 15,759 breath tests carried out;
- 5,681 checkpoints performed;
- 1,269 FCNs issued for use of mobile phones;
- 310 FCNs issued for non-wearing of seatbelts;
- 525 FCNs issued for learner drivers driving unaccompanied; and
- A total of 35 drink and drug driving arrests occurred on New Year's Day, 12 of these occurred between 6am and 1pm.



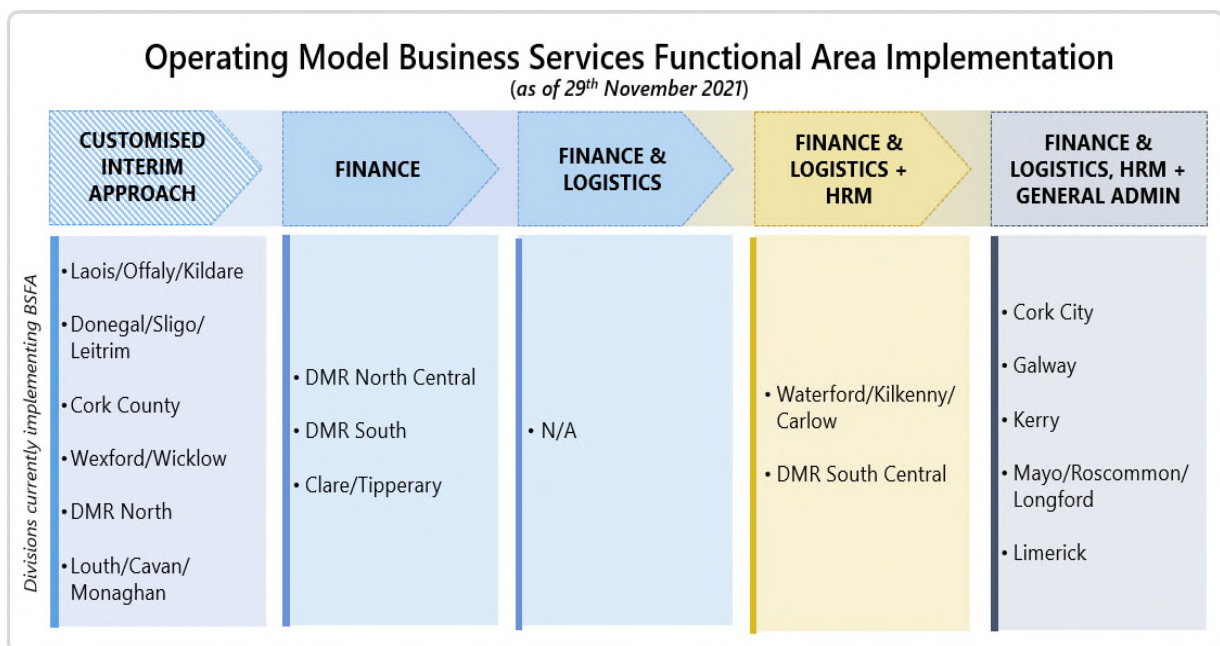
13. Operating Model

Divisional Design and Implementation

In 2021, over 1,000 personnel were involved in the design and implementation of the Operating Model across each Division, and from Regional Offices and National Sections.







The rollout of the Divisional Business Services Functional Area has continued across the organisation, with 16 Divisions having commenced implementation of the standardised business services processes by the end of 2021. A significant milestone has been reached by the project, with five Divisions having stood up all elements of the Business Services Functional Area (finance and logistics, human resources and general administration).

Several Divisions are experiencing significant accommodation and staffing constraints. However, a customised interim implementation approach has been established to enable these Divisions to commence implementation of the following business services processes on a district-by-district basis; Garda member record of duty, overtime and allowances claims (A85s), and overtime approval processes. To date, six Divisions have progressed with this approach.











Regional and National Design

Work has continued on the Operating Model design at regional and national levels, including the Regional Office, Organised and Serious Crime, Garda National Roads Policing and Community Engagement, Governance and Accountability, Strategic Transformation Office and Corporate Services Sections.

Policing Plan RAG rating	
Achieved	
Partially Achieved	
Not Yet Achieved	
Quarterly Written Update	
Delayed due to Covid-19	
Reported to DOJ	

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: <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: <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: <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 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh)	Green
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	Green
	2.1.3 Domestic Abuse Risk Assessment Tool	Yellow
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 for the examination of seized electronic devices to below 12 months	Red
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse	Green
	2.2.3 Increasing the quality and quantity of 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 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates	Yellow
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units	Green
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units	Green
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families	Green
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	Green
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	Green
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: <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	
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity	2.8.1 Continuing to take action targeting organised crime groups	
	2.8.2 Implementing and reviewing the OCG threat assessment matrix	
	2.8.3 Monitoring the level of seizures of firearms, drugs and currency	
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	
	2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	
	2.9.3 Monitoring Road deaths / serious injuries	
	2.9.4 Monitoring Lifesaver offences	
	2.9.5 Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence	

Priority 3. A Secure Ireland

3.1 Continue to enhance the security of the State, managing all possible threats and challenges	<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>DOJ</p>	
3.2 Enhance our intelligence capacity/capability	<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>DOJ</p>	

3.3 Collaborate with our partners, contributing to national and international security	3.3.1 Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises	Green
	3.3.2 Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána	Green

Priority 4. A Human Rights Foundation

4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána	4.1.1 Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to COVID-19	Green
	4.1.2 Rolling-out human rights training	Green
	4.1.3 Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody	Red
	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	Grey
	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	Grey
	4.1.6 Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	Green
	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation	4.2.1 Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	4.2.2 Commencing Anti-Corruption Unit activities	Green

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	Yellow
	5.1.2 Developing a diversity recruitment roadmap	Yellow
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	Red
	5.2.2 Continuing to roll-out the HR Operating Model	Yellow
	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 Commencing implementation of the Health and Wellbeing Strategy	Yellow
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 Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	Red

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	Yellow
	6.1.2 Enhance our Finance Function	Green
	6.1.3 Progressing the enhancement of corporate functions	Yellow
	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	Yellow
	6.2.3 Roll-out of the Rosters and Duty Management System	Yellow

Appendix B – Schedule of Expected Vacancies for period to end December 2021

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												<i>Total to end 2021</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	2	1	0	0	2	0	0	5
Superintendent	0	0	1	0	1	1	2	1	1	1	1	0	9
Total	0	0	1	0	1	3	3	1	1	3	1	0	14

Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of December 2021

<i>Data as at the end of December 2021</i>													
Rank	ECF	Position at end of last month – November 2021	Appointed in Month – December 2021	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	48*	48	0	0	0	0	0	0	0	0	0	48	0
Superintendent	168	168	0	0	0	0	0	0	0	0	0	168	0
Total	224*	224	0	0	0	0	0	0	0	0	0	224	0

* ECF for Chief Superintendent rank temporarily increased to 48 from 17 November 2021 until 30 March 2022

Appendix D – Part 1 – Breakdown of Garda Leave – Garda Members

As at 31.12.21	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	1	0.01%	0.01%	19	0.16%	0.23%	0	0.00%	0.00%	0	0.00%	0.00%	10	0.09%	0.12%	16	0.14%	0.19%
	Female	82	0.70%	2.42%	26	0.22%	0.77%	60	0.51%	1.77%	24	0.20%	0.71%	0	0.00%	0.00%	78	0.67%	2.30%
Sergeant	Male	1	0.05%	0.07%	2	0.11%	0.14%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	5	0.27%	0.35%
	Female	1	0.05%	0.22%	0	0.00%	0.00%	11	0.58%	2.47%	3	0.16%	0.67%	0	0.00%	0.00%	4	0.21%	0.90%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.01%	0.02%	21	0.15%	0.20%	0	0.00%	0.00%	0	0.00%	0.00%	10	0.07%	0.10%	21	0.15%	0.20%
	Total Female	83	0.58%	2.10%	26	0.18%	0.66%	71	0.50%	1.80%	27	0.19%	0.68%	0	0.00%	0.00%	82	0.58%	2.08%
	Total	85	0.60%		47	0.33%		71	0.50%		27	0.19%		10	0.07%		103	0.72%	

Appendix D – Part 2 – Breakdown of Garda Leave – Garda Members

As at 31.12.21	Gender	SWY	% Garda Member	% by Gender	Carers	% Garda Member	% by Gender
Garda	Male	0	0.00%	0.00%	1	0.01%	0.01%
	Female	0	0.01%	0.03%	6	0.05%	0.18%
Sergeant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	2	0.11%	0.45%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	0	0.00%	0.00%	1	0.01%	0.01%
	Total Female	0	0.01%	0.03%	8	0.06%	0.20%
	Total	0	0.01%		9	0.06%	

Appendix E – Part 1 – Breakdown of Garda Leave – Garda Staff

As at 31.12.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.09%	6	0.31%	1.25%	0	0.00%	0.00%	0	0.00%	0.00%	5	0.26%	1.04 %	0	0.00%	0.00%
	Female	254	13.05%	17.31%	11	0.57%	0.75%	18	0.92%	1.23%	6	0.31%	0.41%	54	2.77%	3.68%	0	0.26%	0.34%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.41%	1.53%	0	0.00%	0.00%
	Female	38	5.18%	7.06%	8	1.09%	1.49%	5	0.68%	0.93%	3	0.41%	0.56%	21	2.86%	3.90%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.37%	3.92%	2	1.18%	1.96%	1	0.59%	0.98%	1	0.59%	0.98%	5	2.96%	4.90%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.35%	2.27%	0	0.00%	0.00%	0	0.00%	0.00%	2	2.70%	4.55%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	6.67%	16.67%	0	0.00%	0.00%
	Female	2	13.33%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	3.45%	28.57%	1	1.72%	14.29%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	16.67%	50.00%	0	0.00%	0.00%
	Female	1	9.09%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.76%	5.26%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	10	0.30%	1.05%	6	0.18%	0.63%	0	0.00%	0.00%	0	0.00%	0.00%	11	0.32%	1.16%	0	0.00%	0.00%
	Total Female	302	8.91%	12.39%	23	0.68%	0.94%	24	0.71%	0.98%	10	0.30%	0.41%	82	2.42%	3.36%	0	0.00%	0.00%
	Total	312	9.21%		29	0.86%		24	0.71%		10	0.30%		93	2.74%		0	0.00%	

Appendix E – Part 2 – Breakdown of Garda Leave – Garda Staff

As at 31.12.21	Gender	SWY	% Total Staff	% by Gender	Carers	% Total Staff	% by Gender
CO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	5	0.26%	0.34%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	0.14%	0.19%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	0	0.00%	0.00%	0	0.00%	0.00%
	Total Female	0	0.00%	0.00%	6	0.18%	0.25%
	Total	0	0.00%		6	0.18%	

Appendix F – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members - unavailable for duty due to sick leave *OI = Ordinary illness **IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Dec 2021	1377	189	130	17	12	1	1,519	207
Nov 2021	1559	181	135	15	6	1	1,700	197
Oct 2021	1,492	167	130	15	10	2	1,632	184
Sept 2021	1,405	168	117	16	7	1	1,529	185
Aug 2021	1,269	166	85	13	6	1	1,360	180
July 2021	1,424	170	91	12	6	1	1,521	183
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Dec 2021	1,462	190	137	17	12	1	1,611	208
Nov 2021	1,662	182	146	16	6	1	1,814	199
Oct 2021	1,585	170	139	15	10	2	1,734	187
Sept 2021	1,488	169	119	16	8	1	1,615	186
Aug 2021	1,335	167	88	13	6	1	1,429	181
July 2021	1,518	170	94	12	6	1	1,618	183
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175
Apr 2021	1,095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174

Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Dec 2021	13,453.5	5,546.5	1,498	504	213	31	15,164.5	6,081.5
Nov 2021	13,390	5,059	1,319	451	131	30	14,840	5,540
Oct 2021	13,511	4,828	1,374	465	134	62	15,019	5,355
Sept 2021	11,986.5	4,654.5	1,221.5	446	111.5	30	13,319.5	5,130.5
Aug 2021	12,279.5	4,719	1,091.5	403	86	31	13,457	5,153
July 2021	13,056	4,794.5	1,159.5	346	104	31	14,319.5	5,171.5
Jun 2021	11,038	4,879	1,088.5	312	95.5	30	12,222	5,221
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948
Dec 2020	10,546	4,449	1,058	279	88	0	11,692	4,728

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Dec 2021	15,164.50	324.50	2.19%
Nov 2021	14,840.00	-179.00	-1.19%
Oct 2021	15,019.00	1,699.50	12.76%
Sept 2021	13,319.50	-137.50	-1.02%
Aug 2021	13,457.00	-862.50	-6.02%
July 2021	14,319.50	2,097.50	17.16%
Jun 2021	12,222.00	919.00	8.13%
May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%
Dec 2020	11,692.00	556.50	5.00%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Dec 2021	6,081.50	541.50	9.77%
Nov 2021	5,540.00	185.00	3.45%
Oct 2021	5,355.00	224.50	4.38%
Sept 2021	5,130.50	-22.50	-0.44%
Aug 2021	5,153.00	-18.50	-0.36%
July 2021	5,171.50	-49.50	-0.95%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%

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

Month	No. of Days Absent	LTR
Dec 2021	15,164.50	3.99%
Nov 2021	14,840.00	3.91%
Oct 2021	15,019.00	3.94%
Sept 2021	13,319.50	3.49%
Aug 2021	13,457.00	3.51%
July 2021	14,319.50	3.72%
Jun 2021	12,222.00	3.17%
May 2021	11,303.00	2.90%
Apr 2021	10,136.50	2.61%
Mar 2021	10,286.50	2.65%
Feb 2021	9,678.50	2.50%
Jan 2021	10,885.00	2.81%
Dec 2020	11,692.00	3.03%

Garda Staff - Numbers who availed of sick leave

Date	No.
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Dec 2021	364	6	370
Nov 2021	433	11	444
Oct 2021	391	9	400
Sept 2021	379	4	383
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Dec 2021	3,440.5	84	3,524.50	-652.00	-15.61%
Nov 2021	4,008.5	168	4,176.5	72.50	1.77%
Oct 2021	3,986	118	4,104.00	225.50	5.81%
Sept 2021	3,787.5	91	3,878.50	-143.00	-3.56%
Aug 2021	3,891	130.5	4,021.50	323.50	8.74%
July 2021	3,606	92	3,698.00	445.00	13.67%

Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%

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

Date	Days Absent	LTR
Dec 2021	3,524.50	4.48%
Nov 2021	4,176.50	5.29%
Oct 2021	4,104.00	5.21%
Sept 2021	3,878.50	4.93%
Aug 2021	4,081.50	4.84%
July 2021	3,730.00	4.43%
June 2021	3,253.00	3.89%
May 2021	3,528.50	4.20%
Apr 2021	2,971.00	3.56%
Mar 2021	3,179.50	3.81%
Feb 2021	3,103.50	3.72%
Jan 2021	3,216.00	3.85%
Dec 2020	3,174.00	3.82%

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
Dec 2021	25	720
Nov 2021	18	452
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519
July 2021	16	461
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350

Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433

Sick leave statistics as recorded on SAMS and reported @ 04.01.22. 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 – December 2021

There has been an increase in sick absence days for Garda members and a decrease for Garda staff this month. Instances and numbers availing of sick absence leave reflect a decrease for both Garda members and Garda staff in comparison to the previous month. Comparing December 2021 to December 2020, year on year ordinary illness days have significantly increased for Garda members by 29.70% and for Garda staff by 11.04%. The COVID-19 effect contributes to the variances, however, when compared to 2019 pre-pandemic, sick absence for Garda members shows a decrease of 3.10% and Garda staff sick absence shows a decrease of 2.9%.

Injury on duty sick absence also shows an increase month on month. Comparing December 2021 to December 2020, year on year injury on duty has increased by 28.63%. When compared to 2019 pre-pandemic, sick absence for Garda members shows a significant increase of 33.26%. 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 9.77%. Instances of sick absence reflect an increase of 4.52%. Likewise, the number of Garda members availing of sick absence leave month on month displays an increase of 5.08%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 2.19% for Garda members and a 15.61% decrease for Garda staff. The instances of sick absence month on month show a decrease for Garda members at 11.19% and for Garda staff, the decrease can be seen at 16.67%. 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 for Garda members, reflecting a 10.64% decrease and a 16.63% decrease 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 25, which reflects a 38.89% increase from November 2021. The number of sick day absences for Garda members in December 2021 was 720 days, which shows a 59.30% increase from November 2021. 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 but as special paid leave, and applies in the following circumstances;

- Employees required to self-isolate;
- Employees displaying symptoms of COVID-19; or
- Employees who had a positive COVID-19 test.