

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_34-367274/15**



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

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the seventh monthly report for 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of June 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner on Monday, 27 July 2020.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1 and we will continue to advise you through our various COVID-19 reporting and meetings throughout this period.

Yours sincerely

**JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

July 2020

Contents

Cover Letter to the Chief Executive	1
Contents	2
Message from the Commissioner	3
1. Update on the National Policing Plan for COVID-19	4
2. Finance	5
3. Human Resources and People Development (HRPD)	6
4. Information and Communications Technology (ICT)	9
5. Corporate Communications	10
6. Progress update on embedding the Code of Ethics	14
7. Implementation of Cultural Change	14
8. Risk Management	14
9. Use of Force	15
10. Crime Trends	16
11. Policing Successes	23
12. Community Engagement and Organisational Initiatives	25
Appendix A – Policing Plan 2020 – Performance at a glance, June 2020	28
Appendix B - Schedule of Expected Vacancies	31
Appendix C - Return to the Policing Authority in relation to numbers and vacancies in the specified ranks	32
Appendix D - Breakdown of Leave – Garda Members	33
Appendix E - Breakdown of Leave – Garda Staff	34
Appendix F - HR and Trend Data on Sick Leave	35

Message from the Commissioner

I am pleased this month to again outline details of the significant work by An Garda Síochána to support the national effort to reduce the spread of COVID-19. In accordance with our tradition of policing by consent, members of An Garda Síochána maintain the graduated policing response to engage, explain, encourage and, as a last resort, enforce.

As reported in recent months, we continue to support our communities' most vulnerable, assisting them in various ways while maintaining a social distance. This approach has been welcomed by the public and we very much welcome their positive response throughout these difficult circumstances. I am heartened to see the efforts of all our Garda members and Garda staff continuing nationally on a daily basis.

We will continue to cement the strong bond we have with local communities by ensuring community policing is at the centre of our policing approach; and of course, this work would not be possible without our support functions. Garda staff have demonstrated their commitment and professionalism working in offices and from home to ensure vital organisational supports are maintained.

The welfare of all Garda personnel is at the heart of a wide-range of internal measures introduced by An Garda Síochána from the very start of the pandemic. At all times, An Garda Síochána has operated in line with public health advice from the CMO, National Public Health Emergency Team (NPHE), the Health Service Executive (HSE) and the Garda Chief Medical Officer.

These measures, along with the professionalism and dedication of personnel, particularly those working on the front-line, have resulted in the organisation having a level of COVID-19 illness well below that experienced by other police services internationally and has ensured that we have been able to maintain a high level of service.

This service has seen us continue to prevent and detect crime, to seize significant quantities of drugs and firearms and to continue our arrests for burglaries, thefts of vehicles and enforcement of road traffic offences including drink and drug driving.

We have placed a strong emphasis during policing of COVID-19 on crimes against the vulnerable, particularly victims of domestic abuse. Operation Faoiseamh has seen thousands of contacts made with these victims and arrests and over 100 prosecutions commenced.

During this extraordinary challenge for the country, An Garda Síochána will continue to do all it can to keep people safe.

Finally, the death on duty of our colleague, Detective Garda Colm Horkan, on 17 June 2020 was a particularly difficult time for An Garda Síochána. This was a tragic event for Colm's family, friends, his colleagues in Castlerea Garda Station and for the wider Garda family. Colm was the 89th member of An Garda Síochána to be killed on duty. His life, service, duty to his country and memory will not be forgotten by An Garda Síochána.

J A HARRIS
Commissioner

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

Since the commencement of Phase 3 of lifting the current Government restrictions on 29 June 2020, An Garda Síochána continues to adopt its graduated policing response, in order to ensure compliance by members of the public with Government restrictions and regulations, to reduce the spread of COVID-19.

Operation Navigation

Operation Navigation, which commenced at 7pm on Friday 3 July 2020, instructed that all licenced premises are visited by uniformed personnel, to ensure compliance with the relevant legislation and provisions of the Health Act, 1947 (Section 31A – Temporary Restrictions) (Covid-19) (No. 3) Regulations 2020.

To date, the vast majority of licensed premises operating have been found to be in compliance with regulations and licensing laws. However, in 38 individual cases, up to 11.59pm on 12 July 2020, (including the 26 potential breaches found during the weekend of 3 to 5 July 2020), potential breaches of the health regulations or licensing laws were identified. Files will be prepared for the DPP in each of these cases. There are 8 incidents subject of 'review/clarification' for this period. In all these cases, Gardaí found customers consuming alcohol, but no evidence of food also being consumed and no evidence of receipts to show that food had been sold.

Operation Faoiseamh

Operation Faoiseamh is an initiative undertaken by An Garda Síochána in response to an increase in domestic abuse related calls received by An Garda Síochána since COVID-19 related restrictions have been in place. Currently, records indicate a 23% increase in the number of domestic abuse incidents on PULSE and recorded by CAD, when compared with the same time period in 2019. The call-back rate for domestic abuse incidents has increased to over 71% (to Sunday, 12 July 2020) from 39% for the same period in 2019. Records indicate that in some cases, call-backs are occurring on the same day as the incident was originally reported to Gardaí.

2. Finance

The overall financial position at the end of June 2020 shows a total net expenditure of €867.6m, which is €13.65m less than the profiled spend of €881.2m. The underspend is due to a combination of a capital underspend of €17.2m and additional appropriations of €11.3m offset by other net current overspends of €14.8m. As the COVID-19 pandemic remains, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. The additional costs relate to the 12 hour roster, the expenditure on ICT to facilitate remote working, increased fleet rental costs and the purchase of PPE and cleaning services. Also, the early attestation of over 300 Garda members, will result in an annual increase in payroll expenditure of €4.5m.

The expenditure on overtime for the year to date (including the Garda College) is €51.2m, which is €5.3m or 11.4% in excess of the profiled budget. The expenditure on the salaries element in June was €99.4m and a year to date spend of €558.5m, which results in a year to date overspend of €8.5m, which is primarily attributable to increased allowance payments and to the reallocation of staff from the College to operational duty. As there is an offsetting saving of €3.5m for the Garda College payroll costs, the net payroll overrun is €5m. The contingency roster of four units working 12 hour shifts, designed to meet necessary demands was implemented from Monday 16 March 2020 and has resulted in additional payments for unsocial hour allowances due to the increased tour lengths, additional hours on a Sunday and additional night duty etc.

Estate Management

- **PPP Bundle:** The construction of new Garda Stations at Clonmel and Macroom will be included as part of a Department of Justice PPP project which will also involve the construction of a new Family Law Courts building in Dublin. The OPW is in the process of developing documentation for the lodging of the planning applications for the two Garda Stations.
- **Development of the new purpose built Garda facility at Military Road:** The project commenced in mid-February 2020 with the contractor mobilising construction teams on site and clearance works being initiated. It is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements.

3. Human Resources and People Development (HRPD)

- Garda and Staff strengths at 30 June 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- 82 Garda Trainees were offered a place on the training for the Intake on 25 May 2020 and 75 of these accepted. 79 Garda Trainees were offered a place on the training for the Intake on 22 June 2020 and 75 accepted. These trainees were the first to commence training with the new process as follows:

Phase I of the Training Programme is divided into a three stage blended phase:

1. Three weeks online learning consisting of self-directed eLearning lessons, supported each day by live online tutorial sessions and one week residence at the Garda College.
 2. A minimum of twelve weeks at a designated Garda Station.
 3. Sixteen weeks residence in the Garda College.
- Work continues on resourcing additional and new Garda Staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
 - The number of Garda members reassigned to operational duties at 30 June 2020 is 651. A chart outlining the rank breakdown is provided to follow.
 - Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.
 - A detailed breakdown of leave rates is outlined at Appendices D and E.

Garda Strengths

Rank	At 30 June 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	47	39	83%	8	17%	47
Superintendent	166	149	90%	17	10%	166
Inspector	381	313	82%	68	18%	381
Sergeant	2,107	1,635	78%	472	22%	2,104
Garda	11,966	8,525	71%	3,441	29%	11,915
Total	14,678	10,668	73%	4,010	27%	14,624

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	64	24	38%	40	62%
Work-sharing	54	1.5	3%	52.5	97%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	87	N/A	0%	87	100%
Unpaid Maternity Leave	43	N/A	0%	43	100%
Paternity Leave	26	26	100%	N/A	N/A
Available Strength	14,391	10,607.5	74%	3,783.5	26%

Garda Reserve Strengths

Garda Reserves Strength as at 30 June 2020	Total	Male	%	Female	%
	435	327	75%	108	25%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.4	36	60%	24	40%
Administrative **	2,829	2,731.4	744	26%	2,085	74%
Industrial / Non Industrial	388	241.1	118	30%	270	70%
Total	3,277	3,031.9	898	27%	2,379	73%

Of which	Total	Male	%	Female	%
Maternity Leave	22	N/A	0%	22	100%
Unpaid Maternity Leave	12	N/A	0%	12	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
Total Available Strength	3,243	898	28%	2,345	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	337	8	2%	329	98%

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

Career Breaks****	Total	Male	%	Female	%
	27	6	22%	21	78%

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

Garda members reassigned to operational duties as at 30 June 2020

	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	1	12	36	49
Total	0.5	10.5	24	98	518	651

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	68	68	31	46%	37	55%
HEO/AO	137	136	55	40%	82	59%
EO	748	737.6	198	26%	550	73%
CO	1,848	1,761.8	444	24%	1,404	76%
Total	2,829	2,731.4	744	26%	2,085	74%

Parental Leave

01.06.2020 – 30.06.2020	Garda Members	Garda Staff
	80	81

Suspensions: Persons suspended from An Garda Síochána as at 30 June 2020

Total*	Male	%	Female	%
54	47	87%	7	13%

*The total figure includes Garda members and Garda Staff including probationers.

4. Information and Communications Technology (ICT)

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

Schengen (SIS II): The deployment of the Schengen Information System (SIS) into the production environment has been postponed, initially by issues raised by EU Council Legal Services regarding provisions agreed by Ireland in the original Council Decision in 2002 and subsequently by disruption to planning schedules caused by the COVID-19 pandemic. The legal issues have now been resolved and the Government has approved the proposal by the Minister for Justice and Equality to submit a Declaration of Readiness to EU institutions to connect to SIS. The system will be technically ready to deploy when the scheduling is confirmed at political level. The plan is tracking to a Q4 2020 deployment to ensure readiness in the event that this timeline is confirmed. Meanwhile, test activities are being finalised and development of the National SIS support office (N.SIS) is progressing. A decision on a rollout date is expected imminently (in July).

CAD 2: The Request For Tender closing date was extended to 14 July following extensive dialogue in relation to contract T&Cs and functional requirements. Evaluation teams have been formed to assess the responses from vendors and the project should pick up momentum again.

RDMS Deployment: Revised plans for 2020 rollout now include Dublin South Central, Cork City and Limerick Divisions. A site survey for Cork City was undertaken. Training environments are being built for rollout to Dublin South Central.

Mobile Device Deployment: The rollout of 2000 Mobile Data Stations to the frontline is complete. There has been accelerated deployment of 2000 smaller devices for Sergeants and other personnel to support the COVID-19 response, bringing the total number of deployed managed devices to approximately 4000. Increased deployment levels will have a significant impact on the ICT Budget and the ability to deliver on other projects/demands. However, the intention is to continue with rollouts in 2020, exceeding the original target. Rollout will resume following a technical review with the Office of the Government Chief Information Officer and the Department of Public Expenditure and Reform.

Performance Accountability Framework (PAF) Technology Support: PAF Technology Support provides technical tools that track the occurrence and attendance of PAF/Unit Briefings meetings as well as the recording of compliance and tracking of actions and directives issued within such meetings. The Live Pilot has commenced (Q2) in Sligo. The previous APSFF commitment of Q1 commencement was impacted by COVID-19 and associated change freeze.

Cloud Strategy: The cloud strategy for An Garda Síochána ICT solutions will determine which cloud model is best suited for future ICT solution deployment. This is on target for completion by Q4 2020.

Enhancing Network Access to Rural Locations: All (operational) Garda Stations are now connected to the Garda Data Network.

5. Corporate Communications

Much of the month of June was overshadowed by the untimely death of our colleague Garda Colm Horkan who was killed on duty in Castlerea on 17 June 2020. Colm was laid to rest on 21 June and in the days leading up to Colm's funeral, during and in the days that followed, the Office of Corporate Communications supported the Garda Organisation in managing all of the necessary communications both internally and externally, including remembering Colm on Crimecall and in Newsbeat.



NEWSBEAT 
AN GARDA SÍOCHÁNA
KEEPING PEOPLE SAFE

23rd June 2020

"Colm epitomised what all of us should strive to be"

Detective Garda Colm Horkan was 49 years old when he was killed on duty in Castlerea.

Colm loved being a Garda. He served with us for 24 years. He was "a man cut down in his prime doing the job he loved", his brother Brendan says.

But the manner of his death should not eclipse Colm's life. Commissioner Drew Harris says "His policing service was characterised by his hard work and his diligence. In the end, at 12 midnight on Wednesday evening his service is entirely characterised by his determination and courage in the exercise of his duty to protect this society." He adds "Colm's name will live on and he will be remembered within An Garda Síochána in the years ahead. Colm epitomised what all of us, as members of An Garda Síochána should strive to be."

Colm was born and raised in Charlestown, Co. Mayo. His parents, Dolores and Marty, owned the local pub, The Dew Drop Inn. Colm grew up in a large family with two sisters, Dairde and Colette, and four brothers, Brendan, Louise, Matthew and Emma.

Aidan, Pádraig and Dermot. As an adult, he was a doting uncle to Caoilín, Ciara, Odhrán, Louise, Matthew and Emma.

Sadly, Colm was no stranger to tragedy. His mother died in 2001, and four years later his twin sister Colette lost her battle against cancer.

A talented sportsman and GAA fanatic, Colm represented Mayo at Under-21. He was part of the Charlestown Sarsfields team that won County and Connacht senior titles in 2001. He also coached GAA.

Colm was enormously popular and well-respected in his local community. He was "kind, considerate, selfless and above all loyal to the core", says his brother Brendan.

Other high level communications during the month of June have focused on issues such as:

- **COVID-19 Restrictions, Phase 2:** The Office of Corporate Communications ensured that our primary objective of Keeping People Safe was communicated through focused messaging. We encouraged the public to stay local, not to undertake unnecessary journeys and maintain social distance. A number of measures were taken to communicate this message, such as facilitating interview requests, dealing with a substantial number of media queries, internal organisational updates, providing compliance figures in weekly detailed press releases, and continually posting key messages across all of our social media channels.
- **Appointments:** The Commissioner announced changes at Assistant Commissioner level including a merger of Roads Policing and Community Relations. This merger is in line with commitments made under the Garda Operating Model to streamline and enhance the delivery of our services. Further changes at Assistant Commissioner level were announced in Governance and Accountability and the Eastern Region.

Media Briefings and Interviews

- The Commissioner provided briefing to media at Castlerea Garda Station following the death of Garda Colm Horkan.

- Assistant Commissioner John O’Driscoll provided a briefing to media on serious and organised crime.
- Sergeant Edel Burke, Kilrush Garda Station provided an interview to RTE Six One News on the issue of Farm Safety.
- Garda Paul Clancy, Shannon Community Policing Unit provided an interview with Gay Community News.
- Garda representatives provided submissions to the Irish Times for its Pride Supplement.

Crimecall

- Superintendent Eddie Golden gave advice to all road users as traffic levels increase due to easing of COVID-19 restrictions with a specific focus on motorcyclists during the Summer months.
- There was a review of the 2019/2020 series featuring appeals made throughout the current series highlighting numerous on-going murder and missing persons cases.
- Crime prevention advice was provided offering advice and reassurance for the months ahead in relation to Summertime burglaries and online scams.

Launches and Initiatives

A number of key initiatives and events took place during June 2020:

- **Phase 2 Dublin City Reopening:** This initiative saw the office of Corporate Communications highlight the role of An Garda Síochána in supporting the reopening of retail outlets in Dublin City Centre. Videos of former Assistant Commissioner Pat Leahy and Superintendent Tom Murphy were made and shared to highlight the measures taken by An Garda Síochána to ensure public safety and provide road traffic information.
- **Lock it or Lose It:** ‘Lock It or Lose It’ bicycle security advice was highlighted on social media.

Press Office

- Weekly updates were provided on key data such as use of health regulations and other powers used during COVID-19 checkpoints and patrols.
- During June 2020, approximately 175 press releases were issued by the Press Office and hundreds of press queries were handled on a range of criminal justice issues.
- Indicative crime trends for the 3-month period of March/ April/ May 2020 compared to the same period in 2019 were published with crime prevention messages around key crimes.

Internal Communications

Newsbeat was published every Tuesday in June and continues to reach approximately 12,000 personnel each week with important organisational updates. Key updates in June included information on the Normalised Working Group, updated Government Regulations in respect of COVID-19, changes at Assistant Commissioner level and our involvement in Dublin Pride.

The Newsbeat edition issued on 23 June 2020, focused on commemorating Garda Colm Horkan. This included information on Colm’s life, family and his love of being a Garda; the address given by Commissioner Harris at the funeral service; a video of the one-minute silences held all around the country; a collection of photos of frontline colleagues remembering Colm; and a list of supports available for personnel who are dealing with grief.

The office of Internal Communications has developed an internal brand campaign for A Policing Service For the Future (APSFF), in collaboration with the Strategic Transformation Office. This campaign aims to make it clear to personnel that all APSFF projects are part of an overall plan to improve An Garda Síochána. Branding packs for APSFF Action Managers are currently being finalised with the Strategic Transformation Office.

Screensavers were updated for June with a continued focus on messaging around COVID-19 and support for personnel, with the aim of keeping our people safe. These are displayed on more than 11,000 desktop computers all around the country.



Corporate Communications

Our Corporate Communications team have continued to support An Garda Síochána strategy to assist the Government in reducing the impact of COVID-19. By engaging with our 1.3m social media audience, we continued to promote the advice of the HSE and demonstrate examples of good practice by Gardaí. This included regular updates via social and digital media at each stage, most recently during Phase 3 of reopening.

We also highlighted the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries through:

- Producing a video to raise awareness of Operation Faoiseamh and the help and supports available to victims of domestic abuse.
- Raising awareness of emerging scams, including a prevalent smishing scam, and advice.
- Releasing updates on Operation Coronation which was established to target organised criminality in Limerick city and its environs.
- Highlighting World Elder Abuse Awareness Day on 15 June 2020, sharing advice and supports available through a social media video and public awareness campaign.

6. Progress update on embedding the Code of Ethics

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

Owing to COVID-19, no workshops have been conducted since March 2020. A decision to permit the resumption of all forms of training is awaited. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the Organisation. This has included mobility and promotion. Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, however some aspects will be affected by the current situation e.g. cancellation of all training activity. The governance and communications related activities are continuing.

The Garda Ethics and Culture Bureau has conducted a comparison between the CPD Garda College records and personnel lists. The office is currently engaging with Divisions and Sections in relation to the statistical data and returns are being collated to add to the validated database.

Garda Decision Making Model

The Garda Ethics and Culture Bureau has submitted content for inclusion in the Garda Decision Making Model eLearning training to the Garda College. Work on this is currently on hold owing to staff being re-deployed from the Garda College. A plan for communications related activity to support eLearning is being developed.

7. Implementation of Cultural Change

The Staff Cultural Initiatives continue throughout the Organisation while the review of the 12 initiatives is being finalised. The review will be submitted to senior management in the coming weeks. Following the success of the initial communications message around the findings of the culture audit, discussions continue with Internal Communications around further messages. Discussions have been held with senior management around plans for commencing a Cultural Audit, which will be subject to a procurement process.

8. Risk Management

Due to COVID-19, it has been necessary to put a number of support services carried out by the Garda Risk Management Unit on hold. This has included Support Staff Briefings, Development Programmes, Quality Assurance Meetings etc. However, support for all risk management stakeholders continues over the telephone, via email and via teleconferencing. A Risk and Policy Governance Board meeting took place on 16 June 2020 with all board members attending via video-link. The next meeting is scheduled for Thursday 3 September 2020, via video-conferencing.

A final report has been developed by Mazars, following its 'Review of Risk Management'. A meeting took place on 14 July 2020 between the Garda Risk Management Unit and Mazars, to discuss the final report, its findings and recommendations.

Development of an implementation plan for the consolidated recommendations from a number of recent reviews/audits has commenced. It is anticipated that implementation of the review recommendations will continue until the end of Quarter 4 2020. Compliance rates for Q2 2020 are currently being collated, however compliance rates from Divisions and Regions remained consistently high throughout 2019, averaging 93%. Overall compliance for Q1 2020 was 99%.

9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for Quarter 1 and Quarter 2 2020. It is the advice of the Chief Information Officer in An Garda Síochána that this report is self-contained and the current data should not be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

Comparison of Figures (Q1 2020 & Q2 2020)

- The use of Baton and Incapacitant Spray has remained steady between Q1 and Q2 2020. There were 70 uses of the Asp Baton during Q2 2020 which is down 2 compared with 72 uses during Q1.
- There were 234 deployments of Incapacitant Spray during Q2 2020 which is down 8 compared with 242 deployments in Q1.
- There has been an increase in respect of where the use of force occurred in houses from 12% in Q1 to 23% in Q2.
- There has been an increase in the use of Taser and Firearms in Q2 2020. Taser usage is up from 1 use in Q1 2020 to 10 uses in Q2 2020.
- Incidents which involved the use of firearms, including 40mm launcher, has also increased from 1 use in Q1 2020 to 6 uses in Q2 2020. These 6 incidents relate to 4 deployments of a 40mm launcher, one incident involving a discharge of a firearm and one incident where a firearm was produced but not discharged.
- The times/days of force use has seen a decrease between midnight and 3am with increases from 6am to 12pm and 6pm to midnight between Q1 & Q2 2020.
- The gender of persons subject to force has seen a decrease in uses against females from 12 % in Q1 to 9% in Q2. There was an increase in males subject to a use of force from 88% in Q1 to 91% in Q2.
- The types of incidents in which force is used has also seen little change. However, Mental Health Act related incidents accounted for the third highest types of incidents in which force was used in Q2 2020 at 6% which is up from 4% in Q1.
- The Divisions in which force was used has also remained consistent.

Complete reports will be forwarded separately to the Policing Authority.

10. Crime Trends

National Overview

As outlined in last month's report, long term trends in **Property Crime, Burglary** and **Criminal Damage** plateaued in 2019 following a sustained downward trend from 2015 – 2018. This reduction has started to resume in 2020 largely due to the COVID-19 pandemic. **Crimes against the Person** and **Sexual Offences**, for which continuous upward trends have been observed in recent years have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage.

In all Crime Trend charts to follow, the three-year average line represents the sum of incidents for the previous three years, divided by the total number of months (36) to arrive at the average. **It is important to note that 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.**

COVID-19

Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place including the closure of schools and (subsequently) ceased operation of all non-essential services and prohibition of all non-essential travel. This has had a significant effect on crime, with most crime types reporting significant reductions since mid-March. April and May were complete months of COVID-19 restrictions allowing for comparison with last year and an approximation of the impact that COVID-19 has had on various types of crime. Although some restrictions were lifted in June, many remain in place and continue to have an effect on the rate of crime. Comparisons of April-June 2020 with April-June 2019 are provided below.

Data Quality Assurance

The CIO, along with GSAS and GISC management, continue to hold informal and scheduled meetings with the CSO on data matters – including topics such as the recording of ethnicity and gender. The last scheduled meeting was on 14 July 2020. An Garda Síochána continues to publish near real time data on operations; COVID-19 reporting frequency is being reduced but we will continue to report on specific operations such as Operation Navigation, with summary data made public and more details of the methodology and underlying data sets provided to stakeholders. The three priority data quality actions for 2020 discussed with Policing Authority staff on 5 March are still in progress:

- (1) Crime recording rules are still on track to be published in July, having been delayed by COVID-19 related work.
- (2) Eircode capture is being implemented in PULSE 7.6 (currently scheduled for September). Eircode matching of existing addresses to increase overall coverage in PULSE is still on hold pending the appointment of a project manager.
- (3) The PULSE data review process operated by GISC and essential to maintaining quality continues to function well and has been an essential enabler in the production of COVID-19 data and more recently crime trends and Operation Navigation data. It is still intended to organise a formal (external) assessment of the data quality review process when conditions allow for face-to-face meetings.

Chart 1: Total Property Crime - 5 Year Trend

Property Crime had been trending downwards since the end of 2015. This trend flattened out in 2019 but has taken a further downward turn in 2020. Levels are down 11.8% in the 12 months to June 2020 as compared with the 12 months prior to this. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. When April-June 2020 is compared with April-June 2019, there has been a reduction in Property Crime of 41.7%.

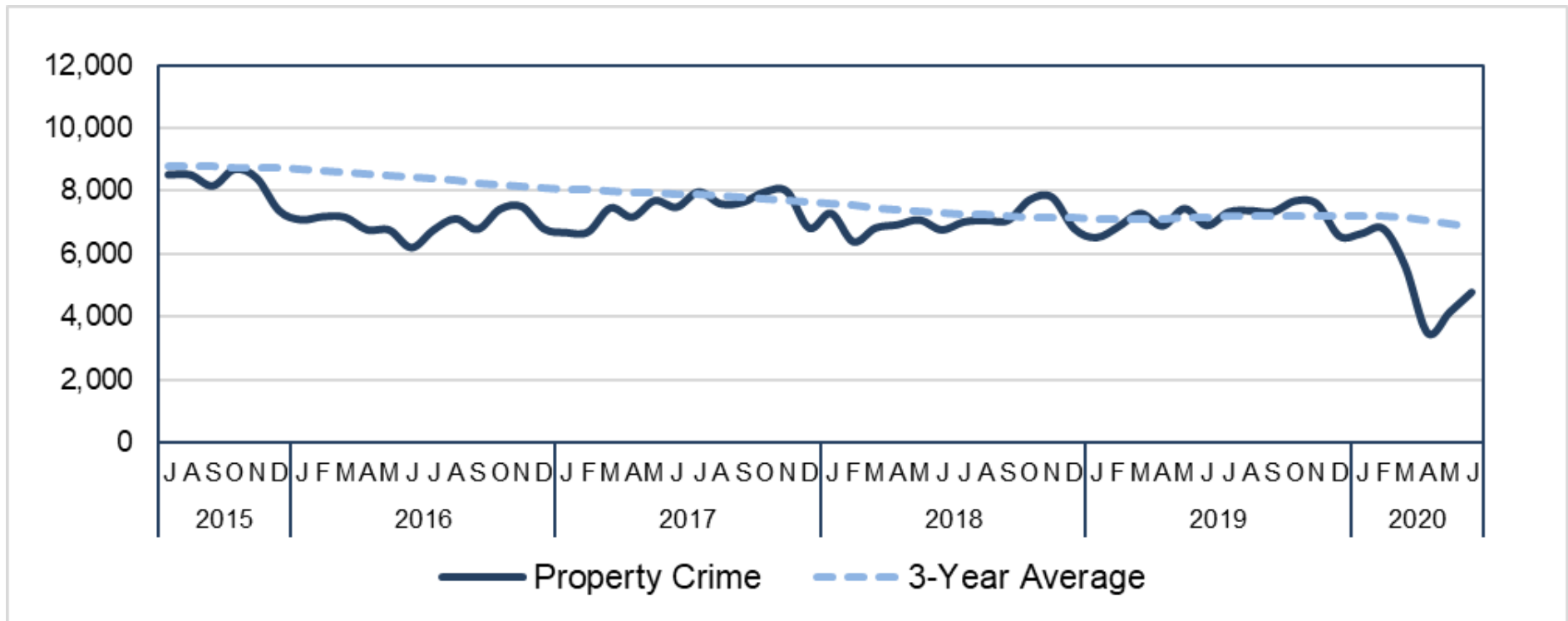


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was down 10.6% and burglary occurring elsewhere down 20.4% in the 12 months to June 2020. When compared with April-June 2019, residential burglary has decreased by 53.4% and burglary elsewhere has decreased by 55.3%.

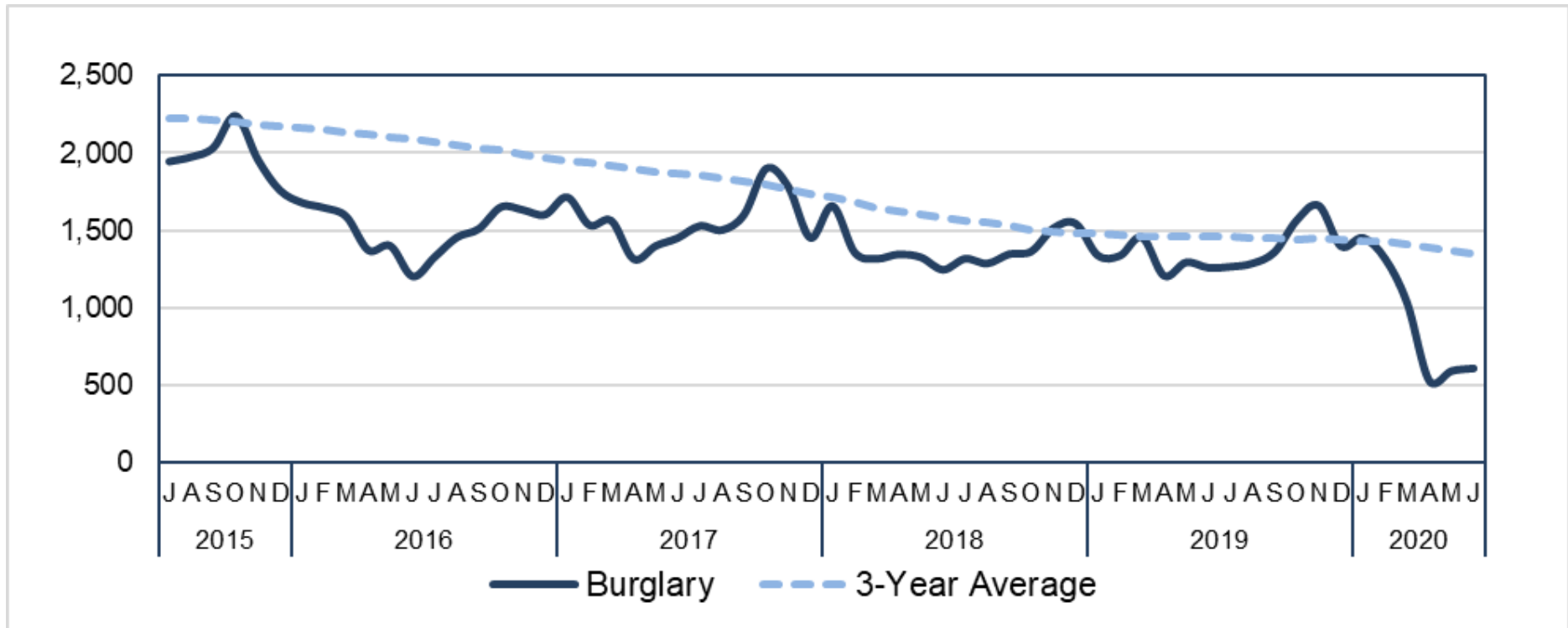


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the Person are starting to plateau following a gradual rise over the past 3 years. In the year to June 2020, there was a decrease of 4%. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-June 2020, Crimes against the Person were 17.3% lower than those reported in April-June 2019.

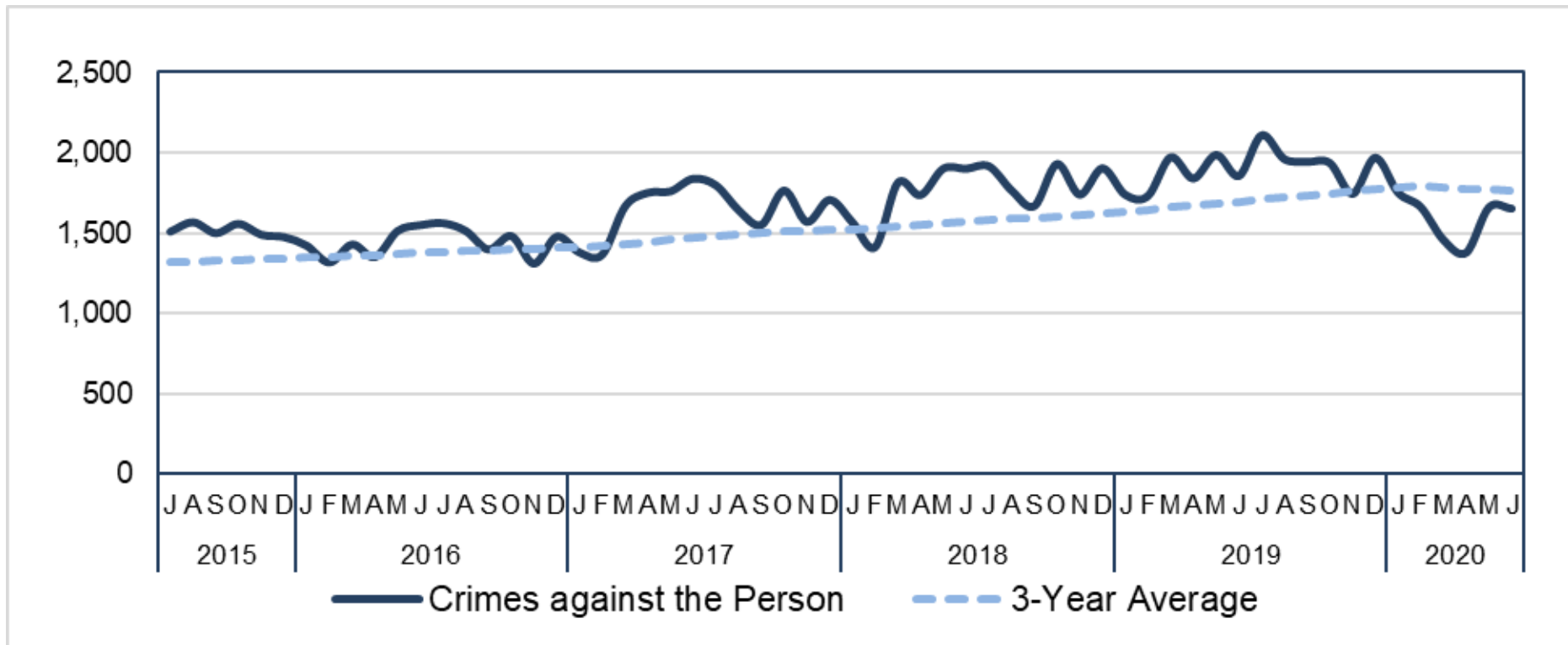


Chart 4: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015. However, this has plateaued in the last 12 months. In the 12 months to May 2020, there has been a decrease in reported Sexual Offences of 14.4%. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both Sexual Offences and Crimes against the Person in recent years. It therefore, cannot be precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-May 2020, reported Sexual Offences were 34.9% lower than in April-May 2019. However, given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

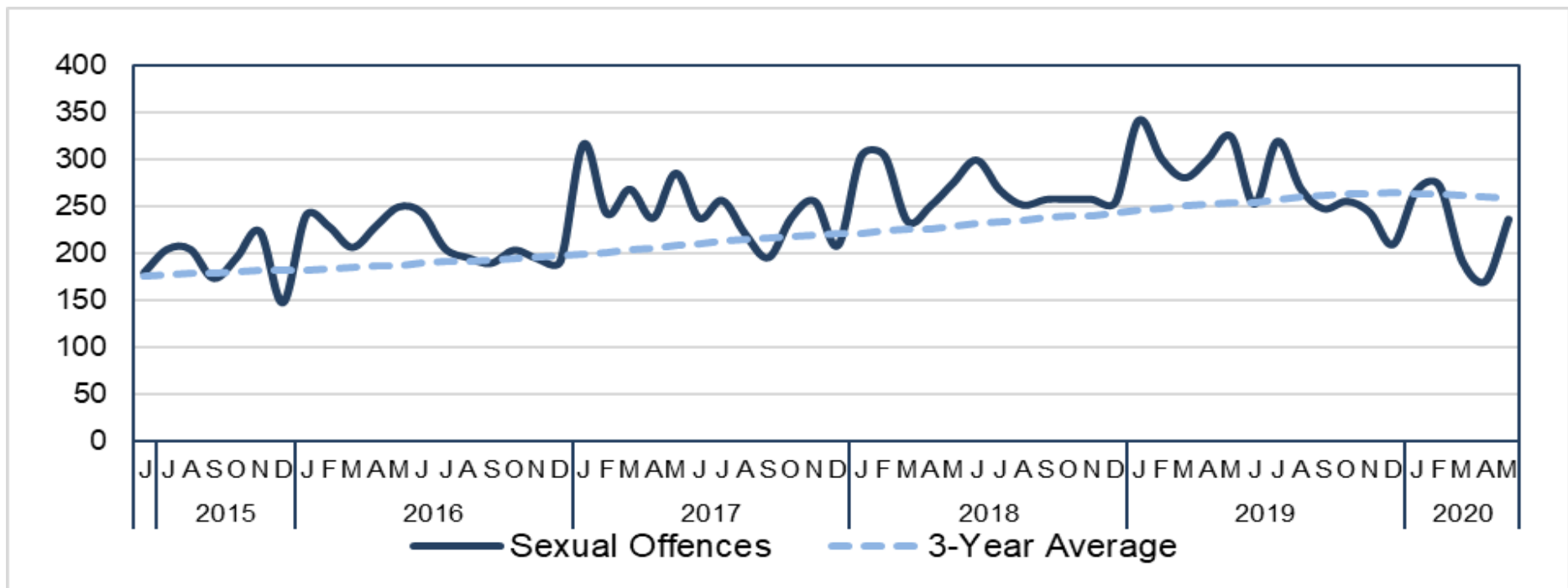


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal Damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 7.1% in the 12 months to June 2020 as compared with the 12 months prior to this. In April-June 2020, there were 18.1% fewer reported Criminal Damage incidents compared to April-June 2019.

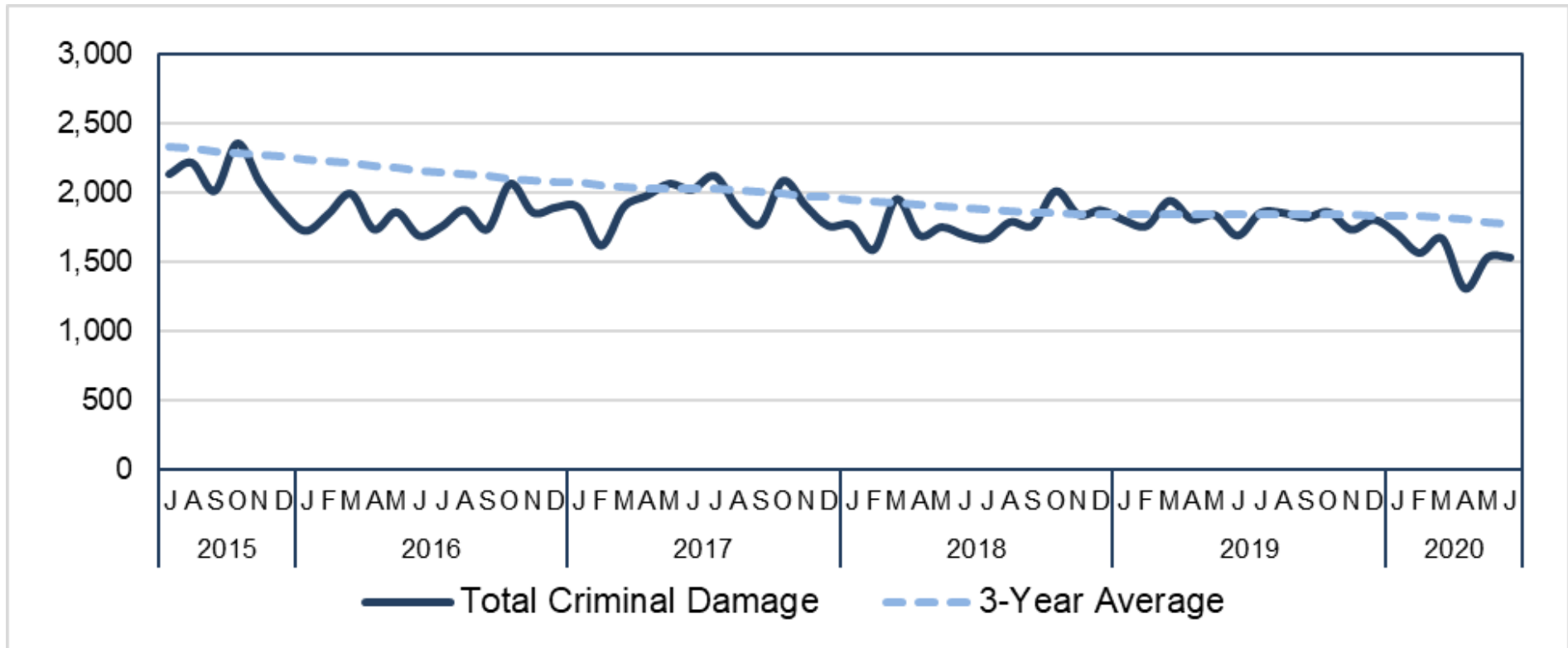
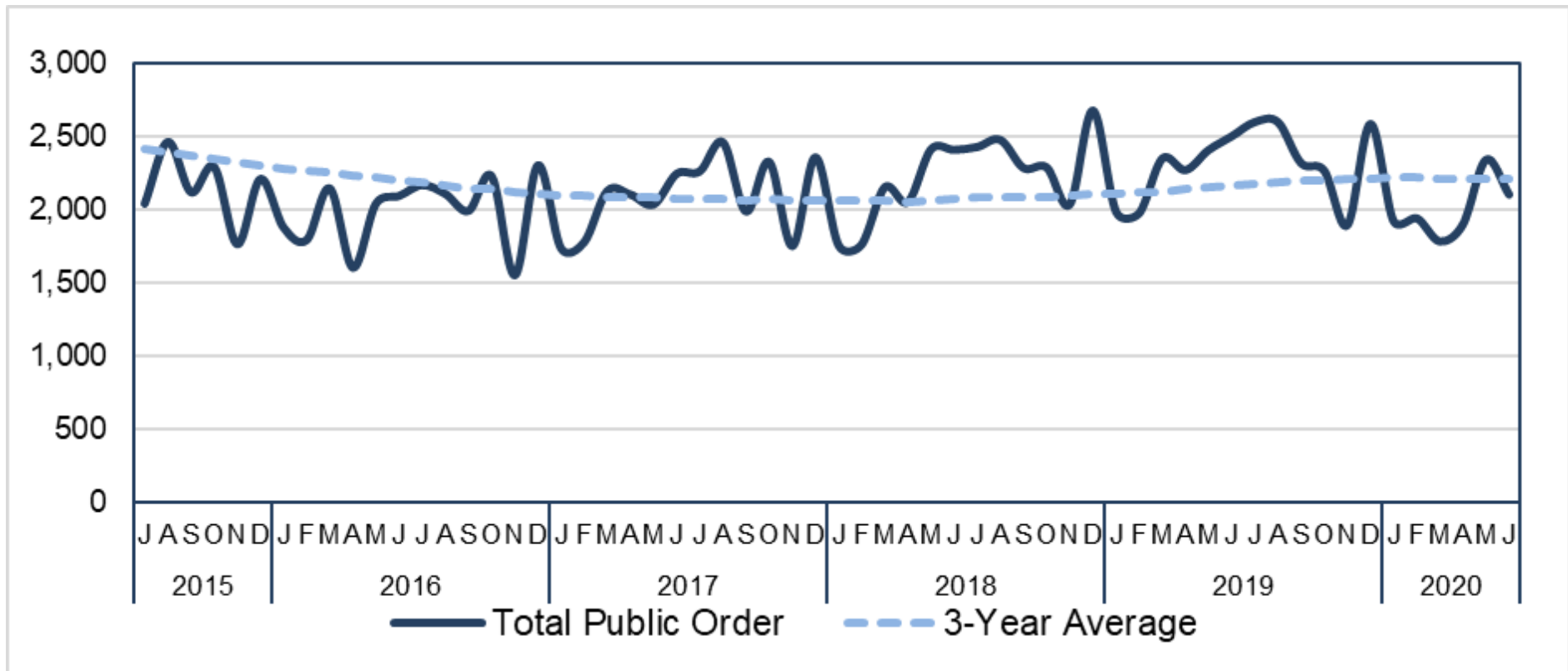


Chart 6: Total Public Order- 5 Year Trend

Public Order incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 5.2% in the 12 months to June 2020. Public order offences tend to spike in December and increase gradually throughout the year into Summer. Public Order for April-June 2020 is down 4.5% when compared with the same period last year. This lower reduction during COVID-19 is an indication that Public Order is less affected by the restrictions than other crime types.



11. Policing Successes

Through the month of June 2020, there have been various incidents of noteworthy 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 & Serious Crime, Garda National Crime & Security Intelligence Service and Roads Policing & Community Engagement. An overview of some of those incidents is outlined below:

On 3 June 2020, as part of an ongoing investigation targeting an Organised Crime Group (OCG), suspected of involvement in money laundering, personnel from the Garda National Economic Crime Bureau (GNECB), supported by Gardaí seconded to the Department of Employment Affairs and Social Protection conducted search operations in Dublin, resulting in the arrest of four suspects, two of whom were detained for offences related to organised crime legislation, while the remaining two were detained for money laundering offences. One prisoner was subsequently charged with 20 offences, including money laundering, deception, possession of stolen property and using false instruments and remains remanded in custody. In addition, almost €100,000 has been either seized in cash or frozen in false bank accounts, while a number of fraudulent Social Welfare COVID-19 claims were identified.

On 6 June 2020, Gardaí in Naas Garda Station responded to two incidents of theft from unoccupied motor vehicles. An immediate investigation commenced and following an examination of CCTV, a vehicle of interest was identified and details of the vehicle were subsequently circulated. A short time later, the suspect vehicle was stopped by Gardaí in Ballyfermot and three occupants were arrested and detained at Naas Garda Station pursuant to the provisions of section 4 of the Criminal Justice Act 1984. All three prisoners were subsequently charged with theft related offences and appeared before Naas District Court where, following Garda objections to bail, they were remanded in custody.

On 17 June 2020, as part of an ongoing operation, targeting an OCG suspected of involvement in the sale and supply of illegal drugs, uniformed Gardaí, supported by the Emergency Response Unit (ERU), Armed Support Unit (ASU), Criminal Assets Bureau (CAB) and the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted 67 searches in counties Limerick, Clare and Tipperary, during which a number of items including €220,000 in cash (Euro, Sterling, Dirham), over €100,000 high-end designer jewellery and watches, financial and property documentation, a vehicle worth €50,000 and drug paraphernalia were seized. During one particular search, with the assistance of Garda Dog Rex, €20,000 of suspected cannabis, concealed in a shed, was also seized. A total of 14 people were arrested as part of the operation, 8 were charged with offences, contrary to section 15 of the Misuse of Drugs Act 1977/84. Comprehensive investigation files will be prepared for the Law Officers.

On 19 June 2020, as part of an ongoing investigation targeting serious organised criminal activity, the GNDOCB, in collaboration with Dutch law enforcement agencies, conducted an intelligence led operation targeting an Irish OCG suspected of involvement in drug trafficking. Coordinated searches were conducted in both jurisdictions, leading to the Dutch police seizing 16 kgs of cocaine at a residence in Amsterdam and the arrest of a male, who was subsequently charged with drug trafficking offences. Simultaneously, 5 searches were conducted in counties Meath and Dublin, resulting in the seizure of encrypted electronic communication devices and approximately €60,000 in cash. A male was arrested on suspicion of money laundering and subsequently released without charge, pending submission of an investigation file to the Law Officers.

On 23 June 2020, following a multi-agency cross border operation, involving Gardaí from the North Western Region, Belfast Harbour Police, Belfast City Council Animal Welfare Service, the Ulster Society for the Prevention of Cruelty to Animals (USPCA) and the Irish Society for the Prevention of Cruelty to Animals (ISPCA), four fox hound puppies which had been stolen from Craughwell on 21/22 June 2020,

were among a number of dogs recovered in Belfast Harbour. The four-week-old puppies were reunited with their mother. Investigations into this matter remain ongoing.

On 24 June 2020, following an investigation into reported sexual and physical assaults on persons working in the sex trade, a search and arrest operation was conducted by the Garda National Protective Services Bureau (GNPSB). A male was arrested and detained at Tralee Garda Station pursuant to the provisions of section 4 of the Criminal Justice Act 1984, where, following consultation with the DPP, he was subsequently charged with two offences, contrary to the provisions of section 2, Non Fatal Offences Against the Person Act 1997 and section 2, Criminal Law (Rape)(Amendment) Act 1990, as amended. He appeared before the District Court, where bail was granted, with strict conditions attached.

On 27 June 2020, as part of an ongoing investigation targeting serious organised criminal activity, personnel from GNDOCB conducted search operations in counties Cavan and Dublin, resulting in the recovery of approximately €900,000 in cash. One male was arrested, charged with money laundering offences and remains before the Courts.

On 28 June 2020, Gardaí attended at a residence in Dublin 9, where two shots had been discharged at the property and one person had received minor injuries. An immediate investigation was commenced and a short time later, a suspect was identified, arrested and detained at Ballymun Garda Station, pursuant to the provisions of section 30, Offences Against the State Act, 1939/98. Following consultation with the DPP, the prisoner was subsequently charged with offences, contrary to the provisions of section 27(a), Firearms Act, 1964 and section 8, Firearms & Offensive Weapons Act, 1990 and appeared before the Courts, where following objections to bail he was remanded in custody.

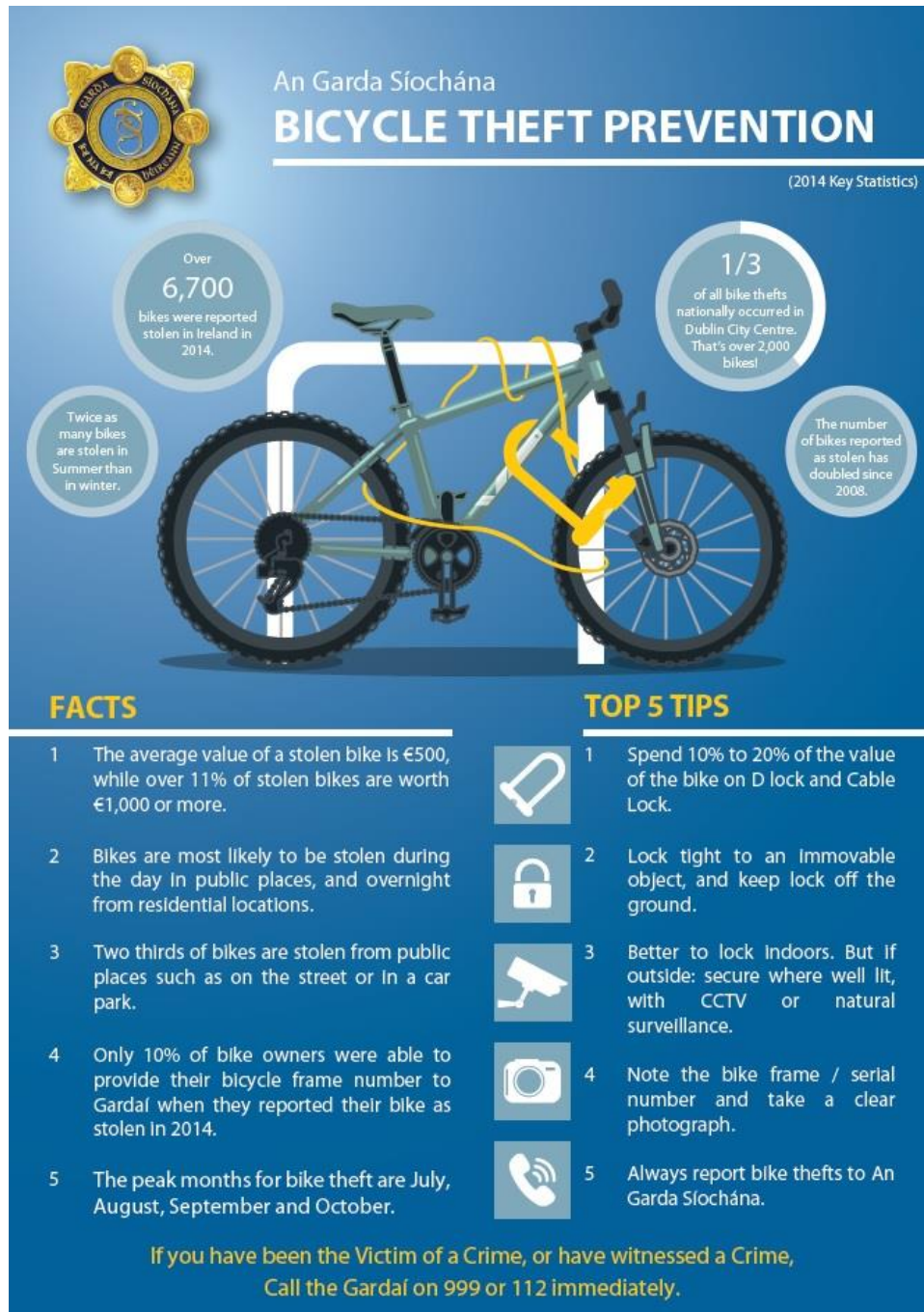
On 30 June 2020, the CAB, supported by local Gardaí and the ERU, conducted a search operation at residential properties and business premises in Dublin and Wicklow, targeting the assets and activities of an OCG suspected of involvement in money laundering activities. Over €700,000 cash was seized and approximately €300,000 restrained in Financial Accounts. This matter remains under investigation.

During June 2020, the CAB secured Orders, pursuant to sections 2 & 3 of the Proceeds of Crime Act 1996, as amended, over 5 properties, €125,400 cash, 5 designer watches, €19,000 of high-end goods, €43,000 held in financial accounts and a vehicle.

12. Community Engagement and Organisational Initiatives

Bicycle Theft Prevention

The Garda National Crime Prevention Unit with the assistance of the Garda Community Policing Unit produced a social media campaign on bicycle security, which included an updated Bicycle Security Information Sheet, a 'Lock It or Lose It' infographic and BIKE card. The BIKE card encourages bike owners to record specific details relating to their bicycle. A video on bicycle security and road safety advice was updated and disseminated to Community Gardaí and Crime Prevention Officers.



World Elder Abuse Awareness Day - Don't Turn Your Back Campaign



On 15 June 2020, in support of World Elder Abuse Awareness Day, the Garda National Diversity & Integration Unit developed the “Don't Turn Your Back” campaign with the assistance of the Garda National Community Policing Unit. A social media campaign was also launched and included a video message delivered by Superintendent, National Community Engagement Bureau, which was sent to all stakeholders.

The campaign reminds people that it is important to be mindful that elder abuse is not always visible or obvious. Abuse may occur as a consequence of deliberate intent, negligence or ignorance.

In line with An Garda Síochána mission of Keeping People Safe, all staff, particularly those on the frontline were asked to pay attention to older members of their communities. Over the last number of months, Gardaí throughout the country have engaged with and supported older people. The promotion of the campaign reminds all that the support and protection will continue.

Working Group on the Implementation of the European Council Declaration on the Fight Against Antisemitism

Personnel at the Garda National Diversity and Integration Unit participated in a one day video conference on 17 June 2020, for a ‘Working Group on the Implementation of the European Commission Council Declaration on the Fight Against Antisemitism.’ The aim of this meeting is to support Member States in the adoption of “a holistic strategy to prevent and fight all forms of antisemitism as part of their strategies on preventing racism, xenophobia, radicalisation and violent extremism”, in line with the Council declaration, by the end of 2020.

Pride 2020

In support of the LGBTQ+ Community, the Garda National Diversity & Integration Unit and the Community Engagement Bureau supported a number of events and initiatives held for this year’s virtual Pride ‘In this Together’. The Garda Commissioner & Assistant Commissioner Roads Policing and Community Engagement contributed to this year’s Pride Guide 2020 booklet, while Garda Headquarters was lit in the rainbow colours on Friday 26 June 2020.



Garda Reserve – Certificates of Appreciation

In June 2020, thirty-one Certificates of Appreciation were issued to members of the Garda Reserve who successfully completed ten years of service. Three members of the Garda Reserve who had reached retirement were also issued with Certificates of Appreciation, signed by the Commissioner, in recognition of their voluntary and invaluable service.

Road Back – Road Safety Campaign

On 10 June 2020, An Garda Síochána and the Road Safety Authority (RSA) launched a new road safety campaign urging road users to be extra cautious as the roads get busier, and to realise that they have changed due to increased numbers of cyclists and pedestrians on Irish roads. It follows the lifting of COVID-19 travel restrictions.

The new road safety campaign ‘We’re on the road back. Make it a safer one’, reminds us that as we gradually begin to leave our homes more, we’ll see more cars back on the road and many more pedestrians and cyclists about. As we adjust to a new normal, we can choose a new normal for our roads too – making them a safer place for everyone. Drivers are being urged to slow down, avoid distractions while driving and to take care when passing pedestrians and cyclists. Pedestrians are reminded to use the footpath and if there is none, to walk on the right-hand side of the road, facing oncoming traffic.

In addition, the RSA and An Garda Síochána are reminding car owners to ensure their vehicle, which may not have been driven for some time, is roadworthy by undertaking some basic maintenance checks in advance of setting off. With many people working from home, they may be out of the habit of driving and drivers are being encouraged to make sure they are comfortable and familiar with their vehicles again before going on any journey.

The RSA and An Garda Síochána ‘We’re on the road back. Make it a safer one’ campaign, includes two new radio adverts that will air on national and local radio. It will be supported by digital and social media activity.



Assistant Commissioner Roads Policing and Community Engagement Paula Hilman and Ms. Liz O'Donnell, Chairperson of the Road Safety Authority

Appendix A – Policing Plan 2020 – Performance at a glance, June 2020

Priority 1. Community Policing

1	Community Policing Framework	Yellow	8	Community Policing Reserves	Green
2	Community Policing Training	Green	9	National Drug Strategy	Green
3	Conclude mapping of 4 Divisions	Green	10	Community partnerships (COVID-19)	Green
4	Community Policing Mapping	Yellow	11	Stakeholder Experiences	Yellow
5	Community Police Allocation	Green	12	Community Partnerships	Green
6	Diversity & Integration Implementation	Green	13	Community Engagement (COVID-19)	Green
7	Diversity & Integration Feedback	Green			

Priority 2. Protecting People

14	COVID-19 Response Coordination	Green	33	Homicide Review Recommendations	Green
15	Data Analysis Support	Red	34	Divisional Protective Services Units	Green
16	Public Health Operations	Green	35	Domestic Abuse Risk Assessment Tool	Yellow
17	National Coordination & Tasking Functions	Green	36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Green	37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Yellow	38	Victim Assessments	Green
20	Crime Prevention Advice	Green	39	Victim Support Training	Yellow
21	Assaults in Public Reduction Strategy	Green	40	3 rd Party Hate Crime Reporting	Green
22	Crime Prevention Strategy	Yellow	41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Red	42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Red	43	Hate Crime Training	Green
25	Metal, & Retail Theft Forum	Yellow	44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green	45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green	46	Unaccompanied Driver Detections	Green
28	Reporting on OCGs to Policing Authority	Green	47	Crowe Horwath Recommendations	Green
29	IMS	Green	48	Major Event Management Unit	Green
30	Schengen Information Connection	Red	49	Operation Páistí	Green
31	Schengen Training	Red	50	Roads Intel Gathering	Green
32	Schengen Phase III	Green	51	Disqualified/Fail to Surrender Drivers	Yellow

Priority 3. A Secure Ireland

52	Domestic & International Operations		59	International Engagement	
53	Monitoring Extremist Threats		60	Europol & Interpol Operations	
54	Terrorist Activities & Network Disruption		61	Europol & Interpol Engagement	
55	Security Service Training		62	Major Emergency Response	Green
56	Targeting Terrorist Finance		63	CBRN Response Capabilities	Green
57	Security & Intelligence Operating Model		64	MEM Training	Yellow
58	Security & Intelligence Enhancements				

Priority 4. A Human Rights Foundation

65	Human Rights Strategy	Green	69	Human Rights Training	Yellow
66	Recording Use of Force	Green	70	Human Rights Policy Reviews	Yellow
67	Reporting Use of Force	Green	71	Human Rights (COVID-19)	Green
68	Embedding Code of Ethics	Green	72	Rights and Ethics Comms (COVID-19)	Green

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	Green	96	Industrial Relations Structures	Green
74	Training in Pandemics	Green	97	Staff Cultural Engagement	Green
75	Garda Staff Training	Red	98	Cultural Audit Roadmap	Green
76	Garda Probationer Monitoring	Yellow	99	Cultural Audit Process	Green
77	Garda Probationer Training	Red	100	Innovation Programme	Green
78	Garda Staff Induction Training	Green	101	PALF Usage Review	Green
79	Learning & Development Director	Yellow	102	PALF Usage	Yellow
80	Learning & Development Reporting	Yellow	103	Performance Management for Garda Staff	Yellow
81	Learning & Development Strategy	Yellow	104	Attested Probationer Supervision	Yellow
82	Electronic Training Management System	Yellow	105	Guidance & Support for Attested Probationers	Yellow
83	New Uniform Procurement	Green	106	Frontline Policing Recognition	Yellow
84	Property & Exhibit Management System eLearning	Green	107	Discipline Regulation Statutes	Green
85	Gardaí Recruitment	Red	108	Anti-Corruption Unit	Yellow
86	Garda Staff Recruitment	Yellow	109	Health & Wellbeing Strategy	Green
87	Human Resources Operating Model	Yellow	110	Post-traumatic Incident Support	Yellow
88	Workforce Plan	Green	111	Health & Wellbeing (COVID-19)	Green
89	Redeployment Strategy	Green	112	Occupational Health (COVID-19)	Green
90	Garda Redeployments	Yellow	113	Medical Considerations (COVID-19)	Green
91	Enhanced Promotion Processes	Green	114	Health & Safety in Policing (COVID-19)	Green
92	Diversifying Recruitment	Yellow	115	Health & Safety of Frontline Gardaí (COVID-19)	Green
93	Irish Language Recommendations	Green	116	PPE Procurement (COVID-19)	Yellow
94	Divesting Non-Core Duties	Green	117	Remote Working Solutions	Green
95	Senior Leadership Training	Yellow			

Priority 6. Transforming our Service

118	Revised Rostering	Yellow	129	Internal Communications Strategy	Green
119	Implement Operating Model	Green	130	Portal Upgrade Plan	Green
120	Divisional Business Services	Green	131	Data Quality Assurance Plan	Green
121	Phase 1 Op model Functions	Green	132	Core Technology Platforms Review	Green
122	Phase 2 Op model	Green	133	Criminal Justice Hub	Green
123	SCO Op model	Green	134	Mobility Evaluation	Green
124	Regional Op Model	Green	135	Enterprise Content Management Deployment	Yellow
125	Costed Policing Plans	Green	136	Computer Aided Dispatch Procurement	Yellow
126	Corporate Governance Framework Review	Green	137	Accelerated RDMS Deployment	Yellow
127	Performance & Accountability Framework	Green	138	Roster Duty Management System Roll-Out	Yellow
128	Risk Management Framework Review	Green			

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3	1			10
Superintendent		1	1	7			7	1	15	1			33
Total	0	2	2	8	0	0	12	1	18	2	0	0	45

Notes:

- 1) 1 Assistant Commissioner, 3 Chief Superintendents and 6 Superintendents in July 2020 are Severance related.
- 2) 3 Chief Superintendents and 14 Superintendents in September 2020 are Severance related.
- 3) The previously included Superintendent under compulsory retirement on 15/6/2020 did not take effect as an extension was granted.

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of June 2020

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	9									0	9	0
Chief Superintendent	47	47									0	47	0
Superintendent	168	166									0	166	2
Total	224	222	0	0	0	0	0	0	0	0	0	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 30.06.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	22	0.18%	0.26%							23	0.19%	0.27%	11	0.09%	0.13%
	Female	100	0.84%	2.96%	38	0.32%	1.10%	72	0.84%	2.09%	35	0.29%	1.02%				64	0.53%	1.86%
Sergeant	Male	1	0.05%	0.06%	2	0.09%	0.12%							3	0.14%	0.18%	1	0.05%	0.06%
	Female	5	0.24%	0.85%	2	0.09%	0.42%	14	0.67%	2.97%	6	0.28%	1.27%				4	0.19%	0.85%
Inspector	Male																		
	Female										1	0.26%	1.47%						
Superintendent	Male																		
	Female							1	0.60%	5.88%	1	0.60%	5.88%						
	Total Male	3	0.02%	0.03%	24	0.16%	0.22%							26	0.18%	0.24%	12	0.08%	0.11%
	Total Female	105	0.72%	2.64%	40	0.27%	1.00%	87	0.59%	2.17%	43	0.29%	1.07%				68	0.46%	1.70%
	Total	108	0.74%		64	0.44%		87	0.59%		43	0.29%		26	0.18%		80	0.55%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 30.06.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.43%	1.80%	4	0.22%	0.90%										5	0.27%	1.13%
	Female	278	15.04%	19.80%	15	0.81%	1.07%	9	0.49%	0.64%	6	0.32%	0.43%				50	2.71%	11.26%
EO	Male																2	1.54%	3.85%
	Female	44	33.85%	56.41%	4	3.08%	5.13%	8	6.15%	10.26%	6	4.62%	7.69%				10	7.69%	12.82%
HEO	Male				1	1.47%	3.23%										1	1.47%	3.23%
	Female	4	5.88%	10.81%	2			2	2.94%	5.41%							10	14.71%	27.03%
AP	Male																		
	Female																3	4.41%	9.68%
Chef de Partie	Male																		
	Female																		
Teacher	Male																		
	Female	2	11.76%	22.22%															
Cleaner	Male																		
	Female	3	1.27%	1.34%	1	0.42%	0.45%	3	1.27%	1.34%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.89%	5	0.18%	0.67%										8	0.24%	0.89%
	Total Female	332	10.13%	13.96%	22	0.64%	0.88%	22	0.67%	0.92%	12	0.37%	0.50%				73	2.23%	3.07%
	Total	340	10.38%		27	0.82%		22	0.67%		12	0.37%					81	2.47%	

Appendix F - HR and Trend Data on Sick Leave

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
July 2019	1374	157	96	10	7	0	1477	167
August 2019	1515	164	108	9	11	0	1634	173
September 2019	1619	165	129	10	10	0	1758	175
October 2019	1704	155	120	11	7	1	1831	167
November 2019	1593	154	135	11	8	0	1736	165
December 2019	1708	154	159	12	17	0	1884	166
January 2020	1774	154	170	11	17	0	1961	165
February 2020	1511	151	124	11	10	0	1645	162
March 2020	1215	159	103	10	12	0	1330	169
April 2020	768	150	76	9	9	1	853	160
May 2020	785	144	58	10	3	1	846	155
June 2020	924	144	65	9	4	1	993	154

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2019	1470	157	103	10	7	0	1580	167
August 2019	1636	164	115	9	11	0	1762	173
September 2019	1741	165	137	10	10	0	1888	175
October 2019	1830	156	125	11	7	1	1962	168
November 2019	1723	158	145	11	8	0	1876	169
December 2019	1842	154	167	12	17	0	2026	166
January 2020	1938	156	182	11	17	0	2137	167

February 2020	1628	151	132	11	11	0	1771	162
March 2020	1284	161	108	10	12	0	1404	171
April 2020	795	150	78	9	9	1	882	160
May 2020	809	145	60	10	3	1	872	156
June 2020	960	146	67	9	4	1	1031	156

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2019	11657.5	4238.5	1230	293	119	0	13006.5	4531.5
August 2019	12292	4493	1289	279	150	0	13731	4772
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
June 2020	9329.50	-343.50	-3.55%
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%
September 2019	14310.50	579.50	4.05%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%
September 2019	4591.50	-180.50	4.05%

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

Month	No. of Days Absent	LTR	Commentary
June 2020	9329.50	2.38%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
May 2020	9673	2.46%	
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

Garda Staff - Numbers who availed of sick leave

Date	No.
July 2019	308
August 2019	269
September 2019	333
October 2019	418
November 2019	396
December 2019	407
January 2020	515
February 2020	435
March 2020	321
April 2020	199
May 2020	198
June 2020	211

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
July 2019	323	9	332
August 2019	287	3	290
September 2019	348	4	352
October 2019	449	11	460
November 2019	435	7	442
December 2019	434	6	440
January 2020	577	3	580
February 2020	478	8	486
March 2020	341	5	346
April 2020	203	0	203

May 2020	196	2	198
June 2020	221	0	221

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
July 2019	3101	91	3192
August 2019	2989	62	3051
September 2019	3096.5	64	3160.5
October 2019	3153	100	3253
November 2019	3148	78	3226
December 2019	3559.5	70	3629.5
January 2020	3792	62	3854
February 2020	3500.5	73	3573.5
March 2020	3638.5	65	3703.5
April 2020	3297	0	3297
May 2020	2810	12	2822
June 2020	2633.5	0	2633.5

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
June 2020	2633.50	3.25%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	
September 2019	3160.50	4.14%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).
- Standard Working Month = 229 days/12 = 19.08.

- Whole Time Equivalent does not factor other leave types, such as Maternity, Career Break etc.
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Commentary on Sick Absence in June 2020

Sick Absence for both Garda Members and Garda Staff has seen another reduction in Ordinary Illness sick absence in June. The days recorded for ordinary illness sick absence show a month on month decrease, while instances and numbers availing of sick absence leave are showing an increase. Comparing June 2020 to June 2019, year on year Ordinary Illness days have decreased for Garda Members by 18.2% and Garda Staff by 6%. Injury on Duty sick absence shows a marginal decrease in the month. Comparing June 2020 to June 2019, year on year Injury on Duty has increased by 2.1%. The number of days in the respective months is a contributory factor in variances month on month. Sick Absence is broadly categorized as Injury on Duty (members only) and Ordinary Illness (members and staff).

Injury on Duty

Overall, Injury on Duty for Garda Members shows a slight decrease month on month over the number of sick absence days (2.2%), while showing no change in the instances of sick absence and showing a very marginal decrease in the number of Garda Members availing of sick absence leave.

Ordinary Illness

The number of sick absence days month on month, show a decrease of 3.5% for Garda Members and a decrease for Garda Staff of 6.6%. The instances of sick absence month on month, for Garda Members show a significant increase of 18.2% for Garda Members and 11.6% for Garda Staff. 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, the month shows an increase of 17.3% and an increase of 6.5% for Garda Staff.

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