



An Garda Síochána

Monthly Report to the Policing Authority

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

February 2023

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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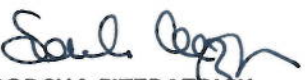
Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

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

Yours sincerely,


SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE

24 March 2023

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

Message from the Commissioner

Throughout the month of February 2023, there have been numerous incidents of outstanding police work performed by members of An Garda Síochána.

An Garda Síochána continues to have success in the area of drug detection with a number of high value seizures recorded under Operation Tara. These included seizures by Garda National Drugs and Organised Crime Bureau of €2.8m worth of suspected cocaine, and a further separate seizure of €2.4m worth of suspected cannabis.

Significant arrests were also made under our anti-burglary operation, Operation Thor. These included arrests in connection with golf club burglaries in the Maynooth and Leixlip areas, and other burglaries committed in mid-Leinster.

There were also a number of arrests in relation to firearm offences in Limerick, Louth and the Dublin Metropolitan Region.

It was a special month for women in the organisation and I was delighted to launch two notable publications; “The Women in An Garda Síochána: a reflection on their journey in policing”, a book celebrating women in An Garda Síochána. Then, separately, we published a menopause guidance document to support women in the police service.

A number of key public awareness campaigns were conducted in February 2023, including a social media campaign on sextortion and another on romance fraud.

We continue to work with our international partners and assistance was provided in respect of people wanted in other jurisdictions. This included an arrest of a person on foot of a SIS Article 26 Alert, who was sought in relation to a war crimes offence.

Meanwhile, the Criminal Assets Bureau conducted searches targeting assets of organised crime groups, during which €115,000 in funds were restrained, and Rolex watches, high value goods, and files relating to the purchase and re-development of a property were seized.

We held our first St Brigid’s Day Bank Holiday Road Safety campaign this month. A total of 1,248 checkpoints were carried out, with 196 arrests made for driving under the influence. Tragically, one person died in a collision over this period. We continue to raise awareness around road safety and encourage all road users to stay safe when using our roads by slowing down, never drink or drug driving, wearing a seat belt and pedestrians to wear high-visibility clothing, particularly late at night or early morning.

**J A HARRIS
COMMISSIONER**

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end February €'000	Remaining Mar-Dec €'000	Remaining %
Gross Total	2,249,610	314,788	1,934,822	86%
Appropriation in Aid (receipts)	104,206	19,793	84,413	81%
Net Total	2,145,404	294,995	1,850,409	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of February 2023, the total combined gross expenditure is €314.79m (14% of allocation), which is less than the end of February 2023 profiled spend by €2.04m, with further detail below on specific areas of over and under profile.



Current Allocation and Expenditure

The gross current allocation for 2023 is €2.088b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in February 2023 was €108.66m and year to date is €212.45m. Expenditure on the salaries, allowances and employer PRSI elements in February 2023 was €98.23m, and year to date is €190.72m, which is €0.25m over budget profile. Expenditure on overtime in February 2023 was €10.44m and year to date is €21.73m, which is €1.54m over budget profile. Overall, pay and overtime is over profiled budget at end February 2023 by €1.78m.

In respect of superannuation of €428.46m, expenditure in February 2023 was €32.67m and year to date is €65.94m, which is €24,000 under profile at the end of February 2023. In relation to other non-pay subheads of €266.08m (including for the Garda College), expenditure on non-pay in February 2023 was €16.35m and year to date is €24.88m. Overall, non-pay expenditure is €2.55m under profile at the end of February 2023, considered in the main due to timing of receipt of goods and services. Non-pay expenditure in relation to COVID-19 at the end of February 2023 is reported at €39,700.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €161.5m. Expenditure on capital (including the Garda College) in February 2023 was €9.74m and year to date is €11.49m. The capital subheads have a combined under profile spend of €1.28m to the end of February 2023.

Appropriations in Aid

Appropriations in Aid are €19.79m at the end of February 2023, €2.32m ahead of the estimated profiled receipts.

Estate Management February 2023

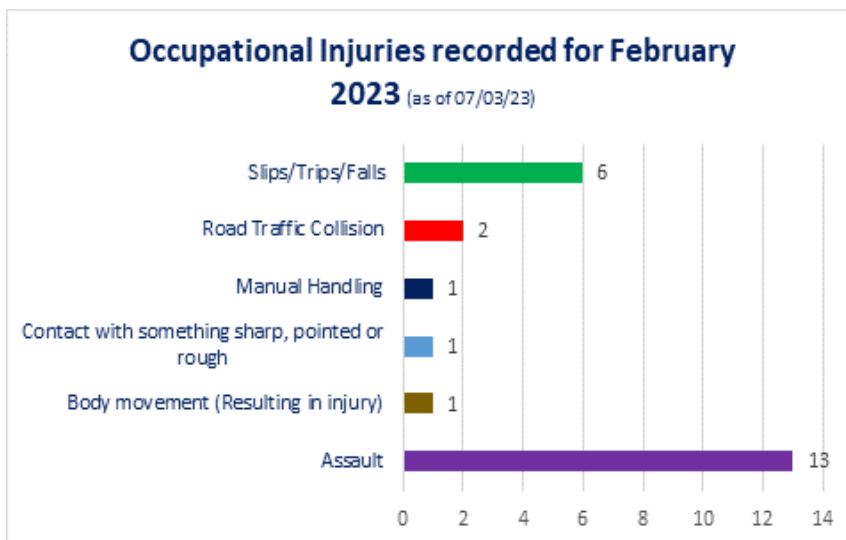
- **13A Upper O’Connell Street:** Provision of a new Garda station for DMR North Central Division, which the Taoiseach officially opened on 10 March 2023. A refurbishment of the existing premises was undertaken and provides An Garda Síochána with a front-of-house public counter and foyer with adjacent consultation rooms, and a number of administration offices and welfare facilities for Garda personnel. The facility also provides an office for the Irish Tourist Assistance Service (ITAS).
- The following projects also continue to be progressed: Clyde House, Dublin 15; J-Block, Garda HQ; Navan Garda Station; Macroom Garda Station, Clonmel Garda Station, Bailieboro Garda Station; Drogheda PEMS and Locker Room/PEMS Tallaght and Naas; Redevelopment of Portlaoise Garda Station; Newcastlewest Garda Station; and the Cell Refurbishment Programme.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

Health and Safety

- The Garda National Health and Safety Committee sat and explored opportunities with the Staff Associations to highlight officer injury.
- A total of 80 National Incident Management System (NIMS) Incidents were created.
- Fire Warden Training was carried out in the Wicklow/Wexford Division and DMR West Division (Clondalkin) in February 2023.
- There were 24 occupational injuries recorded for February 2023.



Resource Allocation

- The following promotions took effect during the month of February 2023:
 - (1) - Assistant Commissioner
 - (2) - Chief Superintendents
 - (3) - Superintendents

Employee Assistance Service

- On 2 and 3 February 2023, 17 personnel were trained as Peer-Supporters for Garda Information Services Centre (GISC), Castlebar.
- On 3 February 2023, a Chief Superintendent's Wellness Day was held in Maynooth, Co. Kildare where 17 personnel attended.
- On 8 February 2023, a Wellness Day was conducted by Employee Assistance Officers in Ennistymon, Co. Limerick where 31 personnel attended.
- On 15 February 2023, an Employee Assistance Service information seminar and discussion on trauma took place in Kilkenny where 14 personnel attended.
- On 21 February 2023, a Team Wellness and Self Care Day was conducted with Occupational Health Garda Staff in the Officers Club, Garda Headquarters where 9 personnel attended.

Equality, Diversity and Inclusion

- The Equality, Diversity and Inclusion Office has published an equality, diversity and inclusion calendar on the Garda Portal in February/March 2023. This calendar has been developed to support An Garda Síochána personnel to recognise and celebrate a variety of occasions throughout the year.
- An Garda Síochána Internship Programme received a Highly Commended award at the CIPD Ireland HR Awards, held in February 2023 in the Inclusion and Diversity, Large Category. The Garda Internship Programme is part of An Garda Síochána Equality, Diversity and Inclusion Strategy.



Workforce Planning

- Workforce Planning has continued to meet with the Assistant Commissioners and Executive Directors, with the majority of meetings now complete. Correspondence has been issued to regional offices seeking the confirmed staff allocations to the Operating Model and this will be reconciled with Resource Management. It is likely that follow up meetings will be arranged with Divisional Chief Superintendents and Assistant Principal Officers once the resource allocations have been reconciled. Preparation of the Workforce Plan Quarterly Update Report and the Policing Plan HR Appendix are at final stages.

Overseas Office

- On 6 February 2023, the office advertised two Operations Liaison Officer vacancies (non-contracted) open to Garda and Inspector rank. There was significant interest in the posts and 21 applications were received. Four nominations were forwarded to the United Nations Department of Peacekeeping Operations for their consideration in respect of the vacancies.
- In February and March 2023, the members of An Garda Síochána deployed to United Nations Peacekeeping Force in Cyprus provided humanitarian aid and assistance to survivors of the earthquake which hit Turkey and Syria on 6 February 2023, which included donating to buy essentials for those communities affected.

Leading a helping hand to those effected by earthquakes

There are currently 12 members of An Garda Síochána on United Nations Peacekeeping duty in Cyprus. Cyprus felt the strong earthquake which hit Turkey and Syria on February 6th as well as some of the aftershocks.

Like many Irish people, they were keen to volunteer to help with the humanitarian aid. Between the members, they donated to buy essential food, baby supplies and hygiene products which will be transported directly to Turkey with other donations before the end of this week.

They continue to proudly represent An Garda Síochána internationally both in their daily peacekeeping work and in their kindness at times of need.



Garda Enda Waters, Garda JP Costigan & Superintendent Maria Conway at Ledra Palace, Nicosia.

Resourcing

- As of 28 February 2023, under the Garda Reassignment Initiative, 895.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 14 this year.
- The Sergeant promotion competition is ongoing and there have been 474 successful candidates from the first three batches. Appointments are ongoing.
- The Inspector promotion competition is ongoing. There have been 54 successful candidates from the first batch, and 50 successful candidates from the second batch. Appointments from batch 2 are currently underway. The Public Appointments Service (PAS) are currently scheduling interviews for the next batches for March and April 2023.
- There are currently 25 national, 47 divisional, five (5) regional and two (2) overseas member competitions underway.
- There are currently 24 Garda Staff internal and open recruitment competitions in progress across the organisation. Offers are ongoing from the Executive Officer panel.
- Offers are ongoing for the Assistant Principal Officer competition.
- The HR candidate management system is in the final stages of testing. Accenture created a trial competition and was tested by a number of staff outside of HR in February 2023. Some adjustments have been made to the system following the testing and the team are in the final stages of testing. We are liaising with DPER and CPSA in relation to an excluding order for the school leaver applicants and graduate applicants. We hope to commence offers in March 2023.

Garda Appointments/Recruitment

- Garda Trainee recruitment is in progress, with planned intakes for May, July, October and December 2023. The 2023 Garda Trainee Recruitment Campaign will launch at the end of Q1 2023.



Human Resources and People Development Analytics / Data

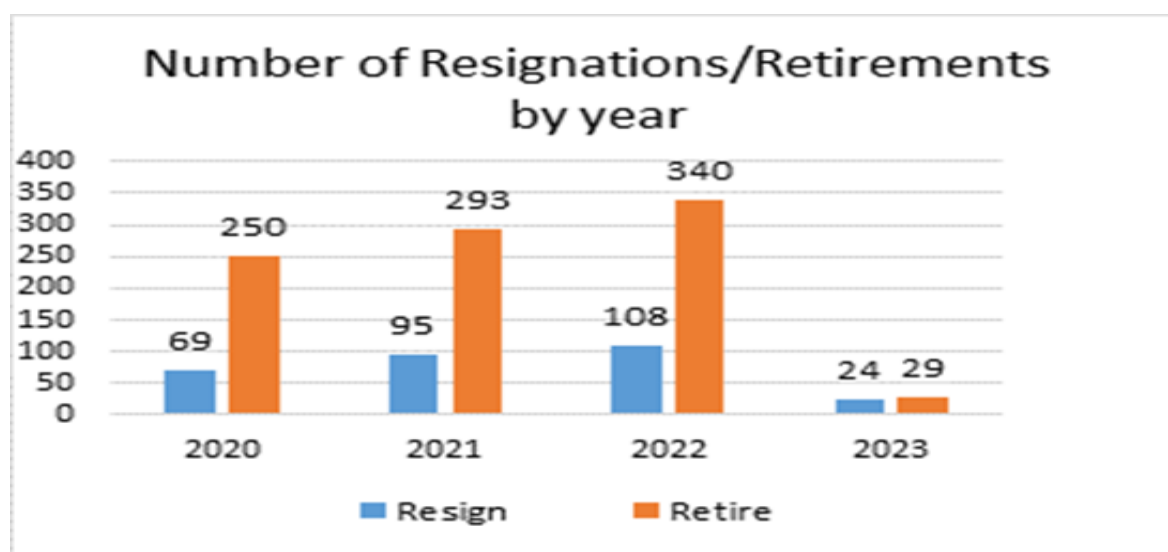
As at 28 February 2023, the Garda member strength stood at 14,099 (14,059 WTE) and the Garda Staff strength stood at 3,349 (3,145 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	As at 28 February 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	46	38	83	8	17	46
Superintendent	167	139	83	28	17	167
Inspector	458	371	81	87	19	458
Sergeant	2,064	1,560	76	504	24	2,063
Garda	11,353	8,011	71	3,342	29	11,314
Total	14,099	10,124	72	3,975	28	14,059

Of which	As at 28 February 2023	Male	%	Female	%
Career Breaks (incl. ICB)	57	38	66	19	34
Work-sharing *	40	1	3	39	97
Secondments (Overseas etc.)	57	39	68	18	32
Maternity Leave	52	0	0	52	100
Unpaid Maternity Leave	29	0	0	29	100
Paternity Leave	12	12	100	0	0
Available Strength	13,852	10,034	72	3,818	28

2.2 Garda Resignations/Retirements



*The table above refers to retirements (voluntary and compulsory) and resignations captured as on 28 February 2023 for Garda members only.

Garda Reserves Strength

Garda Reserves Strength As at 28 February 2023	Total*	Male	%	Female	%
	371	281	76	90	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	1	1	1	100	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	28	28	15	54	13	46	0	0
AP	72	72	33	46	39	54	0	0
HEO	209	207.6	84	40	125	60	0	0
AO	25	25	13	52	12	48	0	0
EO	737	727.8	203	27	534	73	0	0
CO	1,874	1,802.5	457	24.5	1,416	75.4	1	.1
Total	2,954	2,871.9	810	27.4	2,143	72.5	1	.1

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (incl. CMO)	55	54.2	32	58	23	42	0	0
Administrative **	2,953	2,870.9	809	27.4	2,143	72.5	1	.1
Industrial/Non Industrial	341	219.9	110	32	231	68	0	0
Total	3,349	3,145	951	28.4	2,397	71.5	1	.1

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	22	22	0	0	22	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,317	3,113	950	28.6	2,366	71.3	1	.1

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	279	82.9	6	2	273	98	0	0

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

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	46	46	7	15	39	85	0	0

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

Parental Leave

01.02.2023 – 28.02.23	Garda Members	Garda Staff
	123	94

Garda Staff assigned and commenced – as at 28 February 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2023*	87	47										

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

Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
121	108	89%	13	11%

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

Garda members reassigned to operational duties as at 28 February 2023

Rank	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	12.5	33	129	720.5	895.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	68 Male 53 Female 8 Unknown due to CAD	255.5 Male 359 Female 106 Unknown due to CAD	356 Male 424.5 Female 115 Unknown due to CAD

Garda Staff transfers out of An Garda Síochána for 2023 (to 28 February 2023)

The record includes up to 28 February 2023. Figures pertaining to year to date transfer out via promotion, civil service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	21
Transfer out on promotion	47	66*	19
Open Competition	0	6**	1
Total	89	187	41

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

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

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

Key Points of Note in respect of Roster Reform

- All rosters have to be European Working Time Compliant (EWTD) in line with the European Directive.
- Between January 2021 and August 2022, a total of 64 meetings of the Westmanstown Rosters Working Group were held. However, no agreement could be reached despite exhaustive efforts.
- 12 of these meetings were virtual.
- 52 were in person.
- The Garda Representative Association was the only Association who remained with the process for the entire time.
- The Chairman/Independent Facilitator held a number of meetings, in both plenary sessions and independently, with each of the parties to the Westmanstown Rosters Working Group, in an effort to move the process on. This included a mediation role.
- Any group that was not present for discussions/negotiations was copied in on the proceedings and the progress or otherwise of same.
- Rosters, as previously agreed by all Associations, is a collective process involving all the Associations.
- In relation to the current contingency roster which has been in place since 2020, the Commissioner has indicated that no change of rosters would occur without three (3) months' notice and this has been re-iterated to both the Associations and the membership of An Garda Síochána on a number of occasions, through the internal mechanisms of the organisation.
- The Commissioner has complied with all of the Internal Dispute Resolution Procedures.

The Contingency Roster is now expensive to run and impacts negatively on service delivery. The Commissioner has set out his position in that all of the Internal Dispute Resolution Procedures have been exhausted and the only forum that can assist in resolving this now appears to be the conciliation services of the Workplace Relations Commission.

An Garda Síochána provides a 24/7 service to the public across a complex and varied set of demands. A roster is essential to organise the Garda members across Divisions and Bureau to meet these demands. The Commissioner is required in law to provide a policing service that is effective, in terms of the quality of service delivery and efficient in terms of value for money and prudent expenditure of public funds. The welfare of Garda members, as always, remains an extremely important element of roster implementation.

3. Information and Communications Technology

ICT Support

ICT will continue to progress the delivery of major priority projects as part of An Garda Síochána Modernisation Programme, with GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast both going live in Q1, together with other projects i.e. IMS, RDMS, Operating Model and Mobility, along with business as usual activities. ICT also continue to support and enhance the needs of the organisation both in the workplace and working remotely to enable An Garda Síochána personnel to access Garda information systems in a secure manner.

Schengen Information System (SIS Recast)

The RAG status has been updated to green as Ireland, along with other Member States in the EU, were successful in Entry in Operation (EiO) of SIS Recast on 7 March 2023. SIS is the largest and most widely used IT system for public security in Europe, and has received new functionalities in SIS Recast. In addition to the existing real time data on specific alerts relating to people, vehicles and objects, SIS Recast will enable new categories of alerts, the sharing of biometric identifiers and the entering of preventative alerts on vulnerable persons.



GardaSAFE - Computer Aided Dispatch 2 (CAD 2)

The project RAG status remains red. Moving to amber or green is dependent on the successful resolution of a number of high severity issues identified on the production environment. On 27 February 2023, the GardaSAFE soft go-live commenced in the North Western Regional Control Centre in Galway. Four live workstations have been located in the main control centre room to facilitate access to all the main user roles; call taker, dispatcher and supervisor. Activities during 27 February 2023 were concentrated around entering details from a selection of existing CAD1 incidents during the day to verify the fundamental functionality needed to record and manage an incident. The data load is still in progress in relation to resources, alarm companies and vehicles. ICT are continuing to work with the supplier to resolve technical issues in advance of full go-live in the North Western Region in March 2023.

Roster Duty Management System (RDMS) Deployment

As reported previously, RDMS is being deployed on an incremental basis and is now live in the DMR South Central, DMR North Central, DMR South, DMR West, DMR East, Galway, Limerick, Cork City, Cork County, Kerry, Clare/Tipperary and Wexford/Wicklow Divisions, and also in a number of specialist sections. The deployment of RDMS to the DMR North Division has been postponed pending the appointment and training of RDMS planners within the division. The remaining divisions are being planned for completion in 2023.

The table below details the future rollout schedule.

DMR North	17 April 2023
Mayo/Roscommon/Longford	Q1 2023
OSC	Q2 2023

Work is continuing on the integration of RDMS with CAD2 and mapping data between both systems in advance of CAD2 commencing operation in the first Garda region in Q1 2023.

Investigation Management System (IMS) Deployment

As reported last month, IMS deployments to other divisions and specialist sections for 2023 are currently at the planning stage, and are being progressed in line with other organisational priorities. Planning is also ongoing by the IMS team regarding future upgrades of the training environment for new IMS releases.

Mobile Device Deployment

Over 3,000 mobility devices have been secured and delivered for deployment during 2023, and planning activities for deployments in Q1 and Q2 are continuing in line with organisational priorities. The mobility team held a number of deployment sessions in Clare in recent weeks, issuing 116 devices. The next location for deployments will be the Galway Division. As highlighted in previous reports, ongoing investment is still required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

At 23/02/2023	Total Devices
Enrolled in MDM*	11,125

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

Mobile App development

The Person Search App is in daily use by over 2,000 frontline members in seven divisions: DMR East, DMR South Central, Cork North/Cork West, Limerick, Wexford/Wicklow, Meath/Westmeath and Sligo. Feedback from members is continuing and this will feed into the next version of the app, which will also link into SIS 2 alerts. In parallel, the Data Protection Impact Assessment (DPIA) has been finalised and is awaiting sign-off by the Mobility Sponsor, Assistant Commissioner Hilman, and the Data Protection Commissioner. It is expected that the app will be deployed to the whole organisation at the end of Q1.

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

ICT are on track with the Operating Model activation for Louth/Cavan/Monaghan on 26 March 2023. ICT are still awaiting details from the central Operating Model team in order to progress the DMR South deployment scheduled for 26 March 2023 also and as such, it is uncertain whether it will remain in scope for this target date. In addition, the central Operating Model team have yet to provide ICT with the mailbox requirements for both divisions. Dates for the remaining deployments in 2023 are yet to be confirmed.

4. Corporate Communications

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

Launch of “The Women in An Garda Síochána: a reflection on their journey in policing” book

Commissioner Drew Harris and Deputy Commissioner, Anne Marie McMahon both spoke at the launch of the book which took place in Garda Headquarters this month. Media were invited to attend.



Media briefing at Walter Scott House on the seizure of €2.8m in suspected cocaine and €78,000 in cash

Assistant Commissioner, Organised and Serious Crime, Justin Kelly spoke with media on an operation which led to the seizure of €2.8m in suspected cocaine, €78,000 in cash, a hydraulic drugs press and drug mixing paraphernalia.



Launch of 'STAY SAFE' on the St. Brigid's Bank Holiday Weekend Road Safety Appeal held in Co. Louth

Assistant Commissioner Paula Hilman launched a road safety appeal in advance of the February 2023 bank holiday weekend, with a focus on urging drivers to slow down and always choose a speed that is appropriate to the driving conditions. Assistant Commissioner Hilman spoke to media present.



Media Briefings and Interviews

Further interviews with media in February 2023 included:

Date	Organisation	Subject	Spokesperson
01/02/2023	2 Johnnies Podcast	Scams and blackmail relating to intimate images	Det. Supt. Ian Lackey
03/02/2023	RTÉ News	Safer Internet Day	Chief Supt. Barry Walsh
13/02/2023	Virgin Media News	Romance Fraud	Chief Supt. Pat Lordan
16/02/2023	Morning Ireland	Theft of second-hand imported cars	Sgt Mark Bolger
23/02/2023	Newstalk	Book on women in An Garda Síochána	Chief Supt. Margaret Nugent

Press Office

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

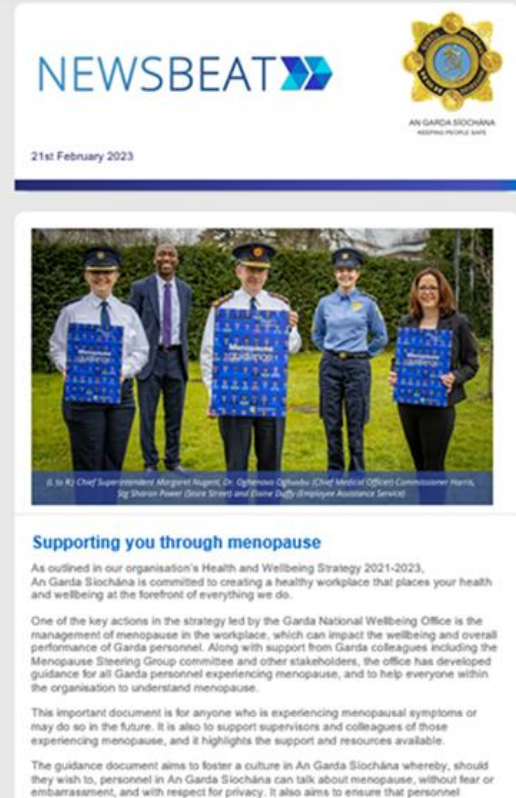
This month's activity included:

- A press release and social media campaign on romance fraud.
- The issuing of dozens of press releases related to organised crime, including drug, cigarettes and cash seizures, such as €1m of suspected cannabis in Dundalk, Co. Louth and €300,000 of suspected cannabis in Cork City.
- Over 35 missing person appeals and 35 updates were issued to the public throughout the month.
- Approximately 17 witness appeals were issued.
- Arranging upcoming media events and briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by members of An Garda Síochána.
- The Office of Corporate Communications through the Garda Press Officer has commenced a series of communications and media awareness seminars for recently promoted Superintendents and other Senior Officers. Similar targeted presentations have also been made to a number of Family Liaison Officer courses.

Internal Communications

The Internal Communications team continued to issue Newsbeat twice a week during the month of February 2023. Readership has stayed consistently high at approximately 61% of personnel per edition. Key updates delivered to personnel in February 2023 included:

- An Garda Síochána joining the 30% Club, business campaign.
- The publication of the Menopause Guidance Document.
- An Garda Síochána National Policing Plan 2023.
- The launch of a new book, *'The Women of An Garda Síochána: A reflection on their journeys in Irish policing'*.
- An update on Garda Staff and the Policing, Security and Community Safety Bill.
- Responsible/appropriate use of social media.
- The Evo-FIT service.
- Information on where to find the Charges and Summons Application Manual.
- Biometric sampling.
- Seachtain na Gaeilge.
- Information on the Continuous Professional Development for our Public Order Units.
- An article on expanding our international connections to combat transnational crime.
- Schengen Information System.
- Helpful reminders on submitting samples to FSI.
- Updates to the Garda Portal.
- PALF updates.
- An invitation issued from London Met to take part in the St. Patricks Day Parade.
- Social club updates.
- A roundup on charity events hosted by personnel all over the country.
- Health and Wellbeing Section looked at cancer awareness and mental health.
- The rollout of the Divisional Protective Services Units (DPSUs) was finalised.
- Learning the Lessons: Inappropriate Use of Garda Systems.



NEWSBEAT

21st February 2023

AN GARDA SÍOCHÁNA
AN GARDIA SÍOCHÁNA

Rt. Hon. Chief Superintendent Margaret Nugent, Dr. Catherine O'Sullivan (Chief Medical Officer) Commissioner Harris, Sgt Sharon Power (Garda Street) and Doree Duffy (Employee Assistance Service)

Supporting you through menopause

As outlined in our organisation's Health and Wellbeing Strategy 2021-2023, An Garda Síochána is committed to creating a healthy workplace that places your health and wellbeing at the forefront of everything we do.

One of the key actions in the strategy led by the Garda National Wellbeing Office is the management of menopause in the workplace, which can impact the wellbeing and overall performance of Garda personnel. Along with support from Garda colleagues including the Menopause Steering Group committee and other stakeholders, the office has developed guidance for all Garda personnel experiencing menopause, and to help everyone within the organisation to understand menopause.

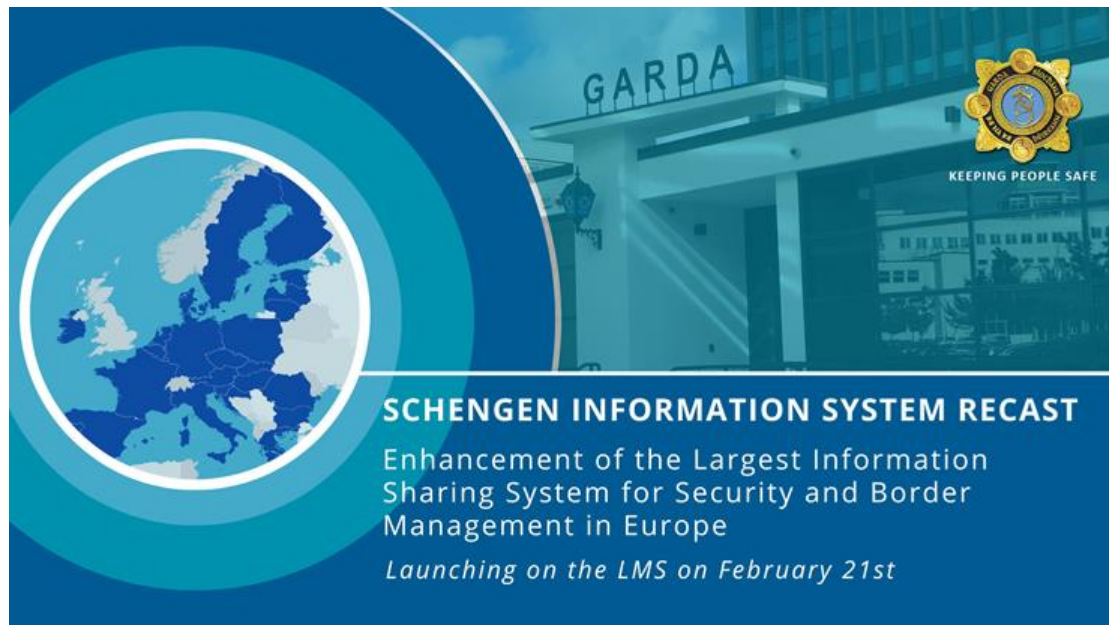
This important document is for anyone who is experiencing menopausal symptoms or may do so in the future. It is also to support supervisors and colleagues of those experiencing menopause, and it highlights the support and resources available.

The guidance document aims to foster a culture in An Garda Síochána whereby, should they wish to, personnel in An Garda Síochána can talk about menopause, without fear or embarrassment, and with respect for privacy. It also aims to ensure that personnel experiencing symptoms are aware of options, and facilitated in accessing supports.

Screensavers and Portal Banners

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

- Crimercall information for personnel.
- SIS update Information.
- EvoFit Service.
- A reminder to send photos into Garda social media.



5. Implementation of Cultural Change

Culture Reform Programme

- Superintendent Armstrong has presented to the senior management of the Chief Information Officer, Assistant Commissioner North Western Region and Chief Superintendent Waterford/Kilkenny/Carlow, on their specific results.
- An updated business case for the provision of additional training for frontline supervisors was forwarded for consideration in January 2023.
- The Garda Ethics and Culture Bureau (GECB) are in the process of conducting focus groups on the Culture Audit findings. In attendance are personnel from a mix of ranks and grades from each division, section and region. To date, eight focus groups have taken place:
 - 28 November 2022 – Governance and Accountability
 - 10 and 12 January 2023 – DMR Region
 - 11 January 2023 – Garda National Drugs and Organised Crime Bureau
 - 18 January 2023 – Eastern Region (Mullingar Garda Station)
 - 8 February 2023 – Special Detective Unit
 - 21 February 2023 – Southern Region (Henry Street Garda station, Limerick)
 - 22 February 2023 – Southern Region (Anglesea Street Garda station, Cork)
- The next focus group is scheduled for 8 and 9 March 2023 in the North Western Region. The results of the focus groups are being compiled by GECB. The qualitative data will be analysed in conjunction with the quantitative data already collected in the survey. GECB propose to conduct 14 focus groups in total by the end of Q1.
- GECB are researching other potential initiatives and projects which could form part of the culture audit implementation plan.

Enhancing Professional Conduct

- The first edition of “Learning the Lesson” was published on NewsBeat on 24 February 2023. The theme of this edition was ‘Inappropriate Use of Garda Systems’. A one-page aide memoire was forwarded to each Sergeant and Executive Officer in An Garda Síochána, with the key points from Learning the Lesson for discussion at team and unit briefings, parade, PAF meetings or any other suitable occasions. The next meeting of the Lessons Learned Working Group is scheduled for 6 March 2023.
- The Professional Conduct Steering Group met on 27 February 2023 where the Key Risk Action Plan was updated. The next meeting is to be scheduled.

6. Risk Management

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

- A meeting was held with Assistant Commissioner, Governance and Accountability and ICT to discuss the progress of the Risk Management IT System (RMITS), on 16 February 2023.
 - An update was provided to Assistant Commissioner, Governance and Accountability in relation to the RMITS. It was advised that the system was in the build phase, with phase one of the project expected to be delivered in late July 2023.
- A Risk Action Plan Development Workshop was held on 23 February 2023 with support staff, for Corporate Risk 'CRR 1/18: Capacity of Effectively Resource An Garda Síochána'.

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

- Attended a Criminal Assets Bureau Audit and Risk Committee meeting on 2 February 2023.
- Attended a People and Culture Committee meeting on 9 February 2023, to assist in the review of the Risk Action Plan associated with Corporate Risk, 'CRR 1/18: Capacity of Effectively Resource An Garda Síochána'.
- Held one-to-one meetings throughout February 2023 with all Corporate Risk Owners and Support Staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin in February 2023.
- Continued to examine 'bail management' from a risk perspective within An Garda Síochána.
- Attended the Governance and Accountability PAF meeting with Assistant Commissioner, Governance and Accountability, on 15 February 2023.
- Continued to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. Under this initiative, GRMU conduct risk management refresher training and Risk Register Development Workshops with performance assurance personnel. This initiative was delivered to;
 - Mayo/Roscommon/Longford Division on 17 February 2023.
 - DMR Region on 23 February 2023.

7. Use of Force

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

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

Category	Jan-23	Feb-23	Increase/ Decrease	% Change
Total UOF for Month	972	947	-25	-3%
Civilians Injured	24	25	1	4%
Garda Members Injured	18	17	-1	-6%
Pepper Spray Deployed	51	83	32	63%
Batons	26	11	-15	-58%
Handcuffs	822	804	-18	-2%
Anti-spit guard	0	0	0	0%
Unarmed Restraint	157	186	29	18%
Taser	0	0	0	0%
Non-lethal Firearm	0	1	1	100%
Firearm	0	0	0	0%
Gender Subject to Force - Male	726	735	9	1%
Gender Subject to Force - Female	96	97	1	1%
Drugs Involved	242	241	-1	0%
Alcohol Involved	504	511	7	1%
Division with highest level UOF - DMR South Central	11%	12%	1%	1%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	50%	50%	0	0%

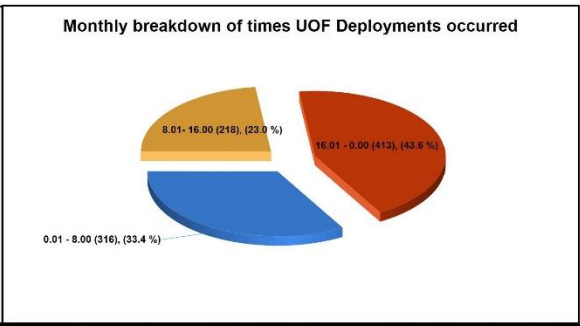
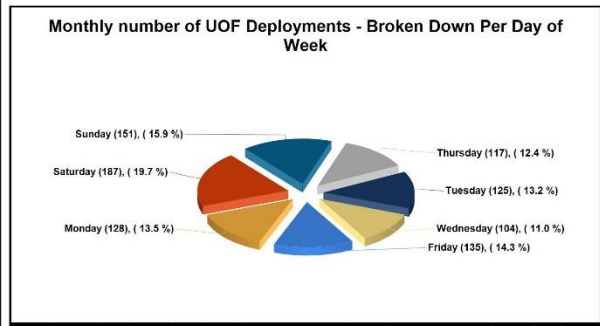


Reported Use of Force

February 2023

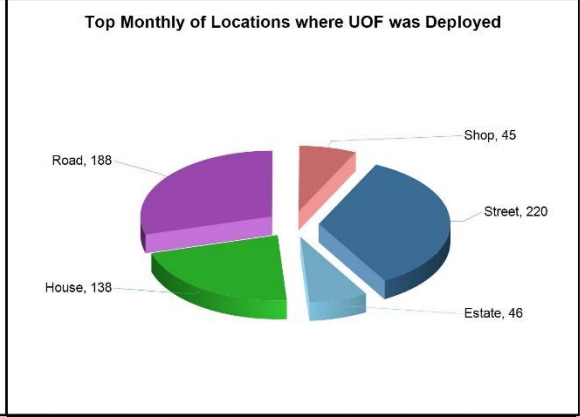
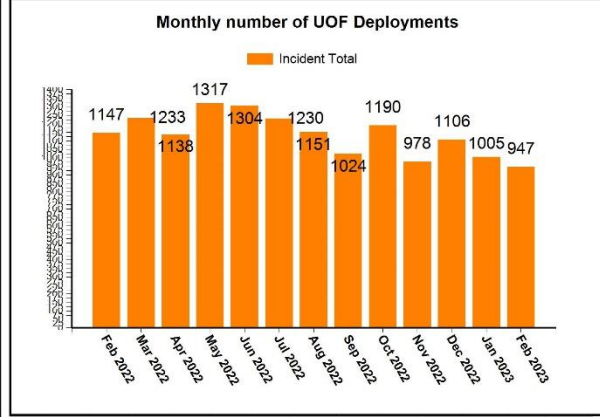
THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF March 7, 2023 at 13:25:38. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.
Uof deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	882	YTD	1,814
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	947	YTD	1952
Number of Incidents on PULSE	Month	105,940	YTD	215,094
% of Incidents involving Use of Force	Month	0.8325%	YTD	0.8434%



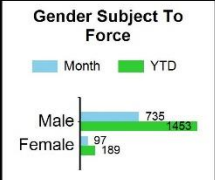
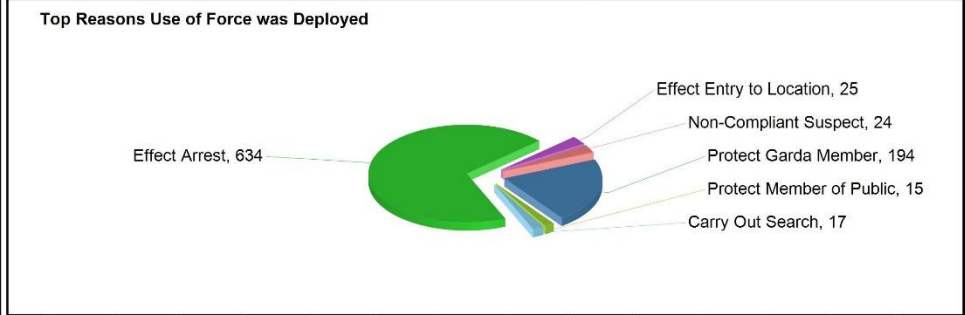
	Sun	Mon	Tue	Wed	Thu	Fri	Sat
2023 YTD	392	284	285	224	228	287	312
2022 YTD	487	257	253	240	247	291	459

	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2023	654	431	867
2022	706	466	1062

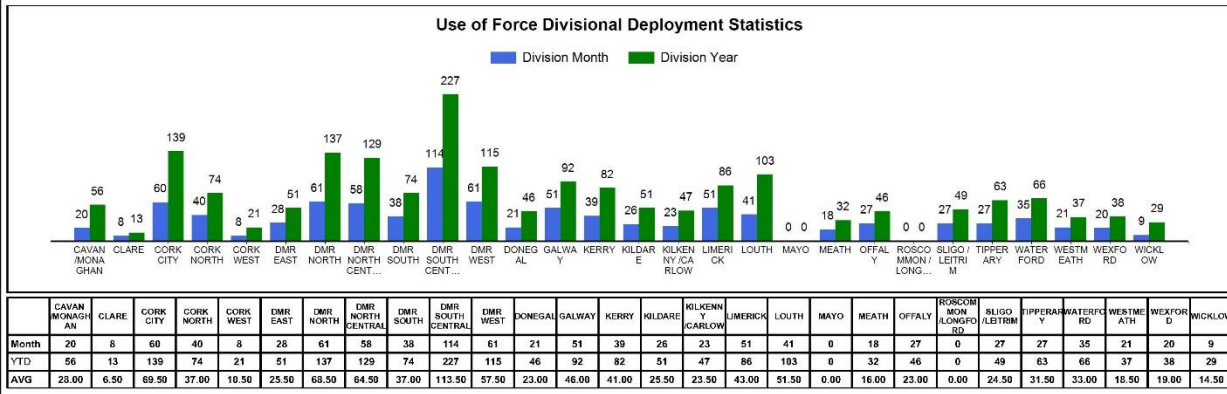


	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023	Feb 2023
Total	1147	1233	1138	1317	1304	1230	1151	1024	1190	978	1106	1005	947

	Estate	House	Road	Shop	Street
Total	46	138	188	45	220



	Effect Arrest	Protect Garda Member	Effect Entry to Location	Non-Compliant Suspect	Carry Out Search	Protect Member of Public	Protect Suspect	Other	Prevent Escape	Armed Suspect	Protect Property	Vehicle Falling to Stop	Violent Person	Covid-19
Month	634	194	25	24	17	15	12	10	8	5	1	1	1	0
YTD	1320	385	62	46	28	27	32	12	19	14	2	3	2	0



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

	CAVAN/MONAGHAN	CLARE	CORK CITY	CORK NORTH	CORK WEST	DMR EAST	DMR NORTH	DMR NORTH CENTRAL	DMR SOUTH	DMR SOUTH CENTRAL	DMR WEST	DONEGAL	GALWAY	KERRY	KILDARE	KILKENNY/CARLOW	LIMERICK	LOUTH	MAYO	MEATH	OFFALY	ROSCOMMON/DUBLIN	SLIGO/LEITRIM	TIPPERARY	WATERFORD	WESTMIDLANDS	WEXFORD	WICKLOW
Month	20	8	60	40	8	28	61	58	38	114	61	21	51	39	26	23	51	41	0	18	27	0	27	27	35	21	20	9
YTD	56	13	139	74	21	51	137	129	74	227	115	46	92	82	51	47	86	103	0	32	46	0	49	63	66	37	38	29
AVG	28.00	6.50	69.50	37.00	10.50	25.50	68.50	64.50	37.00	113.50	57.50	23.00	46.00	41.00	25.50	23.50	43.00	51.50	0.00	16.00	23.00	0.00	24.50	31.50	33.00	18.50	19.00	14.50

8. Data Quality and Operational Value of Data

Garda standard vetting average turnaround times continue at their long term figure of six to seven working days once an application is received. The turnaround time for standard vetting of hosts for Ukrainian families and aviation vetting continues to be one working day.

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

Aggregate data from the Galway pilot of non-detection crime outcomes was reviewed at the February 2023 Policing and Security Management meeting. The pilot has now identified just under 2,000 outcomes across 31 detection outcome types (23 of which relate to non-detection outcomes, similar to other jurisdictions). National rollout will proceed late in 2023 following PULSE changes to streamline the process. The data will be used to provide an evidence basis for initiatives on improving the experience of victims with the criminal justice system overall, such as those in the Third National Strategy on Domestic, Sexual and Gender Based Violence.

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

<https://www.garda.ie/en/information-centre/statistics/ags-crime-incident-data-quality-metrics-28-february-2023.pdf>

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Throughout 2021 and 2022, most types of crime reported consistent upward trends in accordance with the relaxation of pandemic-related restrictions. An exception to this is burglary, which has remained low compared to pre-pandemic levels.

COVID-19: As reported previously, between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020 and the 'Level 5' restrictions (late December 2020 – May 2021), had a large impact on many types of crime. These periods of heightened restriction (and corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

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

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

Note: The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36), to arrive at the average.

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 32% was observed in the 12 months to February 2023, compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic as another main contributor, burglary, has remained at low levels during much of this time. Considering theft offences only, there was a 38% increase in theft from shop and a 59% increase in theft of other property in the 12 months to February 2023, compared to the previous 12 months. Average reported theft from shop since April 2022 is 16% higher compared to the same period in 2019/2020 (pre-pandemic)

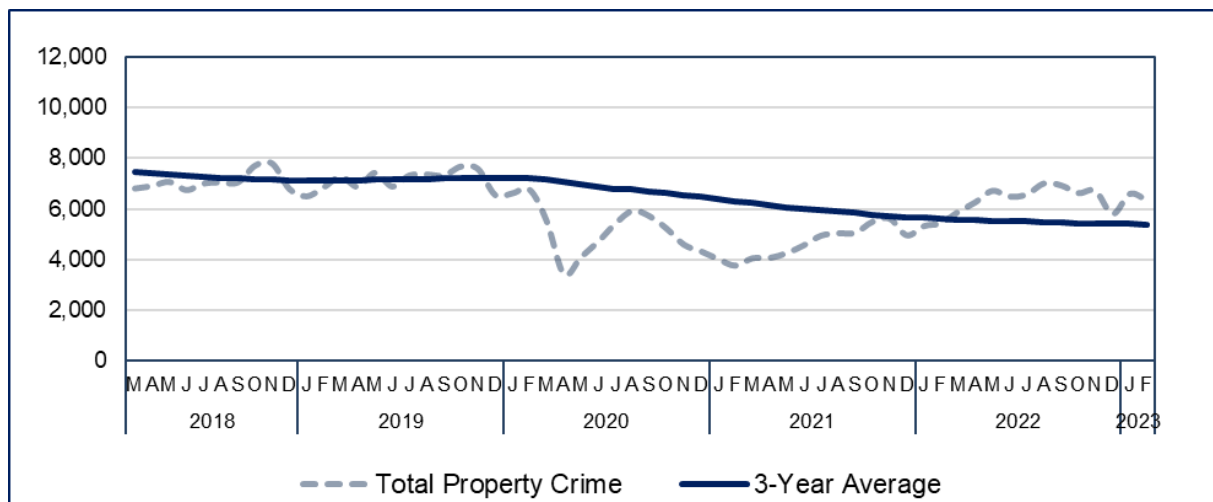


Chart 2: Burglary - 5 Year Trend

In the long term, burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. In the 12 months to February 2023, there was a 2% decrease in reported residential burglary, compared with the previous 12 months. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In contrast to residential burglary, burglary reported to have occurred elsewhere (non-residential) increased by 17% in the 12 months to February 2023. In June/July 2020, when the lockdown conditions were relaxed, and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021–April 2022) and decreased during the subsequent summer, indicating a possible resumption of seasonal trends. However, no significant increase has been observed so far this winter compared to summer 2022. Overall, reported burglary in the 12 months to February 2023 was 45% lower than pre-pandemic levels (equivalent period in 2019/2020), which highlights the effect that the pandemic has had on this type of crime.

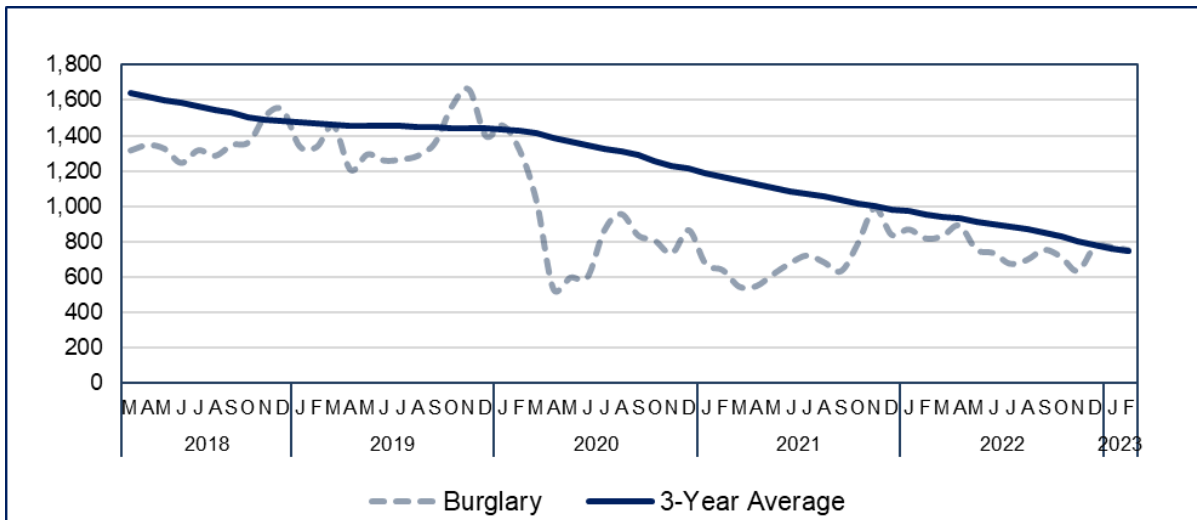


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. Reported crimes against the person were 8% higher in the 12 months to February 2023, compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (this is likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In the 12 months to February 2023, however, reported crimes against the person were 6% higher than the same period in 2019/2020, indicating a resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assaults typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 19% in the 12 months to February 2023 compared with the 12 months previous, while assault in residential locations decreased by 2% during this time. Reported minor assault in the 12 months to February 2023 was similar to the same period in 2019-2020 (pre-pandemic). However, reported assault causing harm has increased by 17% across these periods, suggesting that the current upward trend in assault is driven by an increase in assault causing harm.

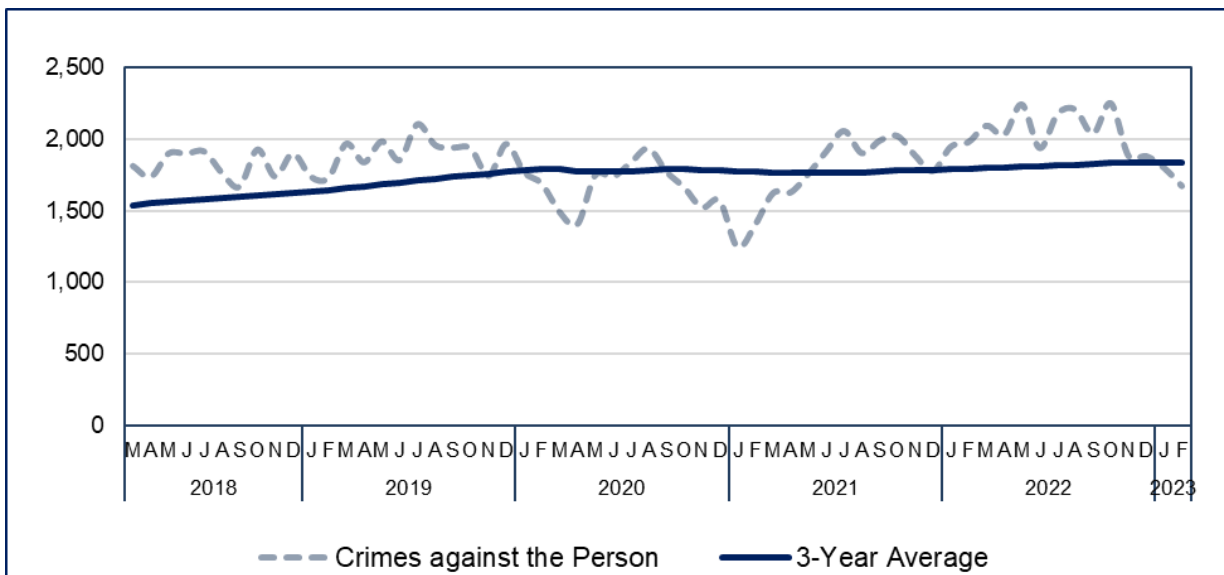


Chart 4: Sexual Offences - 5 Year Trend (to January 2023)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to January 2023 there was a 3% increase in reported sexual offences compared to the 12 months previous. The general increase in sexual offences prior to 2020 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.

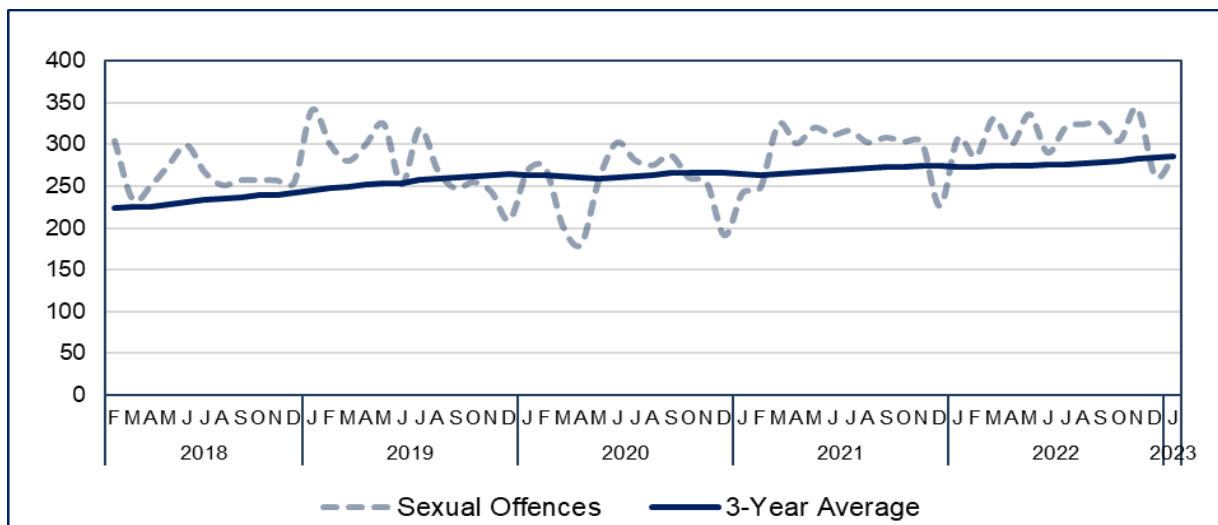


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015–2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 11% in the 12 months to February 2023 compared with the previous 12 months. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Reported criminal damage in the 12 months to February 2023 was unchanged when compared to an equivalent period pre-pandemic (2019-2020).

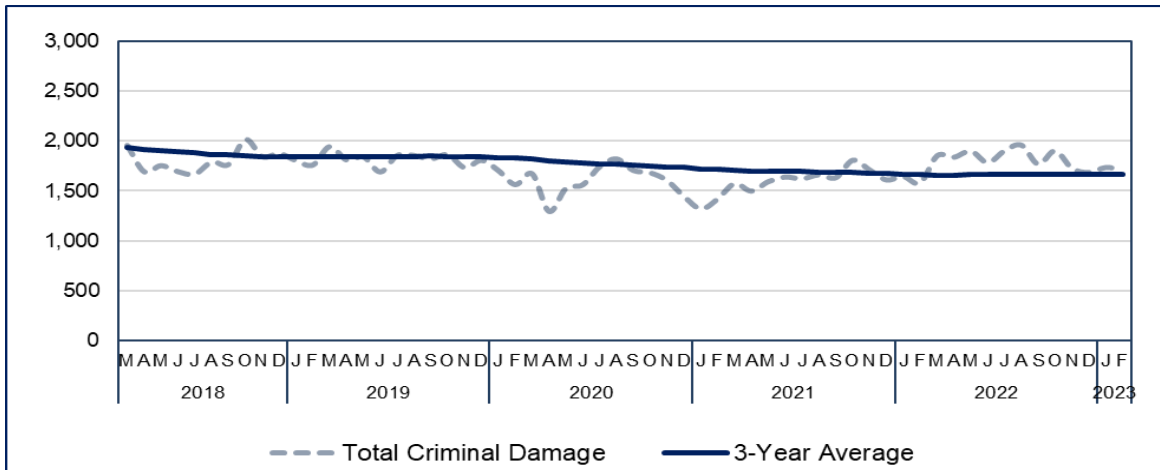
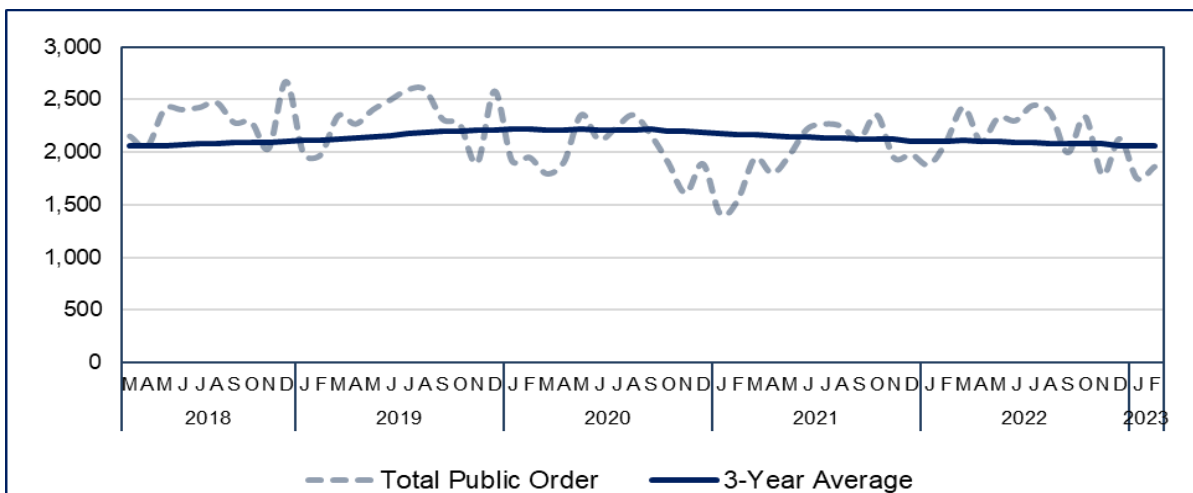


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 3% in the 12 months to February 2023 compared with the 12 months previous. During this time, public order offences remained unchanged, while drunkenness offences increased by 17%. Public order tends to be higher in summer and also tends to be higher in December, compared to other winter months.



9. Policing Successes

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

On 1 February 2023, a suspect, who was sought by the Croatian Authorities for prosecution for one offence of war crimes, was arrested on foot of a SIS Article 26 Alert. This suspect was brought before the High Court on 3 February 2023, where they were remanded on bail for a hearing.

On 8 February 2023, the use of the Domestic Abuse Risk Evaluation Tool commenced in the Dublin Metropolitan Region and this concluded the phased national rollout. This tool is designed to assess the level of risk posed against victims of domestic abuse. The national rollout of the Domestic Abuse Risk Evaluation Tool strengthens the State's compliance with Article 51 of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention).

On 10 February 2023, members attached to the Extradition Unit at the Garda National Bureau of Criminal Investigation (GNBCI) conveyed a suspect to Dublin Airport for the purpose of their handover to French authorities. This suspect was sought by the French authorities to serve the remainder of a sentence for terrorism offences.

On 14 February 2023, as part of an ongoing intelligence led operation targeting an Organised Crime Group (OCG) involved in the importation, preparation and onward distribution of drugs, personnel from the Garda National Drugs and Organised Crime Bureau, conducted a coordinated stop and search of a vehicle, resulting in the recovery of 2kg of suspected cocaine and the arrest of one suspect. A secondary stop and search of a separate vehicle was then undertaken, and the sole occupant was arrested. As a consequence of these planned stops, Garda members conducted a search of a business premises, during which 28kg of suspected cocaine, along with a substantial amount of mixing agent, €78,000 cash and drug related paraphernalia were recovered. The estimated total value of suspected controlled drugs seized was €2,100,000. Six suspects present at the premises were arrested under the Misuse of Drugs Act 69/84. All eight suspects were detained under Section 2 of the Criminal Justice (Drug Trafficking Act) 1996. Four suspects were subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act 69/84 and brought before court. The other four were released from custody pending an investigation file for the consideration of the DPP.

On 16 February 2023, as part of an ongoing investigation into a spate of burglary offences that had occurred at a number of golf club premises nationally, Garda members conducted a coordinated search of a premises. Three suspects were arrested for offences under Section 73 of the Criminal Justice Act 2006 and detained under Section 50 of the Criminal Justice Act, 2006. Investigation teams in all regions where these crimes occurred were consulted and engaged with. As a result, all three suspects have been charged with a large number of burglary and related offences. The three suspects subsequently appeared before the court, where two suspects were remanded in custody and one suspect was released on bail, with strict bail conditions. An investigation file is currently being prepared for the DPP in respect of any further charges arising from these arrests.

On 17 February 2023, as a result of a lengthy investigation conducted by GNBCI into the fraudulent procurement and attempted procurement of genuine Irish passports, a suspect appeared before the

court having previously pleaded guilty to an offence contrary to Section 20(1)(g) of the Passports Act, 2008 (selling a passport). A passport issued in this suspect's name was subsequently used by a senior member of an OCG. The court will sentence this suspect on 25 April 2023.

On 21 February 2023, whilst on a proactive operational patrol, Garda members encountered two suspects acting suspiciously. Whilst monitoring the suspects, Garda members observed one of them produce a firearm, load it with ammunition and then hide it in undergrowth. With the support of further armed assistance, both suspects were arrested and detained pursuant to Section 30 of the Offences Against the State Act, 1934. The firearm was located in the undergrowth by Garda members. One suspect was charged with 'possession of a firearm in suspicious circumstances' and further drug offences in relation to cannabis found on their person, and they are currently remanded before the courts with strict bail conditions. Directions are awaited from the DPP with regard to the other suspect.

Also on 21 February 2023, members of the Garda National Immigration Bureau and members of the Border Management Unit conducted a total of 14 door stops at Dublin Airport. Of the 14 flights that were door stopped, detections were made on six.

Cyber Crime Bureau Forensics Unit

During February 2023, the Garda National Cyber Crime Bureau Forensics Unit conducted an intelligence led operation in relation to a sophisticated online cryptocurrency cyber fraud, during which enquiries on a number of cryptocurrency wallets led to the identification of a suspect. On 22 February 2023, Garda members conducted a search of a residential premises, which resulted in the arrest and detention of the suspect. They were charged with offences of money laundering under Section 7 of the Criminal Justice Money Laundering and Terrorist Financing Act, 2010 and unlawful use of a computer under Section 9 of the Criminal Justice (Theft and Fraud Offences) Act, 2001, and released on bail to attend further court sittings. Investigations into this matter are ongoing.

Criminal Assets Bureau

During the month of February 2023, the Criminal Assets Bureau conducted searches targeting the assets of Organised Crime Groups, during which €115,000 in funds were restrained, Rolex watches, high value goods and files relating to the purchase and re-development of a property were seized. A vehicle, high value jewellery, Rolex watches and approximately €13,000 in cash will also be targeted as the proceeds of crime on foot of the search operation.

Also during February 2023, the Criminal Assets Bureau secured orders, pursuant to Section 3 of the Proceeds of Crime Act 1996, as amended, in respect of two properties, an area of land, four vehicles, high-end watches and €17,850 in cash.

10. Community Engagement and Organisational Initiatives

Sergeant Greene receives award at the inaugural National Diversity and Inclusion Awards 2023

On 2 February 2023, Sergeant Geraldine Greene, who is attached to the Garda National Diversity and Integration Unit (GNDIU), was presented with an award at the inaugural National Diversity and Inclusion Awards 2023 in Croke Park. The award was in recognition of a leader in the workplace who has leveraged their influence to push forward the diversity and inclusion agenda, serving as an inspiration to others. Judged by a panel of leading experts in diversity and inclusion, the awards celebrated the individuals, businesses and organisations that are creating positive change in all areas of diversity and inclusion in the workplace across Ireland.



Roads Policing plans for St Brigid's Bank Holiday Weekend

From 3 to 7 February 2023, An Garda Síochána implemented a national intelligence-led roads policing plan for the St. Brigid's Bank Holiday weekend. The plan had Garda members conduct high visibility patrols with a focus on the enforcement of lifesaver offences, such as speeding, holding a mobile phone while driving, non-wearing of seatbelts and driving while intoxicated. Over the course of the operation, there were 1,285 mandatory intoxicant testing (MIT) checkpoints conducted, 199 people detected driving under the influence, 261 detections for using a mobile phone while driving, 85 detections for non-wearing of seatbelt offences and 2,937 speeding offences detected.



Safer Internet Day

On 7 February 2023, the 20th edition of the Safer Internet Day campaign took place to create awareness of a better internet for all users, particularly children and young people. Safer Internet Day is coordinated by Webwise and An Garda Síochána, who make resources and supports available for schools, teachers, parents and families. This year's Safer Internet Day saw community Gardaí engaging with communities through the delivery of the Garda Schools Programme modules "Be Kind Online" and "Connect with Respect", and through social media activity.



Message in a Bottle

On 11 February 2023, local community Gardaí from the Clare Division attended Kilmihil Active Retirement and brought with them the 'Message in a Bottle'. 'Message in a Bottle' is an initiative that keeps your essential information readily available to the emergency services in the event of an emergency.



WHAT DO YOU HAVE TO DO?

- You are given a bottle (plastic container) complete with the Personal Information Form and self-adhesive Green Crosses, one of which should bear your name and be placed on the lid of the bottle.
- Complete all sections of the Personal Information Form.
- Put the completed form into the bottle.
- **Close the lid, ensure the self-adhesive sticker bearing your name is on the lid and place the bottle in the door compartment of your fridge, where it will be safe and quickly found.**
- Attach one self-adhesive Green Cross onto the outside to the refrigerator door.
- Attach one Green Cross on the front of your bedroom door.

BE AWARE

When time is saved, lives are saved

Garda National Crime Prevention Unit hosted an online seminar

On 16 February 2023, the Garda National Crime Prevention Unit hosted an online seminar with the National Strategic Retail Forum. A large attendance from the retail sector were provided with a number of informative presentations, followed by discussion. Topics discussed included retail theft, crime trends and anti-social behaviour. Constructive feedback was provided on the direction and possible role of the forum going forward, and the seminar proved to be productive.

Garda National Community Engagement Bureau hosted meeting of the National Metal Theft Forum

On 17 February 2023, the Garda National Community Engagement Bureau hosted an online meeting of the National Metal Theft Forum. Guest speakers discussed crime statistics, waste enforcement and a briefing was provided on how colleagues in the British Police service have addressed the issue of metal theft. Feedback was provided by the forum, and ideas and concepts for the future were shared.

GNDIU and local Crime Prevention Officer deliver presentation to migrant community members

On 19 February 2023, GNDIU and the local Crime Prevention Officer in Carrickmacross delivered a joint presentation to the migrant community members residing in the direct provision centre in Carrickmacross, Co. Monaghan. The topics covered during this presentation were the definition of hate crime, the role of the GNDIU office, characteristics of hate crime, Garda Diversity Officers and crime prevention advice. Advice was also given to the migrant community in relation to the recruitment process of An Garda Síochána.



Don't Tune Out To Drugs

On 27 February 2023, Garda members in the North Western Region held a presentation 'Don't Tune Out To Drugs' in Westport GAA clubhouse. The talk was specially aimed at the parents of club members and was based around spotting signs that their child may be involved with drugs. The presentation included advice about what parents should look out for, what were the tell-tale signs and what should they do if they were worried about their children. Garda members also pointed out the implications that a drug offence can have on travel and job opportunities for players that might have promising careers through their football.

First National Slow Down Day of 2023

On 28 February 2023, the first National Slow Down Day of 2023 commenced at 7am and ran for a period of 24 hours. The operation was supported by the Road Safety Authority and Transport Infrastructure Ireland, who assisted with messaging about the operation. An Garda Síochána made appeals to the public via the media in relation to speeding. During the course of the operation, Divisional Roads Policing members, supported by their colleagues and mobile safety camera vans, carried out speed checks nationwide. GoSafe, the current service provider for our mobile safety cameras, reported that during the 24-hour period of National Slow Down Day, they checked the speed of 173,811 vehicles and detected 628 vehicles travelling in excess of the applicable speed limit.

Early detection figures show that there were 350 drivers detected speeding by Garda member interceptions, bringing the total number of detections to 978 for the day of action.



11. Operating Model

Crime and Community Engagement Functional Areas

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

- Garda personnel are formally aligned to one of the four Functional Areas in the division.
- Each Garda station is aligned to a Community Engagement Functional Area within the division.
- PULSE 7.8 deployed to embed and align PULSE with the Operating Model Functional Area structures.

Advanced planning and scheduling is ongoing for the remaining divisions to implement the Operating Model Functional Areas and standardised processes during 2023. The next divisions scheduled to go-live are Louth/Cavan/Monaghan and DMR South.

Business Services and Performance Assurance Functional Areas

Eighteen divisions have commenced the implementation of the Business Services Functional Area. The Limerick Division, with the implementation of Wave 3 (logistics) on 6 February 2023, have fully implemented all standardised processes for the Business Services Functional Area, joining Kerry, Galway and Mayo/Roscommon/Longford with the Business Services Functional Area fully implemented.

DMR North Division commenced implementation of Wave 2 Business Services (finance processes) on 20 February 2023. This is the first wave of standardisation for the division, having previously adapted a customised implementation approach. The implementation of the Performance Assurance Functional Area standardised processes in the six fully stood up Operating Model divisions is ongoing.

The Clare/Tipperary Division began implementation of Wave 1 (performance and standards) and Wave 2 (GSOC, discipline and complaints) of the Performance Assurance processes on 28 February 2023.

Regional Office Implementation

Planning continues for the implementation of the regional office standardised processes, with commencement of implementation provisionally scheduled for early 2023 in the North Western Region and Southern Region. Process design activities and workshops continued this month.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	1	2	0	1	0	0	1	0	0	9
Superintendent	1	2	5	1	2	2	0	0	0	0	2	1	0	16
Total	1	4	6	3	3	4	0	1	0	0	3	1	0	26

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of February 2023</i>													
Rank	ECF	Position at end of last month January 2023	Appointed in Month – February 2023	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	1	0	0	0	1	0	0	0	0	8	0
Chief Superintendent	47	46	2	0	0	0	1	0	0	1	0	46	1
Superintendent	168	168	3	0	0	0	2	0	0	2	-1	167	1
Total	223	222	6	0	0	0	4	0	0	3	-1	221	2

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of February 2023</i>									
As at 28.02.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	36	0	0	11	24	3	2
	Female	76	19	50	25	0	89	2	6
Sergeant	Male	1	2	0	0	1	5	0	0
	Female	1	0	2	4	0	5	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	38	0	0	12	29	3	2
	Total Female	77	19	52	29	0	94	2	6
	Total	80	57	52	29	12	123	5	8

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 28.02.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	3	6	0	0	2	0	0	0
	Female	222	22	10	6	52	0	1	2
EO	Male	2	0	0	0	1	1	0	0
	Female	38	13	8	1	28	0	0	5
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	1	0	0	0
HEO	Male	0	1	0	0	0	0	0	0
	Female	5	2	1	2	6	0	0	0
AP	Male	0	0	0	0	2	0	0	0
	Female	0	1	2	0	0	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	6	7	0	0	7	1	0	0
	Total Female	273	39	22	9	87	0	1	7
	Total	279	46	22	9	94	1	1	7

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Feb 2023	1,694	180	147	11	23	2	1,864	193
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184
Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200

May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194
Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Feb 2023	14,505.50	-2,660.00	-15.50%
Jan 2023	17,165.50	-1,521.50	-8.14%
Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%

Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%

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

Month	No. of Days Absent	LTR
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%
Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%

June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%

Garda Staff – Numbers who availed of sick leave

Date	No.
Feb 2023	371
Jan 2023	496
Dec 2022	528
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514
Oct 2022	454	5	459
Sept 2022	432	4	436
Aug 2022	340	4	344
July 2022	368	6	374
June 2022	389	6	395

May 2022	397	6	403
Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Feb 2023	3,568.5	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363.00	57	3,420.00	-309.00	8.29%
Apr 2022	3,669.00	60	3,729.00	66.50	1.81%
Mar 2022	3,580.00	82.50	3,662.50	326.50	9.78%
Feb 2022	3,336.00	0	3,336.00	162.00	5.10%

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

Date	Days Absent	LTR
Feb 2023	3,652.5	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%
Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%

Apr 2022	3,729.00	4.78%
Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%

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
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493
June 2022	21	559
May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488

Sick leave statistics as recorded on SAMS. These are compiled using the mental health illness subcategory, based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.

Commentary Sick Absence – February 2023

Sick absence days for both Garda members and Garda Staff reflect a decrease in the last month. Likewise, instances of sick absence leave, and the number of Garda members and Garda Staff availing of sick absence leave display a decrease in comparison to the previous month. Comparing February 2023 to February 2022, year on year ordinary illness days have increased for Garda members by 15.66% and for Garda Staff by 9.49%. It should be noted that during the same period in February 2022, special paid leave was applied to all COVID-19 related absence, which is not the case in February 2023, so the latter figure is expected to be higher on a year on year basis.

Injury on duty sick absence shows a decrease this month. Comparing February 2023 to February 2022, year on year injury on duty has decreased by 5.98%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 11.34%. Instances of sick absence also displays a slight decrease of 3.02%. The number of Garda members availing of injury on duty sick absence leave reflects a decrease of 3.52% from January 2023.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 15.5% for Garda members and a decrease of 16.2% for Garda Staff. The instances of sick absence, month on month, show a decrease both for Garda members at 14.02% and for Garda Staff at 26.92%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 13.65% decrease for Garda members and a 25.2% 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 15, which reflects a 7.14% increase from January 2023. The number of sick day absences for Garda members in February 2023 was 378 days, which shows an increase from January 2023 that can be seen at 2.16%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven (7) days from the 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.

After the seven-day period of special paid leave, the absence will be recorded as an ordinary absence. Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July 2022.