



An Garda Síochána

Monthly Report to the Policing Authority

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

November 2021

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
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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 11th monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of October 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

We have again included an update regarding the National Policing Plan for COVID-19 at Section 1. At Section 11, the report provides an update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes.

Yours sincerely,

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

November 2021

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Message from the Commissioner

As we approach the final quarter of 2021, the COVID-19 pandemic continues to evolve from week to week and even day-to-day. It is clear that despite an extensive vaccination programme in Ireland, the virus and the policing challenges it presents will remain for some time to come.

Our emphasis on strengthening community engagement during this time has proven to be very important, and while some interactions have changed as a consequence of social distancing, Gardaí have never hesitated in ensuring vulnerable people felt safe and assured. In particular, those experiencing domestic abuse.

With the change in season this month, An Garda Síochána commenced the winter phase of Operation Thor on 1 October 2021, which will run until the end of March 2022. This initiative focuses efforts on the anticipated increase in winter burglaries and related crime.

Ireland's roads are shared spaces and we all have a duty of care, to ourselves and to others, to keep each and every road user safe. Sadly, to date in 2021, over 110 lives have been lost on the roads in fatal collisions. As part of Irish Road Safety Week which recently took place, An Garda Síochána launched a new national road safety enforcement operation, Operation Teorainn to target driver behaviour for the remainder of 2021. Our Roads Policing Units work very closely with stakeholders all year round, and our support of Tyre Safety Day in early October and National Slow Down Day on 22 October 2021 were especially important duties.

This month also marked the 25th anniversary of the establishment of the Criminal Assets Bureau. This significant milestone was a valuable opportunity to reflect on its development and achievements so far. Its success is primarily measured in the fact that in the quarter of a century since it was formed, the Bureau has denied and deprived criminals in the region of €199m.

As part of European Cybersecurity Month, An Garda Síochána begun its series of nationwide awareness events to highlight the dangers of cybercrime. Held by the Garda National Cyber Crime Bureau, in conjunction with Community Gardaí and Crime Prevention Officers, the first meetings in October initially focused on the older and business communities. This initiative is pertinent given the very stark increase in fraud offences according to the latest CSO figures published this month.

Public trust in policing, respect and the protection of human rights are intertwined. I am therefore very pleased that over 550 Garda personnel successfully completed the Certificate in Policing and Human Rights Law in Ireland, accredited by the University of Limerick this month. Those who have now been conferred, as well as the additional 500 Garda members and staff who will complete the course in a number of weeks, will help us improve our culture, practices and perceptions for the better, and maintain public confidence in our organisation.

The latest Garda Síochána Annual Report was published in mid-October 2021 and included some key highlights of 2020, including the major mobilisation of the organisation to support communities during the COVID-19 pandemic, the seizure of over €36m of illegal drugs, and more than 22,000 contacts made with victims of domestic abuse.

Its publication coincided with the Commissioner's attendance at a number of Joint Policing Committee (JPC) meetings in several local authority areas, including Galway City, Clare and Westmeath. These proved to be very useful opportunities to build on the existing consultation, cooperation and synergy on specific policing and crime issues.

One common concern shared among JPCs is the sale and supply of illegal drugs in their communities. The Garda National Drugs and Organised Crime Bureau (GNDOCB) is working tirelessly on this issue and during October 2021, just under €2m worth of illegal drugs were seized across counties, including Leitrim, Wexford, Louth and Cork. In addition to this, over €1m in drugs were seized in Kilkenny as part of a joint operation led by GNDOCB in early October 2021.

Finally, in what has been a very busy and demanding period for Garda personnel, the members and staff of An Garda Síochána have diligently responded to keep people safe. This month's report once again provides a snapshot of that meaningful work.

**ANNE MARIE MCMAHON
DEPUTY COMMISSIONER
FOR COMMISSIONER**

1. The National Policing Plan for COVID-19

An Garda Síochána continues to provide ongoing support to the Government's response to the COVID-19 pandemic and to business and society through our normal daily policing functions. These include the continuation of roads policing patrols, community engagement patrols, crime prevention, detection patrols and uniformed beats and patrols. Our engagement with the community is also maintained with members ensuring ongoing contact with the elderly and vulnerable in local communities.

An Garda Síochána is cognisant of the re-opening of society, with local Garda management ensuring that operational plans are in place commensurate with the demand for policing service in their area of responsibility. This will include increased high visibility policing activity across the country.

Operation Faoiseamh

The Garda National Protective Services Bureau and Divisional Protective Service Units continue to provide an enhanced level of support, protection and reassurance to victims of domestic abuse under Operation Faoiseamh.

An Garda Síochána wishes to remind anyone who may have been the victim of an incident of sexual or domestic crime to report the incident to Gardaí.

The focus of An Garda Síochána, as has been since the beginning of the pandemic, remains to keep people safe and we continue to appeal to all citizens to comply with public health guidelines and regulations in order to continue to save lives. We will maintain our tradition of policing by consent, in close connection with the community.

2. Finance

Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end October €'000	Remaining Nov-Dec €'000	%
Gross Total	1,952,163	1,598,586	353,577	18%
Appropriation in Aid (receipts)	95,988	95,343	645	1%
Net Total	1,856,175	1,503,243	352,932	
Deferred Capital Surrender	12,750	12,750	0	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of October 2021, the total combined gross expenditure is €1,598.6m (82% of allocation) which is less than the end of October profiled spend by €18.57m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b and pay of €1.25b (including pay for the Garda College). Expenditure on pay in October 2021 was €95.06m and year to date is €1,061.18m. Expenditure on the salaries pay element to end October 2021 was €966m, which is €0.1m over profile. Expenditure on the overtime element was €95.18m, which is €14.79m over profile. This is due in the main to the continued response to the COVID-19 pandemic and other operational activities. Overall, pay and overtime is over profiled spend at end October 2021 by €14.86m.

In respect of the superannuation of €364.95m, the expenditure in October 2021 was €35.59m and year to date is €311.37m, which is €9.44m over profile at the end of October 2021. The main reasons for the variance is an increase in estimated 2021 retirements and approximately €5.6m of the pension parity arrears have been paid to date. These payments are based on the application of pension increase policy agreed under the Public Service Stability Agreement 2018-2020, where a pensionable fixed periodic allowance (rent allowance) was consolidated into a pay scale, which included Garda pensioners. This was provided in the current financial year and as such provision was not within the 2021 estimates.

In relation to non-pay of €222.57m (including for the Garda College), expenditure in October 2021 was €14.65m and year to date is €149.84m. Overall, non-pay expenditure is €30.25m under profile at end October 2021, considered in the main due to timing of receipt of goods/services. Non-pay expenditure in relation to COVID-19 at the end of October 2021 is reported at almost €2.6m

Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in October 2021 was €7.74m and year to date is €76.20m. The capital subheads have a combined under profile spend of €12.61m to the end of October 2021. In addition to the 2021 allocation is a €12.750m of a capital carryover from 2020 into 2021. This was allocated to be utilised in capital works and, as reported last month, was fully expended at the end of August 2021.

Appropriations in Aid

Appropriations in Aid are €95.34m at the end of October 2021, €15.11m ahead of the estimated profiled receipts.

Estate Management October 2021

Development of the new purpose built Garda facility at Military Road

The Office of Public Works (OPW) continues to manage this build and has stated that the project is on target with expected completion in September 2022. The current phase of the project has seen substantial progress made on the overall structure, with windows now in situ in the main block of the complex. Work continues in line with the scheduled programme.

PPP Bundle

The Justice PPP Bundle will develop a new Divisional Headquarters, in Macroom Co. Cork, a new Garda station/Community Engagement Hub in Clonmel Co. Tipperary and a Family Law Complex in Hammond Lane for the Courts Service. Engagement between An Garda Síochána, OPW, the Courts Service, National Development Finance Agency and the Department of Justice is ongoing. A series of parallel elements will continue throughout November 2021 with the PPP suitability assessment, DPER technical review and governance structures put in place.

Developments in October 2021

The below projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána, with a view to progression and completion in the stated timeframes.

- **Fitzgibbon Street Garda Station:** As reported last month, substantial completion was reached on the project and handover of the station from the OPW to An Garda Síochána was achieved on 7 October 2021. The public office has been opened and a range of snagging works are currently underway to allow the remainder of the station party to occupy the building. A date for completion of these works is not currently available.
- **Athlone Garda Station:** Again, as reported previously, Phase 2 of refurbishment and expansion of the station is expected to be complete in Q4 2021. Following the completion of Phase 2, Phase 3 (linking Phases 1 and 2) will also be concluded in Q4 2021 (expected late November 2021).
- **Longford Garda Station:** As reported last month, this project is ongoing to enhance custody facilities and the completion is expected in Q1 2022.
- **Sligo Garda Station:** The project to refurbish and expand custody facilities was completed and handed over from the OPW to An Garda Síochána on 24 September 2021. A fully operational custody management facility at Sligo Garda Station has been provided. Plans are being developed to refurbish the remainder of the Garda station in Sligo not previously refurbished. These plans are currently under review and await final sign off.

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

- **Bailieboro Garda Station:** An Garda Síochána awaits approval from the OPW as it continues negotiations with the preferred tenderer to finalise terms of the contract. The awarding of the contract is expected imminently.
- **Drogheda PEMS and locker room/Tallaght PEMS/Naas PEMS:** A meeting took place in mid-October between An Garda Síochána and the OPW in relation to each project under this programme of works, and the OPW has advised that commencement on each of these projects will be phased over the next 12 months.
- **Cell Refurbishment Programme:** As reported last month, the full schedule of works for the 2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW. There are a number of projects on site and due for completion in the near future (including Garda stations at Longford, Roscommon and Sundrive Road) with other Garda stations in the development phase. Work is ongoing with the OPW in relation to developing a works programme for 2022.

3. Human Resources and People Development (HRPD)

- As at 31 October 2021, the Garda strength stood at 14,298 (14,254.5 WTE) and Garda staff strength stood at 3,396 (3,172.7 WTE). A full breakdown by rank, grade and gender is outlined in the tables below.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority and Departments of Justice and Public Expenditure and Reform. Under this initiative, as of 31 October 2021, 836 Garda members have been reassigned to operational roles and their previous roles assigned to Garda staff, inclusive of 90 this year.
- A Garda Trainee competition is in the final stages of planning and anticipated to be launched early in 2022.
- Garda Trainee intake 21.4 is due to commence on 15 November 2021. This intake will consist of circa 50 trainees.
- The Sergeants competition is currently underway and is at the testing stage. It is anticipated that all elements will be concluded and that a list will be made available from 7 February 2022.
- The Inspectors competition will launch at the end of November 2021, with a list made available from May 2022.

Garda Strengths

Rank	As at 31 October 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	46	36	78%	10	22%	46
Superintendent	166	144	87%	22	13%	166
Inspector	415	338	81%	77	19%	415
Sergeant	1,893	1,446	76%	447	24%	1,891.5
Garda	11,767	8,364	71%	3,403	29%	11,725
Total	14,298	10,334	72%	3,964	28%	14,254.5

Of which	As at 31 October 2021	Male	%	Female	%
Career Breaks (incl. ICB)	47	21	45%	26	55%
Work-sharing	43.5	1	2%	42.5	98%
Secondments (Overseas etc.)	12	9	75%	3	25%
Maternity Leave	78	N/A	0%	78	100%
Unpaid Maternity Leave	34	N/A	0%	34	100%
Paternity Leave	22	22	100%	N/A	0%
Available Strength	14,061.5	10,281	73%	3,780.5	27%

*Equates to 86 full-time members

Garda Reserves Strength as at 31 October 2021	Total*	Male	%	Female	%
	439	326	74%	113	26%

Garda members reassigned to operational duties as at 31 October 2021

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	10	73	90
Total	0.5	11.5	32	118	674	836

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	25	25	13	54%	12	48%
AP	73	73	30	41%	43	59%
HEO	170	168.6	66	39%	104	61%
AO	21	21	10	48%	11	52%
EO	729	720.2	195	27%	534	73%
CO	1,954	1,872.1	484	25%	1,470	75%
Total	2,979	2,886.9	802	27%	2,177	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	64	63.4	37	58%	27	42%
Administrative **	2,978	2,886	801	27%	2,177	73%
Industrial/Non Industrial	354	223.3	116	33%	238	67%
Total	3,396	3,172.7	954	28%	2,442	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	25	25	N/A	0%	25	100%
Unpaid Maternity Leave	16	16	N/A	0%	16	100%
Paternity Leave	2	2	2	100%	N/A	0%
Available Total	3,353	3,129.7	952	28%	2,401	72%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%
	308	215.4	10	3%	298	97%

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

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	30	30	6	20%	24	80%

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

Parental Leave

01.10.2021 – 31.10.21	Garda Members	Garda Staff
	90	77

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

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2021*	40	18	28	31	48	46	62	46	58	49			426

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
79	73	92%	6	8%

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

4. Information and Communications Technology (ICT)

The Government recently announced some further restrictions associated with the COVID-19 pandemic, however, restrictions on returning to the workplace remain in place and ICT continues to support personnel across the organisation and deliver solutions to enable An Garda Síochána personnel to access Garda information systems remotely in a secure manner.

Schengen Information System (SIS Recast) - also known as SIS III: As previously reported, early integration testing has been completed and system testing is continuing. There will be a number of interactions planned prior to formal compliancy testing. Targeting Technical Readiness is scheduled for December 2021, with entry into the live environment in February 2022. However, the overall dates for SIS III coming into operation are currently under review by the EU Commission and EU-LISA, and are subject to change.

Computer Aided Dispatch 2 (CAD 2): The change management stream is well underway, including the change impact assessment. The first draft of the training approach is complete and has been walked through with the vendor. Telephony and radio integrations have both progressed through workshops. A further technical workshop to identify the infrastructure needed for the vendor's different environments (effectively test, training and live) is also progressing. Hardware delivery to Dublin is now scheduled for 19 November 2021 and high level planning for a CAD app is underway.

Roster Duty Management System Deployment (RDMS Deployment): The rollout of RDMS to the Limerick Division is on track for November 2021. This includes the pilot deployment of an RDMS app to assess the benefits of remote sign-on rather than needing to always travel to the station. Work is continuing with the vendor with regard to investigating an issue found in testing. Work on the CAD Application Programming Interface (API) to enable the sharing of book on/off, availability and skills information between the two systems has been scheduled and is due in February 2022.

Investigation Management System Deployment (IMS Deployment): IMS rollout is scheduled to resume in November 2021, following a pause due to the COVID-19 pandemic and restrictions associated with it. Updates will be provided in the report for November 2021.

Mobile Device Deployment

The following deployments were completed in this quarter:

- 520 mobile devices were deployed for Investigation Management System (IMS) Services. All IMS users who have access to IMS now have a mobile data station.
- 120 mobile devices were deployed to the Waterford District. All members in this district will have access to video conferencing and messaging, and the mobility FCN app. End user workshops are being held to promote innovation in terms of their use of remote collaboration tools. Innovative practices are being piloted and include video conferencing for unit briefings, parading members and Performance Accountability Framework (PAF) meetings.
- The next deployment of devices to frontline policing will be to the following groups, building on the adoption of mobile working:
 - **Balbriggan District:** Testing of video conferencing across the district to allow for unit briefings, parading and PAF meetings.
 - **Limerick Division:** 280 devices have been deployed. All Garda members within the Limerick Division will have access to the RDMS as an app on their mobile data station. The members will also have the usual benefits of having an active mobility device with access and connectivity to Garda e-mail, Garda portal, Learning Management System (LMS), driver and vehicle lookup, and the FCN app.

Other activities taking place across the Mobility Team

- Follow up is continuing with personnel that have been allocated active mobility devices as part of the process of replacing older, unmanaged mobile devices.
- There is ongoing replacement of broken/damaged existing State mobiles.
- 2,093 frontline devices have been deployed so far in 2021 (bulk deployments).

As reported on previous occasions, ongoing investment is required to support devices that have been deployed, which includes significant licencing renewal costs and investment in backend infrastructure. Continued demand for app development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development and modernisation capacity across ICT is also required since the apps are only as good as the data provided by our aging backend systems. As the agile development approach and user-led innovation continue to identify opportunities for additional apps, this investment gap to achieving the required pace will become an increasingly serious limitation on modernisation.

Overall Device Deployment Figures

Figures remain unchanged for the month of October 2021. The mobility team are currently working on deployments and updated figures are due to be compiled in the December 2021 report.

	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	3698	3688	61	7447

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

ICT Accommodation Plan

- Works are progressing in Phoenix House for new office space, due to become available in Q4 2021, with workstations currently being installed.
- A communication briefing took place in October 2021 with Civil Service Unions and respective Garda Associations regarding relocation to Phoenix House, and a subsequent site visit will follow in early November 2021.
- The relocation of the main An Garda Síochána Data Centre (J Block, Garda Headquarters) to support the Harcourt Square decant is progressing. A lengthy ICT change freeze is still in place to support this, with a likely impact on other key projects in development, as key technical teams need to be diverted to the data centre relocation. The OPW has advised of a delay regarding handover of the secondary data centre site which will now take place at the end of November 2021. The original date was 4 October 2021. The delay is due to the late delivery and installation by the contractors of power/air conditioning equipment, which is essential for the data centre and to enable the move of the ICT systems from Garda Headquarters. The plan has been revisited and it is expected to fully depart J Block, Garda Headquarters in late-March/early-April 2022.
- Discussions are continuing with Estate Management on residual accommodation needs in Garda Headquarters.

Information & Technology Vision

As reported previously, prioritisation of business and technology demands on ICT is required to support effective delivery of An Garda Síochána transformation programme. The budget deficit in 2021 will likely require some expenditure to be deferred to 2022. Early indication is that the 2022 ICT budget will be on a par with 2021. The lack of increased investment will result in very little, if any

scope for new change initiatives given committed expenditure from ongoing projects and increased business as usual demands. Given the funding gap, ICT Management are working closely with An Garda Síochána ICT Prioritisation Board to identify which projects will be delivered from the ICT demand for 2022 with the others deferred.

Operating Model

Geographical Amalgamations (District Model): ICT is currently developing initial versions of re-synchronization and migration scripts but further details are required and confirmation of details from the central operating model project teams is required in order to finalise this work. A new consultative working group is being established but roles and responsibilities across projects are to be confirmed.

PULSE Development: System test on PULSE Release 7.8 is continuing. Difficulties are being encountered which has led to downtime in the shared testing environment. Meetings are being held with ICT internal stakeholders regarding planning for PULSE releases in 2022.

5. Corporate Communications

In October 2021, the Office of Corporate Communications maintained ongoing engagement with external and internal audiences through the continued publication of content and information across our various media platforms. These highlighted the wide range of nationwide policing activities undertaken by An Garda Síochána.

An Garda Síochána, being cognisant of the ongoing re-opening of society, including most recently the re-opening of the night time economy, has continued to provide ongoing support to the Government response to the COVID-19 pandemic, and to business and society through our normal daily policing functions. As always, the operational focus of the organisation is on keeping people safe and reassuring the public of our efforts in this regard.

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

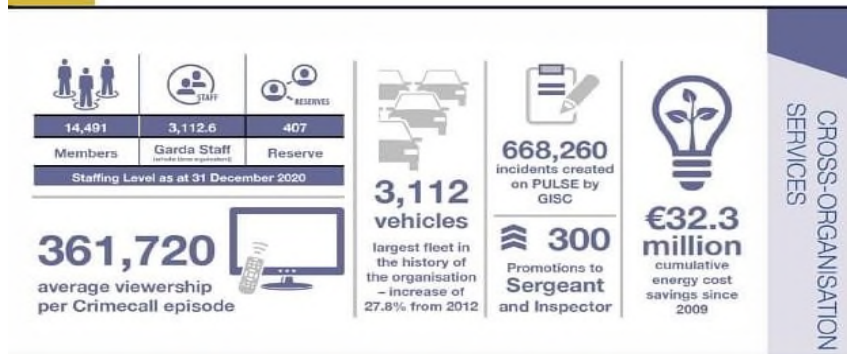
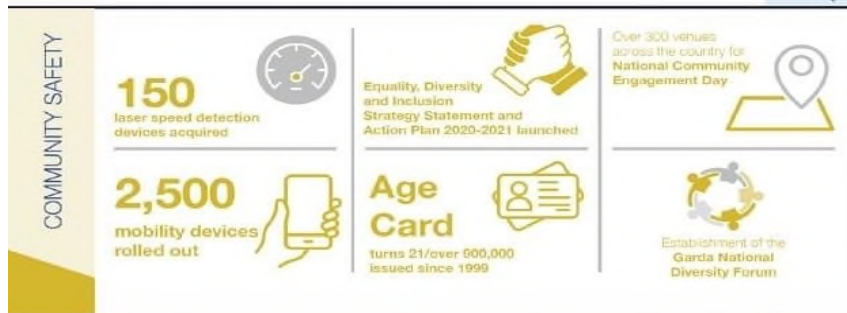
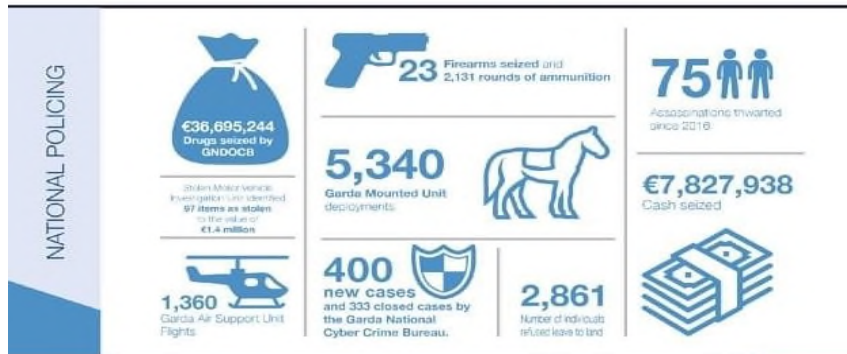
Criminal Assets Bureau

Marking 25 years of the Criminal Assets Bureau. This event had a media reach of approximately 7m.



AN GARDA SÍOCHÁNA ANNUAL REPORT 2020

KEY HIGHLIGHTS



Keeping People Safe
www.garda.ie

- Appointments and allocations of Chief Superintendents in the Southern Region.
- Management of communications surrounding a Child Rescue Ireland (CRI) Alert for a 2-year-old girl from Co. Mayo.
- The commencement of searches of a wooded area in Co. Kildare in relation to investigations into the disappearance of women in Leinster.
- 500 Garda personnel conferred by the University of Limerick as Human Rights Champions.
- **Organised Crime:** There were multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €3.7m for the month of October 2021.
- **Internal Communications:** Newsbeat, published twice weekly, focusing on critical organisational messaging. It attracted a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews

Several interviews were facilitated with national and local media on a range of topics. High-level interviews conducted this month included:

- The Commissioner, Minister Heather Humphreys and Chief Superintendent Michael Gubbins, Chief Bureau Officer at the Criminal Assets Bureau addressed media at Garda Headquarters marking 25 years of the Criminal Assets Bureau. The Commissioner also addressed a number of other topical issues with media at this event.
- The Chief Bureau Officer at the Criminal Assets Bureau provided additional follow up interviews on the subject.



- The Commissioner spoke with media on a variety of issues at the annual conference of the Association of Garda Superintendents.
- Inspector John Fitzgerald, Kildare Division briefed media on investigations into the disappearance of women in the Leinster area.
- The Garda Press Office worked in close cooperation with Virgin Media in the creation of Ireland's Unidentified Bodies, a four-part series which aired on Virgin Media in late October 2021.
- The Garda Press Office is continuing this work with Virgin Media and considering fresh appeals in relation to outstanding cases.
- Superintendent Declan McCarthy from the Wicklow Division provided a number of interviews to media outlets, including the Sunday Independent on the conviction for the murder of Nadine Lott.
- Detective Superintendent Michael Cryan of the Garda National Economic Crime Bureau (GNECB) provided a number of interviews to various media outlets, including Newstalk on the prevalence of scamming.
- Inspector Mel Smyth of GNECB spoke with the Sunday Independent on the issue of white collar crime.
- Superintendent Gareth Walsh from the Cavan/Monaghan Division spoke with the Sunday Independent and the Mail on Sunday on the Garda investigation following the 14th anniversary of the murder of Paul Quinn.
- Superintendent Tom Murphy, Garda National Roads Policing Bureau provided interviews to Newstalk and other media outlets on National Slow Down Day.

Launches & Initiatives

- An Garda Síochána launched various road safety initiatives relating to speeding and drink/drug driving, in conjunction with the RSA.
- An Garda Síochána continued its fraud prevention advice provided during European Cyber Security Month.

Press Office

Operating from 7am–11pm, seven days a week, the Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road accidents and a wide range of other information concerning the Garda organisation. During October 2021, the Garda Press Office issued approximately 180 press releases and handled hundreds of media queries on a range of criminal justice issues. Approximately 60 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during the month of October 2021.

Corporate Communications

The Corporate Communications team has continued to support An Garda Síochána in its communications to the public in both its response to the Government's plan for the next phase of reframing the challenge, continuing our recovery and reconnecting over the coming months, as well as ongoing efforts by Gardaí detecting crime, preserving the peace and reducing road fatalities.

With a key focus on keeping people safe, engagement with our continuously growing 1.6m social media followers and retaining our close connection with our community, we have continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19.

'Keeping people safe' - Key activities/advice in October 2021 include:

- Advice from the Garda National Cyber Crime Bureau (GNCCB) for the cyber awareness campaign and European Cyber Security Month (ECSM) over the month of October 2021.

Garda National Cyber Crime Bureau

OCTOBER

#BeCyberSafeFromHome

Cyber-attacks are at an all-time high. Personal and corporate data is being stolen or encrypted. Computer users are being subjected to cybercrimes at home and at work.

GNCCB, in partnership with the National Cyber Security Centre and ENISA, are working to ensure the public and businesses are cyber secure and cyber safe.

October is European Cyber Security Month and these 4 simple steps will help keep you safe and informed while online.

If you are a victim of online crime, report it to your local Garda station.

For more information go to www.garda.ie/cybercrime or www.ncsc.gov.ie

#GNCCB #CyberSecMonth

STAY SECURE

- Update antivirus and systems regularly from reliable sources.
- Have a safe and separate backup of systems or data.
- Be careful of unsolicited emails or insecure websites.
- Have robust cyber safety policies in place

STAY CONNECTED

- Don't use insecure public Wifi.
- Use a VPN or Virtual Private Network to connect to your work systems.
- Use logon credentials and change them regularly

STAY SEPARATE

- Keep your personal and work data separate.
- Don't mix personal and work data or devices.
- Use encryption and 2-Factor authentication for maximum security

STAY SAFE

- Never share personal or sensitive information online
- Review privacy settings on social media accounts
- Report cyber-attacks or online abuse to local Gardai.
- Prepare for a cyber attack - it will come



Be Cyber Secure at School

European Cybersecurity Month 2021



Be Kind Online
Always be kind and empathetic to others online



Passwords
Use secure passwords and never share your passwords with anyone



Back up Data
Back up your data and run regular software updates



Antivirus Software
Install antivirus software on all devices connected to the internet



Apps
Only use reliable, age appropriate apps



Social Media
Remember whatever you post online, stays online

Garda National Cyber Crime Bureau

#GNCCB



- Continued fraud prevention advice, in particular, the recent text scam whereby it appears to be a missed call with a link to click on for further information.
- Reminding the public about the cancellation of the 2021 Ballinasloe Horse Fair and Festival.
- Support for World Mental Health Day - mind your mental health everyday #WMHD2021.
- Support for International Stuttering Awareness Day and the launch of the Stuttering Awareness Mental Well-being Ireland Campaign #stuttering #stammering #ISAD2021.



An Garda Síochána ✓

22 Oct · 🌐

Today, Community Engagement's Superintendent Corbett and Inspector Hussey met with Jamie Coogan & Michael Ryan in support of International Stuttering Awareness Day and the launch of their Stuttering Awareness Mental Well-being Ireland campaign.

#stuttering #stammering #ISAD2021



- Urging parents to stay safe at Halloween and not to buy illegal fireworks for their children this Halloween.
- Halloween posts across our various social media platforms had a reach of 178k and 1.6% engagement.



- Crime Prevention Lock up Light up Campaign.
- National Slow Down Day in particular had a combined reach of 834k and 3.2% engagement across 17 posts/tweets on Facebook, Twitter and Instagram.

National Slow Down Day



Other social media activity

Coverage of the conferring ceremony where 550 Garda personnel became Human Rights Champions on completion of the University of Limerick Policing and Human Rights Law in Ireland Programme.



Internal Communications

Newsbeat continues to issue twice a week. Key updates delivered during October 2021 included:

- COVID-19: Reminders on face coverings, getting tested, symptoms, ventilation, case numbers, children with COVID and close contact.
- Free flu vaccine
- Draft policing bill
- Crime trends
- Use of force
- Mobility project update
- Fáinne badges
- Health and wellbeing content
- HQ Directives
- Cyber security
- Garda Reserve Strategy
- Targeted content in Newsbeat was delivered for the first time, to the cohort of Human Rights Champions who completed the University of Limerick Programme.

6. Progress update on embedding the Code of Ethics

Current figures indicate that 96.16% of all personnel have signed the Code of Ethics declaration. Sign up continues to be captured through trigger points in the careers of personnel within the organisation.

- As of 2 November 2021, 33 Divisions/Sections within An Garda Síochána have 100% sign up rate.
- As of 2 November 2021, 97.62% of Garda members, 93.84% of Garda staff and 66.01% of Garda Reserve members have signed.
- Nine screensavers highlighting each of the nine ethical standards will continue to be published over a nine-month period, commencing in October 2021.

Garda Decision Making Model (GDMM)

As of 28 October 2021, 89.58% of Garda personnel have completed the GDMM e-learning module. The Garda Ethics and Culture Bureau has provided each Regional Officer with lists of personnel within their region who have not completed the GDMM e-learning module and have been requested to encourage their personnel to complete it.

7. Implementation of Cultural Change

Culture Reform Programme

A Newsbeat article highlighting the 'Have Your Say' Staff Cultural Engagement Initiative was published on 19 October 2021. The dedicated 'Have Your Say' section mailbox and the anonymous internal portal form are aimed at encouraging personnel to speak up on matters pertaining to their role and area of responsibility. A link to the 'Have Your Say' anonymous feedback form was created on the Garda portal and the Garda Ethics and Culture Bureau webpage on 12 October 2021. This has resulted in new submissions which have been reviewed by the Bureau and forwarded to the relevant business owner.



The contract for An Garda Síochána Cultural Audit 2022 was signed by the successful vendor, Durham University, on 14 October 2021. Meetings with Durham University were held on 8 and 18 October 2021, and survey questions and scales are currently being developed. A communications plan surrounding the audit is also being developed by the Garda Ethics and Culture Bureau.

8. Risk Management

As outlined in previous reports, An Garda Síochána Corporate Risk Register captures 11 principal risks currently facing the organisation and they are managed effectively by assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGGB) and supported by the Garda Risk Management Unit (GRMU).

- The next meeting of the RPGGB is scheduled for 17 November 2021.
- Compliance rates for Q3, 2021 are currently being collated. As outlined in recent reports, compliance rates for Q2, 2021 remained consistently high at 89%.
- GRMU held one-to-one meetings throughout October 2021 with all corporate risk owners/support staff to assist in the review and update of their risk registers.
- ‘Support Staff Briefing’ and ‘Risk Register Development Workshops’ were held via video conference during October 2021.
- A ‘Risk Champion Network’ bulletin issued during October 2021.
- GRMU continues to engage with the Strategic Transformation Office (STO) surrounding;
 - The APSFOF project to implement recommendations to enhance the ‘Risk Management Framework’ as per Mazars Review 2020. The review contains 17 recommendations and GRMU is focusing on the five high-priority recommendations and two of the medium-priority recommendations, with significant progress being made in these areas.
 - The collation and validation of all recommendations that relate to the risk management function.
 - The review of governance arrangements and structures under the ‘Governance & Accountability’ area.
- Support and guidance continue to be provided to risk managers and support staff via video and teleconferencing, phone and email.
- Risk management training for risk managers and briefings for support staff have been significantly impacted due to the COVID-19 pandemic.

9. Use of Force

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

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

Comparison of data for September 2021 and October 2021:

- Use of force has remained consistent in October 2021 when compared with September 2021. There were 97 recorded uses of force in October 2021, compared with 98 recorded incidents in September 2021.
- The use of incapacitant spray has seen an increase, with 80 uses in October 2021 compared with 69 uses in September 2021.
- The use of batons has seen a decrease, with 17 uses in October 2021 compared with 26 uses in September 2021.
- There was a decrease in the use of Taser in October 2021, with no discharges in October 2021 compared with three discharges in September 2021.
- There were no discharges of a firearm in October 2021, which is the same as September 2021.

Types of incidents in which force was used:

- Public order offences have increased from 45% to 56%.
- Drugs offences have reduced from 15% to 11%.
- Mental health incidents in which there was a use of force have remained the same at 4%.
- Assault related incidents accounted for the third highest number of incidents in which there was a use of force.
- The DMR South Central Division recorded the highest levels of force reported, followed by the DMR South and Cork City Divisions.

There continues to be extensive work on the new, more detailed, public facing, use of force report. This report is up and running, and is currently being tested by staff attached to the Garda Síochána Analysis Service. A sample of the new report will be provided to the Policing Authority in December 2021.

10. Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences, while property crime has remained low compared to pre-pandemic levels.

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

Data Quality Assurance: The priority data quality actions for 2021 are continuing. Recording of victim:offender relationships with associated validation was introduced in PULSE 7.7 in July 2021. As expected, analysis of the data is providing richer insight into domestic abuse and is already helping to identify additional cases within recorded crimes. We expect to be able to report on these insights and the measures underway to act on them by the end of 2021.

As reported previously, the move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. The design of the PULSE changes is complete and is expected to be piloted in one Division by the end of 2021 (or possibly early 2022, depending on the ICT data centre move). The rollout will be an iterative process, ensuring that feedback is collected from both investigators and victims/NGOs on its effectiveness at highlighting the broader reasons sanctions are not achieved.

As outlined in last month’s report, there is still a risk that the significant changes to PULSE, to meet additional Schengen Information System (phase 3) requirements, may still impact on other data quality improvements in 2021. The European Commission’s review of Ireland’s SIS implementation was largely positive with the recommended measures being already in progress, such as the ability to perform SIS searches directly from mobile devices. The current list of PULSE change requests for policy and data quality related improvements now extends well into 2023, given the long running mismatch between demands and the relatively low investment levels in data systems and ICT generally.

GSAS continues to operate at 50% of its minimum approved capacity, with almost 40 vacancies for almost three years due to recruitment delays. GISC is currently creating approximately 75% of crime incidents vs. its goal of 95% due to chronic capacity issues and the recent redeployment of experienced staff to front office roles. Long running GSAS and GISC capacity issues continue to impact on analysis support for investigations and specialist units, provision of data to stakeholders and the implementation of the data quality strategy.

Crime trends are set out to follow. It should be noted that 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. Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO’s quarterly publications of crime trends and in their annual reports. The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Chart 1: Total Property Crime - 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. A reduction of 19% was observed in the 12 months to October 2021, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. With the commencement of plans to reopen retail and services, it is likely that the upward trend observed in 2021 will continue in the coming months.



Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 30% and burglary occurring elsewhere down 38% in the 12 months to October 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/July 2020 when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 due to ongoing COVID-19 restrictions, however, as with property crime, it is likely to increase over the coming months as the economy reopens and we move into winter.

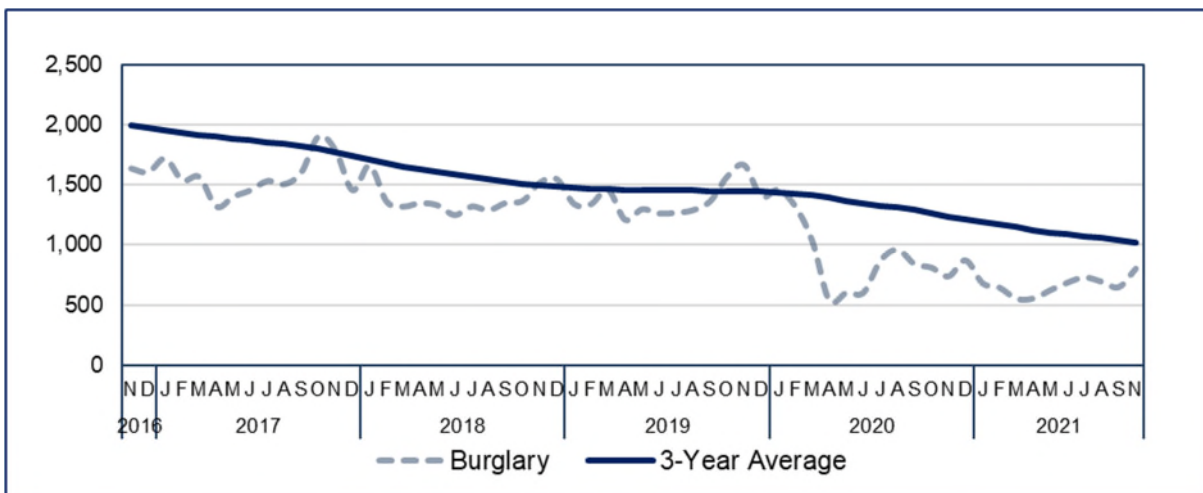


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. There was a decrease of 2% in the 12 months to October 2021, as compared with the 12 months prior. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. However, a steady increase in 2021 has coincided with the gradual easing of restrictions. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places which have increased or decreased in line with the level of COVID-19 restrictions.



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

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend has resumed in 2021. In the 12 months to September 2021, there has been a 10% increase in reported sexual offences compared to the 12 months prior. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

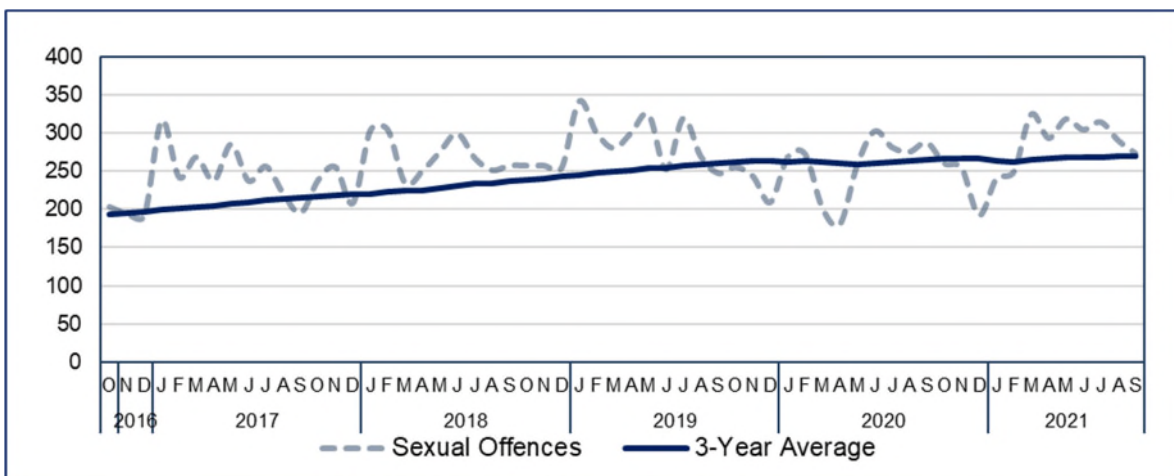


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 5% in the 12 months to October 2021, as compared with the 12 months prior. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with property crime and crimes against the person, 2021 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.

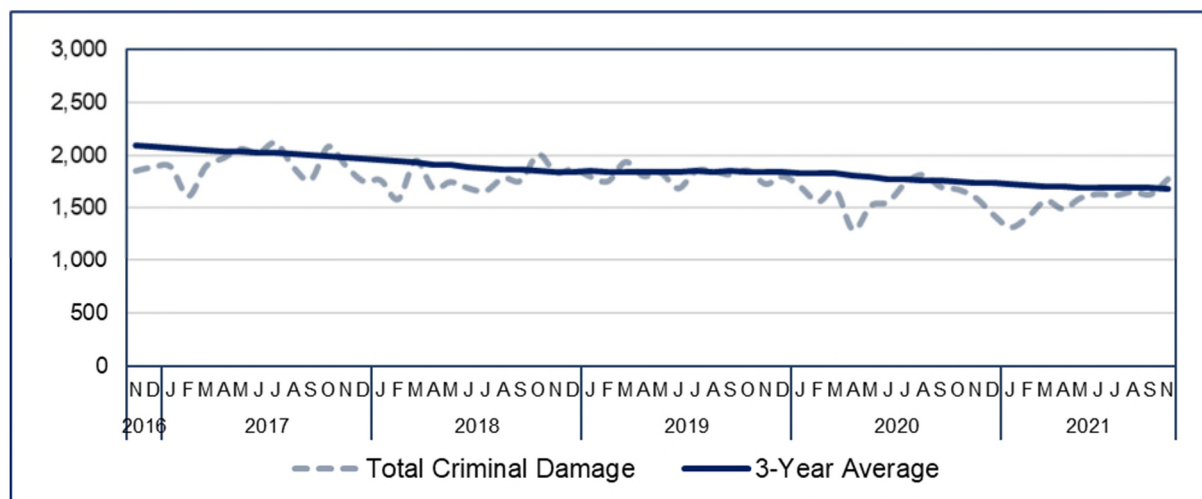
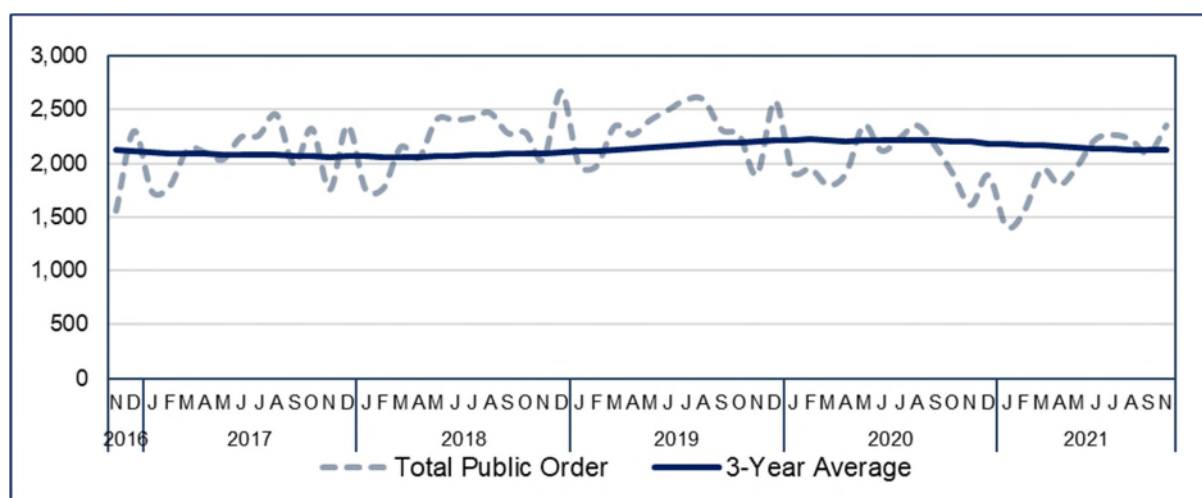


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, has seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 7% in the 12 months to October 2021, as compared with the 12 months prior. Public order offences for the 12 months to October 2021 were down 8% while drunkenness offences over the same period were down 6%. Public order tends to be higher in summer and also tends to spike at Christmas. Public order has increased in recent months and levels are expected to return to a more regular pattern as restrictions ease.



11. Final Report of the Commission of Investigation into Mother and Baby Homes

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. As reported last month, engagement has proved positive and would appear to be a source of reassurance and comfort for those concerned. As of 3 November 2021, GNPSB has received a total of 74 relevant reports.

Again, as reported previously, each person who made a relevant allegation and provided their contact details has been contacted, with a view to establishing the nature of the matters alleged and if they wish to pursue a criminal complaint. The nature of alleged negative experience with regard to the victims who have made a report is provided hereunder:

Breakdown of the nature or occurrence alleged/notified by individual complainants:

1	Emotional Abuse	17
2	Sexual Abuse	11
3	Physical Abuse / Mistreatment	6
4	Legality of Adoption / Birth-Cert Falsified	13
5	No offence disclosed	7
6	Medical Treatments / Vaccine Trials	12
7	Other Crimes (i.e. Theft /State Corruption)	4
8	Baby Deaths / Burial	4

A total of 38 of the 74 reports received to date remain open and are subject to further engagement with alleged victims, and additional investigation, where warranted.

12. Policing Successes

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

On 1 October 2021, as part of an ongoing intelligence led operation targeting serious and organised crime involving the importation and sale of drugs, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB) effected a stop and search of a vehicle in the Dublin area, resulting in the seizure of cash to the value of €104,720. In the course of a subsequent search, additional cash to the value of €17,660 was located and seized. Two suspects were arrested and detained, and subsequently charged in respect of alleged money laundering offences. Both of the accused remain on bail, pending future court proceedings.

Also on 1 October 2021, personnel from the Garda National Immigration Bureau (GNIB) arrested one suspect following an alert issued to Article 26, Schengen Information System II, in respect of the existence of a European Arrest Warrant (EAW) issued by a relevant Luxembourg authority. The suspect was subsequently detained and appeared before the High Court in Dublin, where they were further remanded to a future court sitting.

On 7 October 2021, as part of an ongoing intelligence led operation targeting the importation and sale of drugs, personnel attached to GNDOCB, assisted by Revenue and the Customs Service, effected a 'controlled delivery' of a consignment consisting of 59kg of cannabis herb to a premises located in the midlands area. In the course of a follow up search of a business premises, cannabis herb, with an estimated street value of €1,180,000, was seized. Two suspects were arrested and detained, with one charged in respect of alleged drug related offences and remains in custody pending future court proceedings. The second suspect was released from custody pending the submission of a file to the DPP.

On 10 October 2021, Gardaí in the Eastern Region responded to a 999 call reporting that a person had suffered a heart attack whilst out cycling. As the members identified the importance of bringing a defibrillator to the scene, the responding Garda alighted from the patrol car they were travelling in to avoid traffic and ran down the street to pick up the town's public defibrillator before making their way to the scene. Upon arrival, the Garda immediately began using the defibrillator on the person, whilst another assisted in performing CPR. A short time later, paramedics arrived and took over the resuscitation of the person, who was then taken to hospital escorted in the ambulance by Gardaí. The cyclist regained consciousness and received the appropriate medical care.

On 16 October 2021, Gardaí in the Dublin Metropolitan Region responded to reports of criminal damage from a caller. Previous advice had been given to this caller regarding the drug related intimidation programme under Operation Fógra. Operation Fógra is a regional strategy with two pillars; a harm reduction, victim centred approach and information enabled policing, informing operational responses. Attending Gardaí took a statement of complaint, during which the caller identified the suspect. Following a risk assessment of the incident, the assistance of the Armed Support Unit (ASU) was sought to execute a search and arrest. As a result of the search conducted, the suspect was arrested for an offence contrary to Section 2 of the Criminal Damage Act, 1991 and conveyed to a local Garda station, where they were later charged with one count of criminal damage. The suspect was subsequently brought before the courts where stringent bail conditions were sought and granted.

On 17 October 2021, ASU responded to a call indicating that a person was shooting into a tree in the garden of his shared residence. ASU immediately attended the scene, where they placed a containment on the house and requested an operational commander and negotiators. Upon arrival, the scene commander and negotiators, along with ASU, took up strategic positions. A short time later, the suspect came to the front door with no weapons on view and contact was made. The suspect complied with the clear instruction the negotiators provided and they agreed to exit the house, where they were taken into the custody of the local unit. ASU continued to engage with the occupants of the house and subsequently removed them to safety. During a follow up search of the property, two imitation firearms were recovered.

On 26 October 2021, Pieta House notified Gardaí in the North Western Region of a person in a distressed state threatening to take their own life. An immediate investigation commenced with initial searches of the area proving negative. Contact was made with command and control, who were being relayed information from the person's mother and the services of the Coast Guard were requested. As a result of the joint efforts, the person was located a short time later in their vehicle in a distressed state. The person was subsequently conveyed to the local Garda station where they were medically assessed and later admitted to hospital for the appropriate treatment.

On 29 October 2021, Gardaí in the Southern Region responded to reports that a high risk person was missing from their home. Gardaí conducted door to door enquiries and immediately began extensive coordinated searches of the area, in co-operation with the Civil Defence Unit, the Irish Coast Guard, local volunteers and were later joined by the Missing Persons Unit. Drones with heat sensors were also utilised in an attempt to locate the missing person. Shortly after, the person was located in an area of marsh, trapped from the waist down in boggy ground. As the area was of difficult terrain that vehicles could not access, a Probationer Garda, assisted by the Coast Guard, made their way across the land and dug the person out of the bog to safety. Paramedics attended the scene and transported the person to the local hospital for further treatment.

Extradition Unit

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

- i. One suspected offender arrested on foot of a European Arrest Warrant in Castlerea, Co. Roscommon, who is sought by the UK authorities for parental child abduction.
- ii. One suspected offender arrested on foot of a European Arrest Warrant in Naas, Co. Kildare, who is sought by Polish authorities to serve a three-year imprisonment relating to offences including membership of an organised crime group, drug trafficking, threats to kill and multiple aggravated assaults.
- iii. One suspected offender surrendered to Italian police officers at Dublin Airport, who was wanted by the Italian authorities for charging in relation to human trafficking and prostitution related offences.
- iv. One suspected offender surrendered to police officers from the Czech Republic at Dublin Airport to serve a seven-year prison sentence in the Czech Republic for serious fraud related offences.
- v. One suspected offender returned from Edinburgh, Scotland for the prosecution of 176 alleged offences of sexual assault and rape of a minor in Co. Donegal.

Garda National Cyber Crime Bureau (GNCCB)

During the month of October 2021, personnel from the Cyber Investigation Unit within the Garda National Cyber Crime Bureau (GNCCB) advanced an investigation they are undertaking relating to a Ransomware attack on the ICT systems of the Health Service Executive (HSE) and an attempted Ransomware attack of the ICT systems of the Department of Health. GNCCB is utilising the services of both Europol and Interpol in the course of the relevant comprehensive investigation that is underway. This involves interaction with law enforcement experts operating at an international level, including representatives of law enforcement authorities in the US, the UK and Canada, and with private industry and academia. The investigation involves an effort to achieve certainty with regard to the level and source of data that has been exfiltrated from HSE systems.

Criminal Assets Bureau (CAB)

On 21 October 2021, the Criminal Assets Bureau conducted a search operation in the Southern Region, targeting the assets and activities of an organised crime group involved in money laundering activities. The search resulted in the seizure of 11 high value vehicles and €11,000 in cash.

During the month of October 2021, the Criminal Assets Bureau secured two orders, pursuant to Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of €24,450 in cash, a Rolex watch, a high-end vehicle and €209,259 held in financial accounts.

13. Community Engagement and Organisational Initiatives

Operation Teorainn, National Slow Down Day and Tyre Safety Day

On 1 October 2021, An Garda Síochána, supported by the Road Safety Authority (RSA), commenced Operation Teorainn to target driver behaviour for the remainder of 2021. The operation will focus on the four 'Lifesaver Offences' (speeding, driving while intoxicated, seatbelts and mobile phones), as well as unaccompanied learner drivers and road transport offences.

With just one and a half months remaining in 2021, An Garda Síochána and the Road Safety Authority are calling on all road users, and particularly drivers, to make a greater effort to stay safe on the road. As part of this operation, a National 'Slow Down Day' was held over a 24-hour period between 7am on Thursday, 21 October 2021 to 7am on Friday, 22 October 2021 to increase driver awareness in respect of driving in excess of the speed limit. In total, An Garda Síochána and GoSafe checked 192,333 vehicles and detected 419 vehicles travelling in excess of the applicable speed limit.

On 6 October 2021, An Garda Síochána collaborated with the Road Safety Authority and the Irish Tyre Industry Association (ITIA) in relation to 'Tyre Safety Day' to remind all road users to check their tyres, to ensure they are roadworthy. Motorists were invited to call in to any ITIA dealer for a free tyre pressure check and thread depth inspection. As part of this campaign, a number of joint checkpoints were conducted by An Garda Síochána with the assistance of the RSA and ITIA.



Late Night Football Leagues (LNL)

On 12 October 2021, the FAI hosted a workshop in the Aviva Stadium for members of the DMR regarding the recommencement of Late Night Football Leagues (LNL) in the Dublin Region for 2021. The LNL, which are run in partnership with the FAI, An Garda Síochána, local authorities and Dublin Bus are aimed at encouraging at risk young people to participate in meaningful activities, thus reducing anti-social behaviour involving young people in disadvantaged areas. The leagues are open to young people aged 13-21 and take place during prime anti-social hours, such as Friday nights. The DMR LNLs will commence in November 2021 at 20 centres across the region, with the regional finals to be played in Irishtown in December 2021.



Garda Reserve Strategy 2021–2025

On 19 October 2021, An Garda Síochána published the Garda Reserve Strategy 2021-2025 on the Garda website, the Garda portal and it was featured in Newsbeat. The Strategy provides a roadmap to deliver the necessary changes to enable the Garda Reserve to support full-time members of An Garda Síochána in delivering a community focused policing service, promote diversity within our organisation, and make the role of the Garda Reserve a worthwhile commitment for people from our communities who voluntarily give their time to help make our communities safe.

Garda National Crime Prevention Unit (GNCPU)

Throughout October 2021, the Garda National Crime Prevention Unit supported Crimecall's Winter Burglary Routine by providing residential burglary prevention advice as the nation enters the winter season. GNCPU have liaised extensively with Crimecall to frame the context for burglary reduction in support of the re-commencement of Operation Thor on 1 October 2021.

In addition, GNCPU has designed, supported and promoted the 'Lock Up and Light Up' Campaign as part of Operation Thor, which seeks to inform and empower the public in preventing burglaries. They have also developed a home security checklist challenge.

An Garda Síochána
Crime Prevention

IF YOU LOVE IT, LOCK UP AND LIGHT UP.

Simple steps can help protect your home.
Whether you are at home or going out, remember to turn on some lights, use timer switches, lock all doors and windows, use an alarm, store keys away from windows and letter boxes, and don't keep large amounts of cash or jewellery in the house.

Lock Up and Light Up
as part of An Garda Síochána's Operation Thor.
www.garda.ie

Icons: padlock, lightbulb, key, wallet, bell

Garda National Diversity and Integration Unit (GNDIU)

During the month of October 2021, in line with An Garda Síochána aim to engage proactively and effectively with all members of society, particularly persons from minority groups and diverse backgrounds, the Garda National Diversity and Integration Unit attended a number of events, meetings and webinars, including the following:

- From 11-15 October 2021, GNDIU took part in the Durga Puja festival in Dublin. The festival is an annual, five-day celebration, originating in the Indian subcontinent, which pays homage to the goddess Maa Durga and is a display of art, culture, food, music and dance. People from all ages, genders and backgrounds come together to celebrate this event, a symbolic victory over evil and the power of womanhood.
- On 19 October 2021, GNDIU took part in a webinar organised by Fingal County Council, where Black, Mixed Race, Traveller and Roma young people shared their experience of racism. Young people from diverse backgrounds were given the opportunity to address senior managers from TUSLA, the Children’s Rights Alliance, An Garda Síochána, the Ombudsman for Children, the Irish Primary Principals’ Network, the National Association of Principals and Deputies, and Fingal County Council, to share their experience of racism in Ireland.
- On 20 October 2021, GNDIU presented at a CEPOL webinar entitled “Addressing hate crime against Roma and Travellers”, having been invited to do so in recognition of the significant progress in the area of hate crime reporting, recording, investigation and prosecution since the launch of the Garda Diversity and Integration Strategy 2019-2021. The aim of the webinar was to support effectiveness of law enforcement actions to prevent violence against, and harassment of, Roma and Travellers by enhancing their awareness.

Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
Quarterly Written Update	Light Blue
Delayed due to Covid-19	Light Green
Reported to DOJ	Dark Blue

Priority 1. Community Policing

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

Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse	2.1.1 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh)	
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	
	2.1.3 Domestic Abuse Risk Assessment Tool	
2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability	2.2.1 Reducing the backlog for the examination of seized electronic devices to below 12 months	
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse	
	2.2.3 Increasing the quality and quantity of information on economic crime provided to Divisions	
2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience	2.3.1 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates	
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units	
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units	
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families	
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	
2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate	2.6.1 Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> • Fear of crime has no impact on quality of life • People do not worry about becoming a victim of crime • People have no fear of crime in general • Proportion of people who said they were victims of crime • Awareness of Garda patrols in local areas 	

2.7 Implement appropriate operations to support any measures arising from COVID-19	2.7.1 Operations and activities to respond to COVID-19	
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity	2.8.1 Continuing to take action targeting organised crime groups	
	2.8.2 Implementing and reviewing the OCG threat assessment matrix	
	2.8.3 Monitoring the level of seizures of firearms, drugs and currency	
2.9 Continue to improve road safety and reduce deaths and serious injuries as measured	2.9.1 Continuing to implement Crowe Horwarth recommendations	
	Enhancing mobility access for Roads Policing	
	Increasing the proportion of FCNs issued through the use of mobility devices	
	2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	
	2.9.3 Monitoring Road deaths / serious injuries	
	2.9.4 Monitoring Lifesaver offences	
2.9.5 Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence		

Priority 3. A Secure Ireland

3.1 Continue to enhance the security of the State, managing all possible threats and challenges	3.1.1 <ul style="list-style-type: none"> • Conducting Intelligence-led operations with our domestic and international partner agencies • Continuing to monitor threats posed by extremists • Identifying, targeting and disrupting terrorist linked activities and support network • Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism DOJ	
3.2 Enhance our intelligence capacity/capability	3.2.1 <ul style="list-style-type: none"> • Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence DOJ	

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

Priority 4. A Human Rights Foundation

4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána	4.1.1 Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to COVID-19	Green
	4.1.2 Rolling-out human rights training	Green
	4.1.3 Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody	Green
	4.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	Yellow
	4.1.5 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	Yellow
	4.1.6 Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	Green
	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation	4.2.1 Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	4.2.2 Commencing Anti-Corruption Unit activities	Green

Priority 5. Our People

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

Priority 6. Transforming our Service

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

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

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2021												<i>Total to end 2021</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	2	1	0	0	2	0	0	5
Superintendent	0	0	1	0	1	1	2	1	1	1	1	0	9
Total	0	0	1	0	1	3	3	1	1	3	1	0	14

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

<i>Data as at the end of October 2021</i>													
Rank	ECF	Position at end of last month - September	Appointed in Month - October	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	1	0	0	0	1	1	0	0	-1	46	1
Superintendent	168	167	1	0	0	0	0	1	0	1	-1	166	2
Total	223	222	2	0	0	0	1	2	0	1	-2	220	3

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

As at 31.10.21	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	1	0.01%	0.01%	19	0.16%	0.23%	0	0.00%	0.00%	0	0.00%	0.00%	18	0.15%	0.22%	15	0.13%	0.18%
	Female	83	0.71%	2.44%	26	0.22%	0.76%	68	0.58%	2.00%	29	0.25%	0.85%	0	0.00%	0.00%	70	0.59%	2.06%
Sergeant	Male	1	0.05%	0.07%	2	0.11%	0.14%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.21%	0.28%	2	0.11%	0.14%
	Female	2	0.11%	0.45%	0	0.00%	0.00%	9	0.48%	2.01%	5	0.26%	1.12%	0	0.00%	0.00%	3	0.16%	0.67%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	0.24%	1.30%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.01%	0.02%	21	0.15%	0.20%	0	0.00%	0.00%	0	0.00%	0.00%	22	0.15%	0.21%	17	0.12%	0.16%
	Total Female	85	0.59%	2.14%	26	0.18%	0.66%	78	0.55%	1.97%	34	0.24%	0.86%	0	0.00%	0.00%	73	0.51%	1.84%
	Total	87	0.61%		47	0.33%		78	0.55%		34	0.24%		22	0.15%		90	0.63%	

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

As at 31.10.21	Gender	SWY	% Garda Member	% by Gender	Carers	% Garda Member	% by Gender
Garda	Male	0	0.00%	0.00%	1	0.01%	0.01%
	Female	4	0.03%	0.12%	6	0.05%	0.18%
Sergeant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	2	0.11%	0.45%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	0	0.00%	0.00%	1	0.01%	0.01%
	Total Female	4	0.03%	0.10%	8	0.06%	0.20%
	Total	4	0.03%		9	0.06%	

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

As at 31.10.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	10	0.51%	2.08%	5	0.26%	1.08%	0	0.00%	0.00%	0	0.00%	0.00%	5	0.26%	1.03%	0	0.00%	0.00%
	Female	253	12.95%	17.23%	11	0.56%	0.75%	19	0.97%	1.29%	5	0.26%	0.34%	46	2.35%	3.13%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.41%	1.54%	1	0.14%	0.52%
	Female	38	5.21%	6.90%	9	1.23%	1.69%	5	0.69%	0.94%	9	1.23%	1.69%	16	2.19%	3.00%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.59%	1.52%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.35%	3.92%	2	1.18%	1.92%	1	0.59%	0.96%	2	1.18%	1.92%	5	2.94%	4.81%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.37%	2.33%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.37%	2.33%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	13.33%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	0.87%	0.96%	1	0.43%	0.48%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	16.67%	50.00%
	Female	1	9.09%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.76%	5.26%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	10	0.29%	1.05%	6	0.18%	0.63%	0	0.00%	0.00%	0	0.00%	0.00%	9	0.27%	0.94%	2	0.06%	0.21%
	Total Female	301	8.86%	12.33%	24	0.71%	0.98%	25	0.74%	1.02%	16	0.47%	0.66%	68	2.00%	2.78%	0	0.00%	0.00%
	Total	311	9.16%		30	0.88%		25	0.74%		16	0.47%		77	2.27%		2	0.06%	

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

As at 31.10.21	Gender	SWY	% Total Staff	% by Gender	Carers	% Total Staff	% by Gender
CO	Male	1	0.05%	0.21%	0	0.00%	0.00%
	Female	1	0.05%	0.07%	6	0.31%	0.41%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	0.14%	0.19%
HEO	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Researcher	Male	1	33.33%	50.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.06%	0.21%	0	0.00%	0.00%
	Total Female	1	0.03%	0.04%	7	0.21%	0.29%
	Total	3	0.09%		7	0.21%	

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Oct 2021	1,492	167	130	15	10	2	1,632	184
Sept 2021	1,405	168	117	16	7	1	1,529	185
Aug 2021	1,269	166	85	13	6	1	1,360	180
July 2021	1,424	170	91	12	6	1	1,521	183
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160

Garda Members - Instances of Absence

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

Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166
Nov 2020	1,107	162	81	8	2	0	1,190	170
Oct 2020	1,158	152	97	9	2	0	1,257	161

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Oct 2021	13,511	4828	1374	465	134	62	15,019	5,355
Sept 2021	11,986.5	4,654.5	1,221.5	446	111.5	30	13,319.5	5,130.5
Aug 2021	12,279.5	4,719	1,091.5	403	86	31	13,457	5,153
July 2021	13,056	4,794.5	1,159.5	346	104	31	14,319.5	5,171.5
Jun 2021	11,038	4,879	1,088.5	312	95.5	30	12,222	5,221
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948
Dec 2020	10,546	4,449	1,058	279	88	0	11,692	4,728
Nov 2020	10,087.5	4,338	1,004	240	44	0	11,135.5	4,578
Oct 2020	10,946	4,331	1,128.5	277	25	0	12,099.5	4,608

Garda Members - Ordinary Illness

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

Dec 2020	11,692.00	556.50	5.00%
Nov 2020	11,135.50	-964	-7.97%
Oct 2020	12,099.50	-402	-3.22%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Oct 2021	5,355.00	224.50	4.38%
Sept 2021	5,130.50	-22.50	-0.44%
Aug 2021	5,153.00	-18.50	-0.36%
July 2021	5,171.50	-49.50	-0.95%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%
Oct 2020	4,608.00	297	6.89%

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

Month	No. of Days Absent	LTR
Oct 2021	15,019.00	3.94%
Sept 2021	13,319.50	3.49%
Aug 2021	13,457.00	3.51%
July 2021	14,319.50	3.72%
Jun 2021	12,222.00	3.17%
May 2021	11,303.00	2.90%
Apr 2021	10,136.50	2.61%
Mar 2021	10,286.50	2.65%
Feb 2021	9,678.50	2.50%
Jan 2021	10,885.00	2.81%
Dec 2020	11,692.00	3.03%
Nov 2020	11,135.50	2.87%
Oct 2020	12,099.50	3.12%

Garda Staff - Numbers who availed of sick leave

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

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Oct 2021	391	9	400
Sept 2021	379	4	383
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Oct 2021	3986	118	4,104.00	225.50	5.81%
Sept 2021	3787.5	91	3,878.50	-143.00	-3.56%
Aug 2021	3891	130.5	4,021.50	323.50	8.74%
July 2021	3606	92	3,698.00	445.00	13.67%

Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%
Oct 2020	2,966.5	41	3,007.50	-31.50	-1.04%

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

Date	Days Absent	LTR
Oct 2021	4,104.00	5.21%
Sept 2021	3,878.50	4.93%
Aug 2021	4,081.50	4.84%
July 2021	3,730.00	4.43%
June 2021	3,253.00	3.89%
May 2021	3,528.50	4.20%
Apr 2021	2,971.00	3.56%
Mar 2021	3,179.50	3.81%
Feb 2021	3,103.50	3.72%
Jan 2021	3,216.00	3.85%
Dec 2020	3,174.00	3.82%
Nov 2020	2,656.50	3.19%
Oct 2020	3,007.50	3.61%

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
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519
July 2021	16	461
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407

Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549
Oct 2020	18	486

Sick leave statistics as recorded on SAMS and reported @ 1.11.2021. 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 – October 2021

Sick absence days for both Garda members and Garda staff have seen an increase in the last month. Instances and numbers availing of sick absence leave also reflect an increase for both Garda members and Garda staff in comparison to the previous month. Comparing October 2021 to October 2020, year on year ordinary illness days have significantly increased for Garda members by 24.13% and by 36.46% for Garda staff. The COVID-19 effect likely explains the year on year increase; however, when compared to 2019, pre-pandemic absence member sick leave shows a minor increase (<4%) and staff sick leave remains higher than what was the norm (25% increase) at this time of year.

Injury on duty sick absence also shows an increase month on month. Comparing October 2021 to October 2020, year on year injury on duty has increased by 16.21%. 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 (Garda members only) and ordinary illness (Garda members and Garda staff).

Injury on Duty

Overall, injury on duty for Garda members shows a slight increase in the last month over the number of sick absence days at 4.38%. Likewise, instances of sick absence reflect a marginal increase of 0.54%, however, the number of Garda members availing of sick absence leave month on month displays a decrease of 0.54%.

Ordinary Illness

The number of sick absence days, month on month, show an increase of 12.76% for Garda members and a 5.81% increase for Garda staff. The instances of sick absence month on month show an increase for Garda members at 7.37%, and for Garda staff the increase can be seen at 4.44%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 6.74% increase and a 4.17% increase for Garda staff.

From November 2020, we are including 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 17, which reflects no change from September 2021. However, the number of sick day absences for Garda members in October 2021 was 470 days, which shows a 4.91% increase from September 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence but as special paid leave and applies in the following circumstances;

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