



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**February 2024**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
Páirc an Fhionnuisce  
Baile Átha Cliath 8  
D08 HN3X



Luaigh an uimhir tharaghta seo a leanas le do thoil:  
Please quote the following ref. number: **CMR\_86-28711/24**



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Ms. Helen Hall  
Chief Executive  
The Policing Authority

**RE: Commissioner's Monthly Report to the Policing Authority**

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Dear Helen,

I am pleased to provide the second report in 2024, outlining the key aspects of the administration and operation of An Garda Síochána for the month of January 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

A handwritten signature in blue ink that reads 'Thelma Watters'.

**THELMA WATTERS  
CHIEF SUPERINTENDENT  
COMMISSIONER'S OFFICE**

*23rd* February 2024

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

## Message from the Commissioner

An Garda Síochána hit the ground running in the New Year, with the 2024 recruitment competition opening to applications on 15 January 2024.

It is anticipated that the campaign will yield positive results for An Garda Síochána and help us build on the numbers already coming through our Garda College. We have been pleased with the level of interest in training to become a member, as well as the broader public support that we have received while out spreading the word about the campaign.

Gardaí across the country worked diligently to support this recruitment campaign, holding recruitment events to engage with all communities, including those from diverse backgrounds, to attract suitable candidates. We are determined to continue enriching our police service with skilled and competent candidates.

The State visit of Chinese Premiere, H.E. Mr. Li Qiang required a significant operation. Gardaí worked hard to ensure the safety of the Premiere and his party while in Dublin, and the visit went off smoothly.

While other developments have been ongoing behind the scenes, extensive operational activity focused on several key areas of our policing plan, such as an operation targeting violent disorder incidents in the Charleville area of Co. Cork and the seizure of more than €600,000 worth of suspected cannabis as part of Operation Tara.

We continue to investigate all aspects of the violent disorder and public order events that occurred in Dublin City Centre on 23 November 2023. This work is gathering pace and two people were arrested and charged this month, and are now before the courts.

In the four weeks of January 2024, 18 people were killed on Irish roads. We continue to appeal to all road users to please slow down. In particular, we remind drivers to exert caution and pay full attention to their driving behaviour. By working together to keep everyone safe, we can reduce road deaths in 2024 and save many families needless suffering.

**J A HARRIS**  
**COMMISSIONER**

## 1. Finance

### Financial Expenditure and Receipts

	2024 Allocation €'000	Expenditure/Receipts end Jan €'000	Remaining €'000	Remaining %
<b>Gross Total</b>	2,355,516	169,068	2,186,448	93%
<b>Appropriation in Aid (receipts)</b>	104,206	8,890	95,316	91%
<b>Net Total</b>	2,251,310	160,178	2,091,132	

The total gross 2024 allocation for An Garda Síochána is €2.36b and net allocation is €2.25b. At the end of January 2024, the total combined gross expenditure is €169.07m (7% of allocation). As per instructions from the Department of Public Expenditure, NDP Delivery and Reform, the budget profile for January 2024 is the same as the actual expenditure for January 2024 and thus there are no calculated variances showing for the subheads.

### Current Allocation and Expenditure

The gross current allocation for 2024 is €2.19b, which includes pay of €1.47b (including pay for the Garda College). Expenditure on the pay subhead in January 2024 was €111.43m. Expenditure on the salaries, allowances, Employer PRSI and other elements in January 2024 was €96.92m. Expenditure on overtime in January 2024 was €14.52m.

In respect of superannuation of €458.05m, expenditure in January 2024 was €34.96m. Other non-pay subheads of €259.23m (including for the Garda College). Expenditure on non-pay in January 2024 was €15.27m.

### Capital Allocation and Expenditure

The gross capital allocation for 2024 is €165.86m (excluding deferred capital). €15m of deferred capital has been carried in to 2024. Expenditure on capital (including the Garda College) in January 2024 was €7.4m.

### Appropriations in Aid

Appropriations in Aid were €8.89m at the end of January 2024.

## Estate Management January 2024

The following projects are currently onsite and are the subject of active engagement between the OPW and An Garda Síochána;

- **J-Block, Garda HQ:** Substantial completion on refurbishment was achieved at the end of November 2023. The fit out is underway, with personnel due to move in February 2024.
- **Bailieboro Garda Station:** The anticipated completion date is Q4 2024.
- **Redevelopment of Portlaoise Garda Station:** External enabling works at the main station have been completed. Decant options for the duration of the main redevelopment are currently being finalised. Tenders for the main refurbishment of Portlaoise Garda Station were published by the OPW in December 2023. This is a two stage process. The deadline for receipt of submissions for the main works is 15 February 2024. The reserved specialists' deadline has been provisionally set by the OPW at 14 March 2024.
- **Redevelopment of Slane Official Accommodation:** Contractor commenced onsite in Q4 2023. Completion is anticipated in Q1 2024. Works comprise of the conversion of former official accommodation into office accommodation for the Divisional Protective Services Unit.

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

- **Tallaght PEMS/Naas PEMS:** To progress subsequent to the main works contract starting onsite in Drogheda.
- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Demolition of the old station is complete. Tender for main contract to issue in Q1 2024.
- **Cell Refurbishment Programme:** Works are ongoing at Cobh and Athy Garda Stations.

## 2. Human Resources and People Development

### Key Human Resources and People Development Highlights

#### Roster Duty Management System (RDMS)

- The remaining specialised divisions, such as Liaison and Protection, and the Roads Policing and Community Engagement Bureau, are due to go live on RDMS on 26 February 2024.
- There remains a small number of specialist units yet to receive RDMS and these are planned for rollout in Q1 2024.
- A85s (record of duty, and claim form for overtime and other allowances) continue to be retired across live divisions, most recently in the Garda National Technical Bureau, Special Tactics and Operations Command, and the Garda National Immigration Bureau on 22 January 2024.
- There are circa 96% of Garda members using RDMS for duty planning and to book on/off.

#### Employee Assistance Service (EAS)

- Psychological Support Programme;  
During the month of January 2024, six group information sessions were held on the following dates:

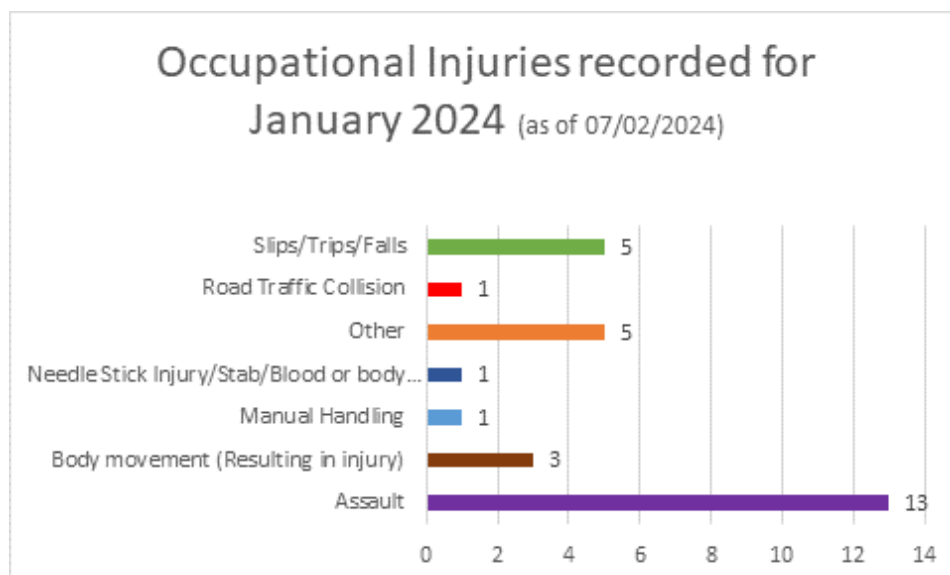
Date	Time	Attendance
16/01/2024	11:30am	16
16/01/2024	2:00pm	12
18/01/2024	11:30am	13
18/01/2024	2:00pm	16
23/01/2024	11:30am	17
23/01/2024	2:00pm	14
	Total	<b>88</b>

- A total of 88 new Garda members and Garda Staff were added to the Psychological Support Programme from the following areas: Garda National Protective Services Bureau, Divisional Protective Services Unit (DPSU) DMR North, DPSU Kilkenny/Carlow, DPSU Cork City, DPSU Cork West, DPSU Donegal, DPSU Wexford, DPSU Tipperary, DPSU DMR South Central, DPSU Galway, DPSU Wicklow, Scenes of Crime (SOC) Dublin, SOC Nationwide, Forensic Collision Investigators nationwide and the Technical Bureau.
- Following successful group information sessions, it is noted that the current active caseload nationwide for the Psychological Support Programme is approximately 847. We currently have 38 personnel awaiting a group information session and 42 personnel inactive.
- Peer Support Programme: During the month of January 2024, peer support training took place for the DMR South Division. There were 29 personnel trained, which comprised of both Garda members and Garda Staff. There are approximately 1,100 members trained within the

organisation and they are available in all Garda districts. Following each traumatic incident, a peer supporter is activated.

### Health and Safety

- 29 occupational injuries were recorded for January 2024 (as of 07/02/24)



- The number of National Incident Management System incidents created in January 2024 is 124 (as of 07/02/24).
- Scheduled health and safety trainings for February 2024:
  1. Fire Warden Training: Laois/Offaly/Kildare Division and Limerick Division.
  2. Safety Representative Training: Laois/Offaly/Kildare Division and Cork County.

### Workforce Planning

- The Workforce Planning Team are continuing to engage with divisions and regions nationwide.
- Operating Model implementation continues nationwide with Garda Staff at all grades being allocated to divisional functional areas as they become available from recruitment streams.
- Workforce Planning focus remains on divisions approaching their 'go live' date, enabling a smooth transition.
- Workforce Planning Quarterly Report: The Q4 quarterly report is in progress and is due to be submitted in early Q1 2024.
- The Workforce Planning Annual Report and Workforce Horizon Scan are also in progress, and nearing completion.

### Resourcing

- There are currently 23 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Open Clerical Officer competition: Offers commenced in January 2024, 63 candidates accepted initial offer and commenced vetting. Further batch 2 interviews commenced on 29 January 2024 and will conclude on 16 February 2024. The next batch of interviews are being prepared for the week commencing 26 February 2024 and 4 March 2024.
- Executive Officer competition: A panel is in place and offers are ongoing.

- Assistant Principal Officer 2022: Three (3) candidates remain on the panel. One candidate is due to commence on 26 February 2024.
- Assistant Principal Officer 2024: Competition preparation is ongoing.
- Higher Executive Officer 2024: Competition preparation is ongoing.
- Fleet Support Officer: Four (4) candidates have accepted and three (3) have commenced. The fourth candidate is due to commence on 26 February 2024.
- Professional Accountant grade 2: One (1) candidate entered vetting. One (1) candidate has been offered a position and a response is awaited. One (1) candidate due to commence May 2024.
- Occupational Health Physician: Two (2) candidates accepted. The first candidate is due to commence in April 2024. The second candidate's start date is to be agreed.

### **Garda Appointments/Recruitment**

- 838 trainees have commenced in the Garda College since the 2022 and 2023 Garda Trainee competitions closed:
  - 92 in November 2022
  - 135 in February 2023
  - 154 in May 2023
  - 174 in July 2023
  - 174 in October 2023
  - 109 in December 2023
- The next intake is scheduled for 8 April 2024. Invitations to candidates (who have cleared all elements of the process) are ongoing.
- 1,084 candidates remain in competition clearance process. Of these, 297 are from the 2022 competition and 787 from the 2023 competition.
- The 2024 Garda Trainee competition opened on 15 January 2024.
- Ongoing Garda member competitions: There are currently 26 national, five (5) regional, one (1) overseas and 46 divisional member competitions underway.

### **Equality, Diversity and Inclusion (EDI)**

- Gender Identity in the Workplace Policy and Procedure Document: A focus group consisting of two Sergeants, an Inspector, HEO and two EOs was held, to review the documents and an accompanying explanatory document. The issues raised have been addressed and a final amended document has been prepared for review.
- Employee Networks in the Workplace Policy and Procedure Document: Draft documents were provided to members of the Women's Network for review. A final amended document is at an advanced stage.

### **Dignity Policy Administration Office**

- The Dignity Policy Administration Office continued its presentations on both bullying and harassment policies to 70 Executive Officers on their development programmes, in the Garda College in January 2024.



## **Overseas Office**

- There are currently 12 Garda members deployed to United Nations Peacekeeping Force in Cyprus (UNFICYP). This includes one (1) Superintendent, one (1) Inspector, three (3) Sergeants and seven (7) Gardaí.
- The Overseas Office are currently preparing members of An Garda Síochána for deployment to UNFICYP in April 2024. These members will replace the members who are due to return to Ireland on 24 April 2024. There is currently a new competition being held for the deployment of members in October 2024.

## **Irish Language Activity**

- A meeting of the Irish Language Governance Group, chaired by the Garda Commissioner, took place on 16 January 2024.
- A meeting of the Irish Language Strategic Working Group, chaired by Deputy Commissioner, Policing and Security, took place on 10 January 2024.
- To raise awareness of the Irish language stream in the recruiting process, Human Resources and People Development engaged with Gaeltacht language planning officers, held events in Gaeltacht areas and used online platforms such as Peig.ie.
- Work continued organising preparatory European Certificate in Irish online classes for personnel, which are due to begin in February 2024 and will conclude with personnel undergoing the Teastas Eorpach na Gaeilge (TEG) examinations in June 2024.

## Human Resources and People Development Analytics and Data

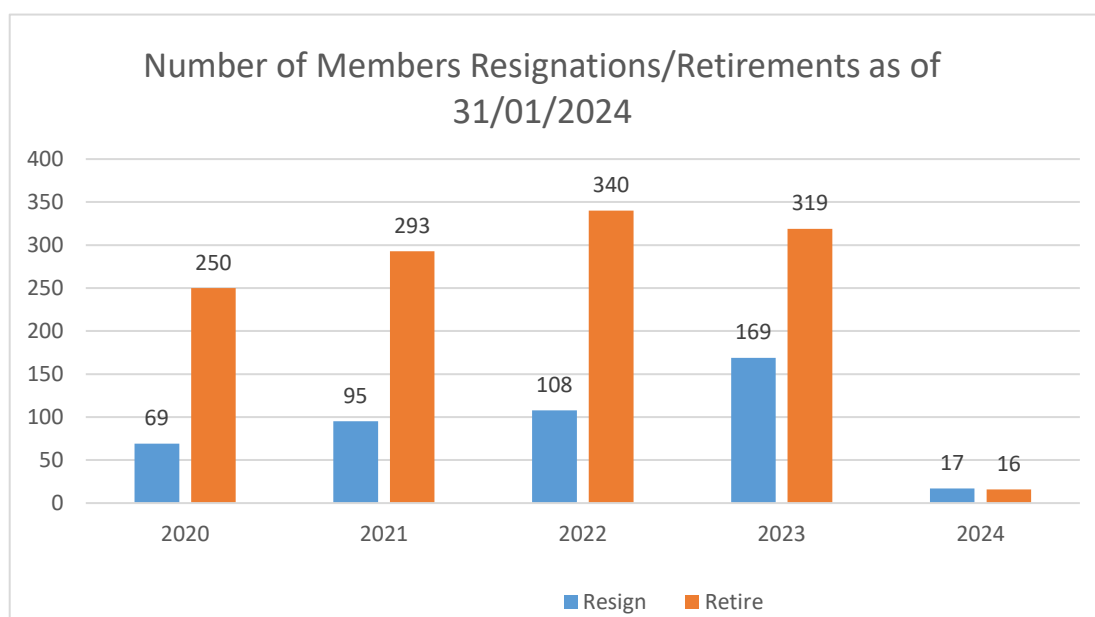
As at 31 January 2024, the Garda member strength stood at 13,960 (WTE 13,917.5) and the Garda Staff strength stood at 3,481 (3,290.1 WTE). A full breakdown by rank, grade and gender is outlined below.

### 2.1 Garda Member Strengths

Rank	As at 31 Jan 2024	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	47	37	79	10	21	47
Superintendent	168	141	84	27	16	168
Inspector	477	377	79	100	21	477
Sergeant	2,122	1,599	75	523	25	2,120
Garda	11,135	7,833	70	3,302	30	11,094.5
<b>Total</b>	<b>13,960</b>	<b>9,992</b>	<b>72</b>	<b>3,968</b>	<b>28</b>	<b>13,917.5</b>

Of which	As at 31 Jan 2024	Male	%	Female	%
Career Breaks (incl. ICB)	37	21	57	16	43
Work-sharing	42.5	1.5	4	41	96
Secondments	54	38	70	16	30
Maternity Leave	10	0	0	10	100
Unpaid Maternity Leave	31	0	0	31	100
Paternity Leave	5	5	100	0	0
<b>Available Strength</b>	<b>13,780.5</b>	<b>9,926.5</b>	<b>72</b>	<b>3,854</b>	<b>28</b>

### 2.2 Garda Resignations/Retirements



## Compulsory Retirements from An Garda Síochána to 2034

The number of retirement exits below the rank of Commissioner will increase steadily over the next 10 years, with the exception of 2025 and 2026. This reflects historical recruitment patterns and shows that there will be up to 2,672 exits based on service in the coming years, irrespective of any other factors.

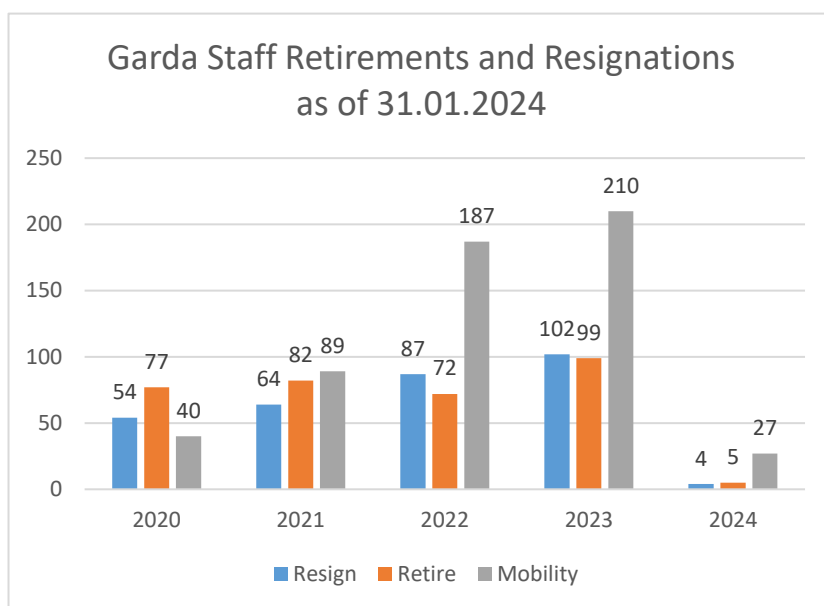
Rank	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33	31-Dec-34
DC	1	0	0	0	0	0	0	1	0	0	0
AC	0	0	2	0	0	2	1	0	3	0	0
CS	6	2	3	4	0	3	8	1	3	6	4
SU	9	5	8	5	11	12	14	15	19	10	14
IN	8	15	11	8	13	22	19	27	36	34	45
SG	29	25	23	25	42	51	72	89	99	97	110
GD	60	36	41	58	76	124	149	202	263	284	307
<b>Grand Total</b>	<b>113</b>	<b>83</b>	<b>88</b>	<b>100</b>	<b>142</b>	<b>214</b>	<b>263</b>	<b>335</b>	<b>423</b>	<b>431</b>	<b>480</b>

## Applications to Extend Service

To date, 95 applications for extension of service in An Garda Síochána (for members due to compulsorily retire in 2023 or 2024) have been made pursuant to the provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), broken down as follows:

- 2023: 62
- 2024: 33

## Garda Staff Exits by type



The table above which captures mobility refers to Garda Staff who have transferred out on promotion and those who transferred through Civil Service Mobility.

## Garda Reserve Strength

Garda Reserves Strength As at 31 January 2024	Total*	Male	%	Female	%
	<b>349</b>	266	76	83	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	3	3	1	33	2	67	0	0
PO	29	29	16	55	13	45	0	0
AP	87	87	38	44	49	56	0	0
HEO	205	204.4	79	39	126	61	0	0
AO	16	16	8	50	8	50	0	0
EO	822	811.7	244	30	578	70	0	0
CO	1,938	1,869.3	501	26	1,437	74	0	0
<b>Total</b>	<b>3,106</b>	<b>3,026.4</b>	<b>890</b>	<b>29</b>	<b>2,216</b>	<b>71</b>	<b>0</b>	<b>0</b>

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	60	59.4	35	58	25	42	0	0
Administrative **	3,105	3,025.4	889	29	2,216	71	0	0
Industrial/Non Industrial	316	205.3	100	32	216	68	0	0
<b>Total</b>	<b>3,481</b>	<b>3,290.1</b>	<b>1,024</b>	<b>29</b>	<b>2,457</b>	<b>71</b>	<b>0</b>	<b>0</b>
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	20	20	0	0	20	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,451</b>	<b>3,260.1</b>	<b>1,023</b>	<b>30</b>	<b>2,428</b>	<b>70</b>	<b>0</b>	<b>0</b>

\* 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	%	Undisclosed	%
	<b>273</b>	80.2	6	2	267	98	0	0

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

\* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	<b>24</b>	24	8	33	16	67	0	0

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

#### Parental Leave

01.1.2024–31.1.2024	Garda Members	Garda Staff
	126	84

### Garda Staff assigned and commenced – as at 31 January 2024

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2024*	83												83

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

### Persons suspended from An Garda Síochána

Year	New Suspensions	Lifted	Ended (Resignation/Retirement)	Dismissal	Total (Lifted/Ended/Dismissal)
2019	26	12	7	0	19
2020	41	6	9	0	15
2021	44	13	8	1	22
2022	44	11	7	1	19
2023	27	19	13	0	32
2024	0	10	0	0	10

### Garda Staff transfers out of An Garda Síochána for 2024 (up to 31/01/2024)

The record includes figures up to 31 January 2024. Figures pertaining to year to date transfer out via promotion, Civil Service Mobility and open competition (equivalent grade transfer). Please note that Clerical Officer mobility outbound was paused for a six-month period from 6 January 2023 to 6 July 2023.

Type	2021	2022	2023	2024*
Mobility	42	115	131	15
Promotion	47	66	65	5
Open Competition	0	6	14	7
<b>Totals</b>	<b>89</b>	<b>187</b>	<b>210</b>	<b>27</b>
* Year to date				
Open Competition = Grade equivalent role external				

Grade	2022	2023	2024*
CO	115	129	17
EO	59	51	3
HEO	6	11	3
AO	2	6	2
AP	4	11	2
PO	1	2	0
<b>Totals</b>	<b>187</b>	<b>210</b>	<b>27</b>

### **3. Information and Communications Technology**

In 2024, ICT will continue to progress the delivery of key projects in line with An Garda Síochána strategic goals and in line with our data and technology vision on ‘information-led policing’. We will also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling our people to access Garda information systems in a secure manner, particularly in the use of digital collaboration tools for desktop and mobile.

#### **ICT Capacity**

As reported previously, ICT is continuing the advancement in relation to the recruitment of over 100 approved posts for ICT. An agency has been awarded the contract and meetings are being held between ICT, HR and the selected agency, to develop a process for direct recruitment competitions. In addition, a promotional video has been developed in conjunction with An Garda Síochána Corporate Communications section which, once finalised, will be utilised in the upcoming ICT recruitment campaign.

#### **GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System**

As reported last month, the GardaSAFE (CAD) system for managing calls for service from the public, is now live across all regions within An Garda Síochána. The new system replaces the former CAD system with a modern system. The benefits of the new system include extensive integration with PULSE and SIS, to automatically retrieve key relevant information for CAD operators and in turn, the responders. It is a fully national system allowing for seamless transfer and sharing of information between control centres as needed. It is also integrated with RDMS to provide resource details such as rostered duty and skills. The system is currently in a stabilisation period with enhanced support from ICT and the external supplier. Planning for Phase 2 of the GardaSAFE project has commenced, which will introduce enhancements to the system.

#### **Body Worn Cameras (BWC) and Digital Evidence Management (DEMS)**

The introduction of body-worn cameras (BWCs) will be in line with our Digital Strategy and the report on the Commission on the Future of Policing in Ireland. It will require significant capital investment for the appropriate ICT infrastructure. The principle components are the underlying network infrastructure upgrade (also required for other digital initiatives, such as divisional protective services units), a digital evidence management system (DEMS) and the camera devices. The DEMS is vital for the digital chain of evidence, including facilities such as storage, retrieval of camera footage, retention of and management of evidence, and digital engagement across the whole justice sector. This includes, for example, CCTV and citizen supplied footage supplied in support of investigations. DEMS will require underpinning legislation, which allows for the use of modern data processing methods in order to be effective; scaling body-worn cameras to national rollout will not be possible otherwise.

Based on the experiences of other police services internationally, it is expected that the introduction of BWCs will:

- Improve safety for Gardaí.
- Reduce complaints of Garda misconduct.
- Save time in court preparation and appearances.
- Lower costs for investigations and court appearances.
- Improve ability to collect evidence for trial.
- Enhance accountability.
- Reduce challenges around arrests.

The procurement process for a limited proof of concept (POC) has commenced and An Garda Síochána will publish a request for tender (RFT) on EU tenders website on 8 February 2024. The RFT invites companies to tender for the provision of BWC and a limited form of the DEMS for An Garda Síochána to conduct the POC. During this POC period, the procured equipment will be introduced in the following locations, only:

- DMR South Central: Pearse Street Garda Station, Kevin Street Garda Station.
- DMR North Central: Store Street Garda Station.
- Waterford Division: Waterford Garda Station.
- Limerick Garda Division: Henry Street Garda Station.

The cameras will be worn in accordance with the draft Code of Practice. This POC will ultimately be replaced by a later, separate procurement process, which is designed to provide BWCs and a full DEMS capability across the organisation to all Gardaí. This will be informed by the learnings from the POC. The POC solution will not scale beyond the initial locations above. The DEMS solution in the POC will only be used for camera footage, not other digital evidence.

In relation to facial recognition technology (FRT), in December 2023, the Department of Justice published the General Scheme of the Garda Síochána (Recording Devices) (Amendment) Bill 2023, which will allow An Garda Síochána use FRT. The Justice Committee Pre-Legislative Scrutiny Recording Devices (FRT) hearing will take place on 13 February 2024.

There will be no planned use of FRT as part of the BWCs proof of concept. However, as reported in our submission to the Justice Committee (Appendix F) and stated at the Committee meeting, An Garda Síochána will continue to use similar technology in the processing of child sexual abuse material investigations. The technology enabled 175 child sexual abuse material detections in 2023. It also led to 85 child victims of more serious sexual exploitation being identified and rescued in Ireland; most of these would not have been possible otherwise. Its use has never been challenged in court cases in Ireland.

### **Mobile App Development – Vehicle Insurance**

A new app has been developed which integrates with data provided by the vehicle insurance industry to retrieve real-time insurance status of vehicles from a mobile app. The app has been deployed to approximately 700 members across all roads policing units with significant positive feedback received. This provides a valuable tool for frontline members in improving road safety for everyone. The numbers of vehicles seized for non-compliance with insurance obligations has increased significantly in areas where the app has been deployed. It is planned to extend the app to all members by Q2 2024.



## Roster and Duty Management System (RDMS) Deployment

As reported previously, RDMS is being deployed on an incremental basis to Garda divisions and a number of specialist sections in accordance with local readiness to adopt same. RDMS went live on 6 February 2024 in the following areas:

- Governance and Accountability
- Information and Communications Technology
- Human Resources and People Development
- Crime Legal
- Strategy and Transformation

There remains a small number of specialist units yet to receive RDMS and these are planned for rollout in Q1 2024. The table below details the next rollout schedule:

DMR Regional Resources	26 February 2024
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As outlined previously, the deployment of mobility devices is continuing to be managed in conjunction with RDMS rollout, to ensure the operational benefits of the RDMS App are fully realised.

## Investigation Management System (IMS) Deployment

IMS, as previously reported, is currently operational in several areas, including Wicklow, Wexford, Waterford, Carlow, Kilkenny, Tipperary, Clare, Meath and Westmeath. ICT continues to work on ongoing system adoption and it is progressing well, with continued solid engagements with business owners and frontline users. This ongoing engagement seeks to listen to frontline members and supervisors, and implement changes suggested by user-groups based on the deployment of the system to date. The requirement for additional hardware to support the use of IMS is also being assessed.

## Mobile Device Deployment

To date, almost 15,200 mobile devices have been deployed to frontline members. Deployments to DMR East are scheduled for March 2024. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant software licence renewal costs, investment in backend infrastructure and routine replacement of end-of-life devices. Planning has begun with the vendor regarding the process for device refreshes throughout 2024.

## Overall Device Deployment Figures

<b>At 01/02/2024</b>	<b>Total Devices</b>
Enrolled in MDM*	15,163

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

### **ICT Workstream to enable and support the new Garda Operating Model**

The Operating Model was successfully delivered to the Waterford/Kilkenny/Carlow Division at the end of January 2024, supported by ICT changes to core information systems. The Operating model activation for the DMR North Central Division is on track and scheduled to take place on 25 February 2024. Planning discussions are continuing for further deployments throughout Q1 2024.

#### 4. Corporate Communications

Throughout the month of January 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe.

The Office of Corporate Communications supported a number of high level communications and campaigns, including highlighting a new recruitment campaign. In support of this campaign, a number of posts featured on social media platforms advertising the new 'It's A Job Worth Doing' campaign. These videos highlighted established members and their reasons for joining the organisation and the benefits of a career in An Garda Síochána.

As well as this, the Office of Corporate Communications conducted a media briefing regarding the Christmas and New Year Road Safety Enforcement Operation, and facilitated media communications surrounding the visit of Chinese Premiere, H.E. Mr. Li Qiang to the Dublin area.

#### **Media Briefings: Christmas and New Year Road Safety Enforcement Operation**

A media briefing was held on 4 January 2024 at Garda Headquarters to bring attention to our ongoing roads policing and road safety efforts. The media briefing was facilitated by Chief Superintendent Jane Humphries of the Garda National Roads Policing Bureau. Supporting the promotion of this operation, a press release was prepared and issued, providing information about road traffic statistics for the Christmas and New Year period, compiling information on collisions, fatalities and fines.



*Chief Superintendent Jane Humphries of the Garda National Roads Policing Bureau addressing the media*



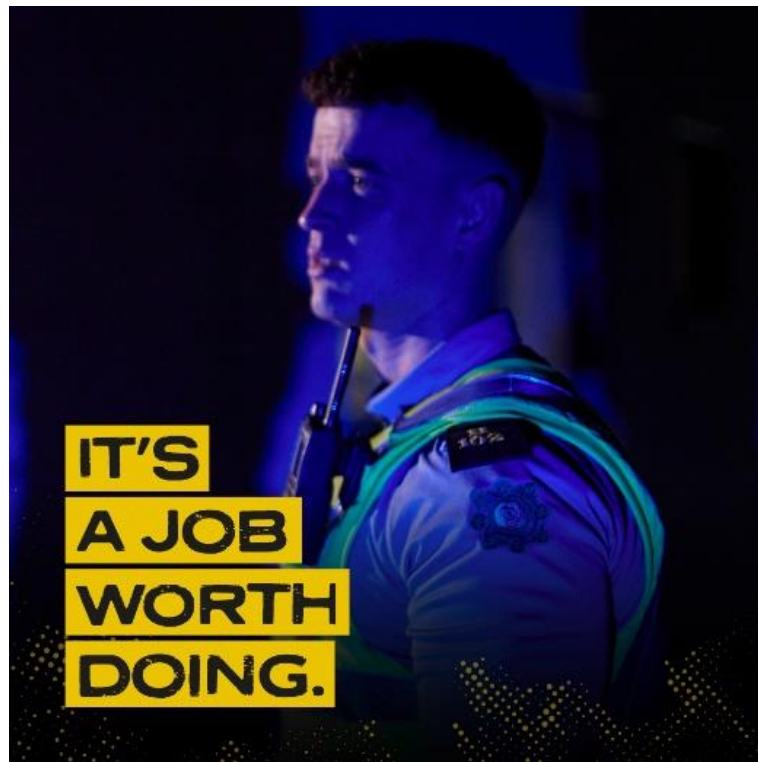
### **State Visit of the Chinese Premiere, H.E. Mr. Li Qiang – Dublin**

On 16 and 17 January 2024, Chinese Premiere, H.E. Mr. Li Qiang visited the Dublin City area. An Garda Síochána mounted a major policing plan around the city in order to ensure the safety of the Premiere and his party. This involved the restriction and closure of major roads impacting the Dublin Airport, Phoenix Park and Dublin South City Centre areas. At every stage of the process, media and the public were informed of these road closures, including major traffic updates.



### **An Garda Síochána Recruitment Campaign January 2024**

The Office of Corporate Communications launched An Garda Síochána latest recruitment campaign for new members, with the slogan *'It's A Job Worth Doing'*. To support this campaign, a series of press releases highlighted information on the campaign and relevant statements from Gardaí of all ranks across the organisation. Further to this, messaging on the campaign was also shared on our social media platforms highlighting the requirements for the role, including the revised age limit for applicants.



## Further interviews with media in January 2024

The Office of Corporate Communications was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

<b>Requestor Name Media Outlet</b>	<b>Topic</b>	<b>Interviewee</b>	<b>Date Published/ Broadcast</b>
Ailbhe Ó Monacháin (RTÉ Nuacht)	Road safety and advice for driving in wintery conditions	Garda Martina Venneman	08/01/2024
Marc O'Driscoll (Morning Ireland)	Garda Recruitment Campaign	Superintendent Liam Geraghty	14/01/2024
Ken Foy (Irish Independent)	Meath/Drogheda divisional boundary realignment	Superintendent Andrew Watters	29/01/2024
Kate Egan (RTÉ News at One)	Money mules in Tralee, Co. Kerry	Detective Sergeant Ernie Henderson	31/01/2024

## Garda Press Office Activity

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

Further to those already outlined, this month's activity included the issuing of dozens of press releases related to successful operations undertaken by the organisation. 202 press releases were issued during the month of January 2024, including 33 appeals related to missing person investigations and 19 witness appeals.

Other media releases included:

- Final update Christmas Road Safety Enforcement Operation: 4 January 2024.
- Man arrested and over €80,000 cash seizure, Dublin 15: 3 January 2024.
- Visit of the Chinese Premier, H.E. Mr. Li Qiang to Ireland: 16/17 January 2024.
- Human trafficking investigation, Rosslare: 8 January 2024.
- Two arrests, €115,000 cannabis seizure Kerry: 9 January 2024.
- Arrests: fatal assault at Ballycrana, Kilross, Co. Tipperary: 8 January 2024.
- Witness Appeal: Fatal Assault of a Male, Dublin: 6 - 7 January 2024.
- Operation Tara: firearms, ammunition, €35,000 cocaine and cash seized, Castleisland, Co. Kerry: 7 January 2024.
- Operation Thor Arrests: burglaries in DMR (North): 5 and 6 January 2024.
- Fatal explosion at a premises on Little Britain Street, Dublin: 18 January 2024.
- Witness Appeal: discharge of a firearm, Ballinacurra Weston, Co. Limerick: 13 January 2024.

- Garda Commissioner welcomes first Garda recruitment competition with increased age limit: 15 January 2024.
- Operation Tara drug seizure and search operation, €80,000, Dublin 15: 16 January 2024.
- Fatal road traffic collision, N17 at Milltown, Galway: 16 January 2024.
- Update: people smuggling/human trafficking investigation, Rosslare, Co. Wexford: 8 January 2024.
- Operation targeting criminal damage and violent disorder incidents in Doneraile and Mallow, Co. Cork: 26 January 2024
- Arrests: Operation Fógra: investigation into drug related intimidation in North Dublin: 25 January 2024.
- Update: discovery of a man's body, Kevin Barry House, Coleraine Street, Dublin: 24 January 2024.
- Update 13: court appearance, fatal assault, Blanchardstown, Dublin 15: 24 January 2024.
- Search and arrest, thefts from vehicles, Letterkenny District, Co. Donegal: 19-21 January 2024.

### **Internal Communications**

Key highlights in Newsbeat for the month of January 2024 included updates on:

- Visit by An Taoiseach to Blanchardstown Garda Station and Commissioner Harris' visit to the North Western Regional Headquarters.
- The ongoing implementation of the new Operating Model.
- Announcements of new regulations relevant to Gardaí.
- A feature on enhancing accessibility and inclusion through Irish Sign Language (ISL) translation.
- The results of a match played by the Irish Combined Forces Women's Rugby Team.
- Information on training for Gardaí.

### **Garda Portal**

The Garda Portal and digital signage received ongoing content updates, and these digital displays, including screensavers and portal banners, were visible on desktops across the organisation.

Key updates delivered to personnel included:

1. Promoting the Irish language within An Garda Síochána and encouraging people to apply for a Fáinne.
2. Recruitment campaign.
3. Encouraging personnel to be aware of their local fire safety drills.
4. Contact information for GISC.
5. Update on the Operating Model rollout.



KEEPING PEOPLE SAFE

## KNOW THE DRILL

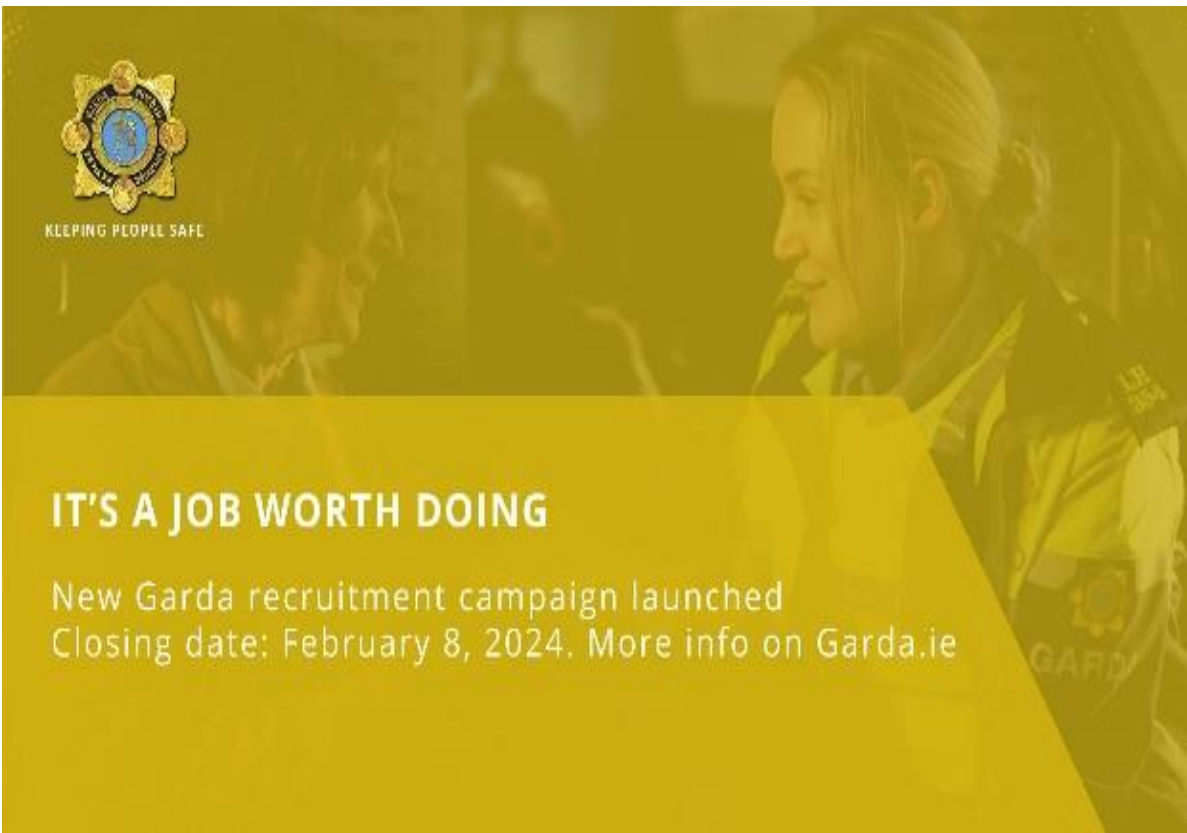
Familiarise yourself with your fire assembly point



KEEPING PEOPLE SAFE

## IT'S A JOB WORTH DOING

New Garda recruitment campaign launched  
Closing date: February 8, 2024. More info on [Garda.ie](http://Garda.ie)











## Social Media Activities

The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, X (formerly Twitter), Instagram and LinkedIn. These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts, i.e. CRI alerts, and campaigns. The Office of Corporate Communications measure the success of these communications by capturing:

1. The number of followers/individual users who have subscribed to each account.
2. The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
3. The number of engagements with the content/posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	394,584	3.38%
 X- @GardaInfo	285,164	3.74%
 X - @GardaTraffic	608,677	4.49%
 Instagram - @GardaInsta	190,756	3.36%
 LinkedIn – An Garda Síochána LinkedIn	41,422	-

## Top Monthly Posts

 Facebook - @AnGardaSíochána  
PostEngagement / Reach: 142,926



An Garda Síochána

Published by Michael Staines · 2d ·

Superintendent Andrew Watters in Drogheda wants you!

It will be a mix of challenges and rewards but joining An Garda Síochána will change your life and the lives of others.

Our next recruitment competition opens next Monday via [publicjobs.ie](https://publicjobs.ie), and this is our first which welcomes applications from those up to 50 years of age.

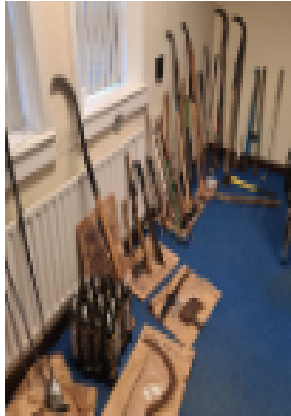
[#ItsAJobWorthDoing](#)





X - @GardaInfo

Post Engagement / Reach: 440,459 views



**Garda Info** @gardainfo

Gardaí from several units carried out searches at eight addresses in Charleville Co. Cork this morning.

These lead to quite the haul, and this is just some of what has been seized.

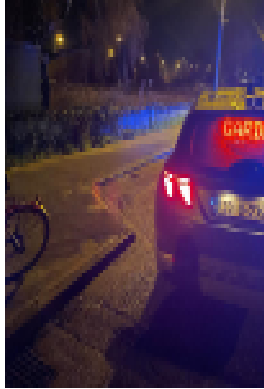
**#KeepingPeopleSafe**

[pic.twitter.com/LiiEK0kLLA](https://pic.twitter.com/LiiEK0kLLA)



X - @GardaTraffic

Post Engagement / Reach: 362,383 views



**An Garda Síochána @GardaTraffic**

While on patrol, Naas Roads Policing observed this pedal cyclist in dark clothing with no front or rear lights. FCPN issued.

Remember, if you are cycling on public roads during 'lighting-up time', you must have lights on your bike.

**#SaferRoads** [pic.twitter.com/xYhfHiMpej](https://pic.twitter.com/xYhfHiMpej)



Instagram - @GardaInsta  
Post Engagement / Reach: 66,770



[View Insights](#)

[Boost post](#)



**3,704 likes**

**gardainsta** Chinese born, Garda Jun Han joined An Garda Síochána in 2009 and has been a popular local Garda in Dublin's North Inner City for the past 14 years.



LinkedIn – An Garda Síochána LinkedIn

Post Engagement /Reach: N/A



An Garda Síochána

39,388 followers

23h

The Irish Combined Forces Women's Rugby Team, which features members of An Garda Síochána and the Irish Defence Forces went head to head with the visiting French Military Women's Team in Malahide Rugby Club, Dublin yesterday.

It was a close game with the French narrowly winning 13-15. Well done to all involved. It was a great game and a great day out despite the cold!



👍❤️🌱 237 - 4 Comments

## 5. Implementation of Cultural Change

### Culture Reform Programme

- Leading Ireland's Future Together (LIFT) was launched in 2018 and is a 'social enterprise initiative aimed at increasing the level of positive leadership in Ireland'. Deputy Commissioner, Strategy, Governance and Performance has approved, in principle, a 4-month pilot partnership programme between An Garda Síochána and LIFT. Consultations are currently ongoing with the Director of Training in the Garda College towards the pilot's integration with existing leadership development programmes.
- An implementation plan stemming from the last culture audit has been approved in principle by the Senior Leadership Team on 25 January 2024, pending Garda Ethics and Culture Bureau liaison with the stakeholders for each initiative. A steering group with the associations will then meet to discuss the progression of the implementation plan.
- As of 1 February 2024, 98% of Garda personnel have affirmed their commitment to the Garda Code of Ethics.

### Enhancing Professional Conduct

- The next edition of 'Learning the Lessons' will be published on Newsbeat in Q1 2024. The title for this edition will be 'Abuse of Power for Sexual Gain'. The next meeting of the Lessons Learned Working Group is scheduled for 6 February 2024.
- Arising from the Professional Conduct Steering Group, the Key Risk Action Plan for the Ethics and Culture Bureau was forwarded to senior management on 30 January 2024.

## 6. Risk Management

- An Garda Síochána Corporate Risk Register captures 10 principal risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, Risk and Policy Committee, and supported by the Garda Risk Management Unit (GRMU).
- The last meeting of the Risk and Policy Committee took place on 28 November 2023. The next meeting is scheduled to take place on 5 March 2024. Updates to corporate risks were discussed and agreed as outlined below.
  - The risk rating for Corporate Risk '*CRR7/17: Challenges Surrounding Data Management & Data Quality*' was reduced from a 'Very High' (25) to a 'Very High' (20).
  - New Corporate Risk '*CRR3/23: Capacity and Capability of the Finance Section to Deliver Effective Financial Services in An Garda Síochána*' was added to the Corporate Risk Register with a risk rating of 'Very High' (20). This follows extensive engagement regarding this risk between GRMU and the corporate risk owner, Executive Director, Finance and Services.
- Compliance rates at local level for Q3 2023 remained consistently high at 90%. Compliance rates for Q4 2023 are currently being collated.

### **During the month of January 2024, the Garda Risk Management Unit (GRMU);**

- Currently developing, in conjunction with risk owner, Executive Director, Strategy and Transformation, a dedicated risk in respect of the potential impact of the Policing, Security and Community Safety Bill on the organisation. It is anticipated that this risk will be considered for inclusion on the Corporate Risk Register at the next meeting of the Risk and Policy Committee.
- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Delivered a risk management workshop to senior management in the Waterford/Kilkenny/Carlow Division.
- Made significant progress in relation to the e-Risk ICT system which is currently in testing. GRMU continue to provide assistance in testing to ensure the timely delivery of the new system. The rollout of the e-Risk ICT system is anticipated to take place in Q1 2024. GRMU has engaged with the DMR Region to roll out the e-Risk ICT system on a pilot basis in February 2024.
- Provided risk management training as part of the Executive Officer development course.
- Superintendent GRMU attended a meeting of the CAB Audit and Risk Committee.
- Superintendent GRMU presented a risk management briefing at a governance and accountability presentation, which was delivered to the Southern Region in Co. Tipperary.
- Held a meeting with STO in relation to proposed governance arrangements under the Policing, Security and Community Safety Bill.
- Are working towards implementing agreed actions arising out of the Garda Internal Audit Service Report – *Implementation of required key actions on the Corporate Risk Register*.



## 7. Data Quality and Operational Value of Data

### Data Update

- A data culture workshop was held in January 2024 to develop a Data Culture Strategy, with the goal of delivering impactful insights to support decision making, develop a great appreciation of data as an asset and to promote data quality across the organisation.
- Seven new call takers commenced training at GISC in January 2024.

### Data Quality and Operational Value of Data

The January 2024 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 31 January 2024 \(garda.ie\)](#)

### Garda National Vetting Bureau Update

- Garda standard vetting average turnaround times reduced to between 2-3 working days once an application is received for January 2024.
- 46,318 Garda vetting applications received to end of January 2024.
- 3.7% year on year increase on vetting applications received to the end of January 2024.

### Compliance

- 1,969 role relevancy checks were carried out by our compliance team in January 2024, leading to 24 vetting applications being rejected as they did not meet the criteria of 'Relevant Work or Activities', as set out in Schedule 1 of the National Vetting Bureau (Children and Vulnerable Persons) Acts, 2012 to 2016.

### European Criminal Records Information System (ECRIS)

- In January 2024, 80 requests from operational Garda members for criminal record information, in respect of nationals of EU member states who are being investigated/prosecuted by An Garda Síochána, were processed by the ECRIS section of the Garda National Vetting Bureau. This criminal record information is significant in the successful investigation and prosecution of individuals in this jurisdiction, and also allows courts to make informed sentencing decisions.

## Crime Trends






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, and are subject to change following review. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

**COVID-19:** Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-COVID levels.

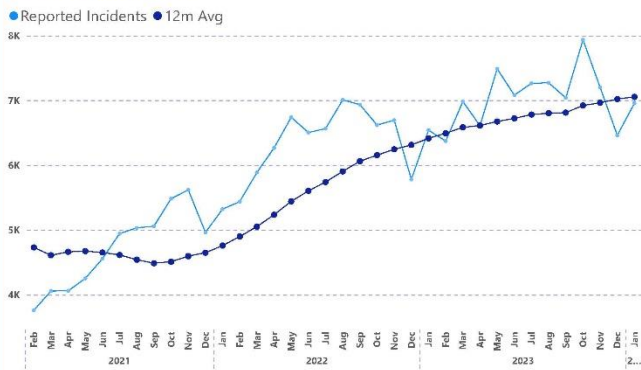
The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and the 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (e.g. 12m average for April 2022 = average per month for the period May 2021 - April 2022).

The equivalent 12-month period a year ago %(+/-) vs Prev 12m

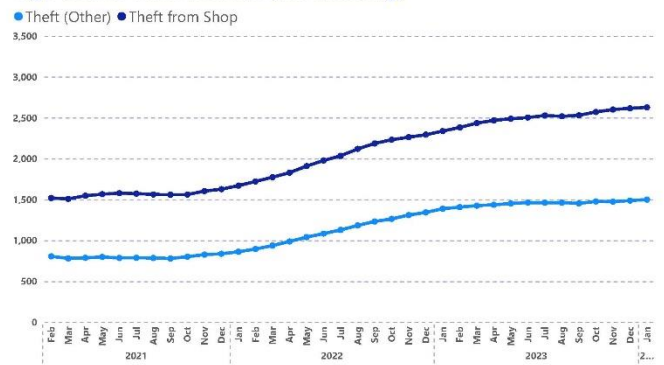
The equivalent period from 2018/2019  
(representing a pre-COVID period) %(+/-) vs Pre Cov

Increase of +20% or more	
Increase of +5% to +20%	
Increase or decrease of up to 5%	
Decrease of -5% to -20%	
Decrease of -20% or more	

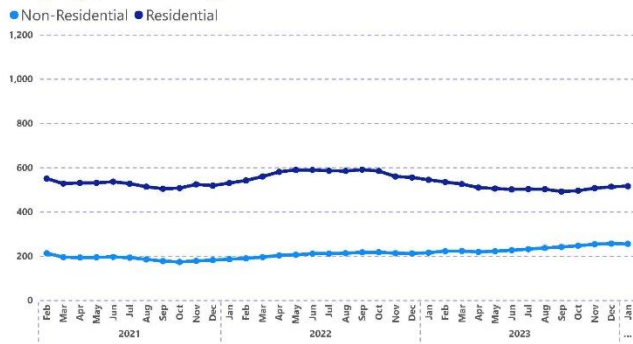
### Total Property Crime



### High Volume Theft Offences (12 Month Avg)



### Burglary (12 Month Avg)



	%(+/-) vs Prev 12M	%(+/-) vs Pre Cov
<b>Property Crime (Burglary)</b>	+1.4%	-44.1%
Non-Residential	+18.5%	-32.4%
Residential	-5.3%	-48.5%
<b>Property Crime (Other)</b>	+25.9%	+12.2%
<b>Property Crime (Theft Offences)</b>	+9.2%	+4.9%
<b>Property Crime (UT/Interference - Vehicle)</b>	+24.4%	+69.0%
<b>Total</b>	+10.0%	-0.9%

### ICCS Classification Grouping

<b>Property Crime (Burglary)</b>	<b>Property Crime (Other)</b>
071 - Burglary	061 - Robbery
<b>Property Crime (Theft Offences)</b>	062 - Extortion Offences
082 - Theft (not vehicle)	<b>Property Crime (UT/Interference - Vehicle)</b>
	081 - Theft/Taking of Vehicle and Related Offences

Jan 2024

### Total Crimes Against the Person

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Crimes Against the Person (Assault)</b>	-2.7% →	+3.8% →
Non-Residential	-3.4% →	+0.6% →
Residential	-1.2% →	+11.1% ↗
<b>Crimes Against the Person (Other)</b>	-10.8% ↘	+1.2% →
<b>Total</b>	-4.2% →	+3.4% →

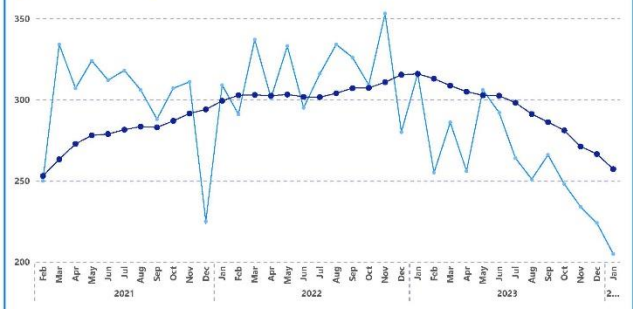
#### ICCS Classification Grouping

**Crimes Against the Person (Assault)**  
032 - Assaults

**Crimes Against the Person (Other)**  
011 - Murder/Manslaughter/Feticide  
031 - Attempts/Threats to Murder  
033 - Harassment and Related Offences  
047 - Other Dangerous or Negligent Acts  
051 - False Imprisonment, Abduction  
063 - Hijacking Offences

### Sexual Offences & Child Pornography

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Sexual Offences (Child Pornography Offences)</b>	-56.2% ↓	-46.8% ↓
<b>Sexual Offences (Rape/Sexual Assault)</b>	-11.9% ↘	-0.5% →
<b>Total</b>	-78.6% ↘	-7.0% ↘

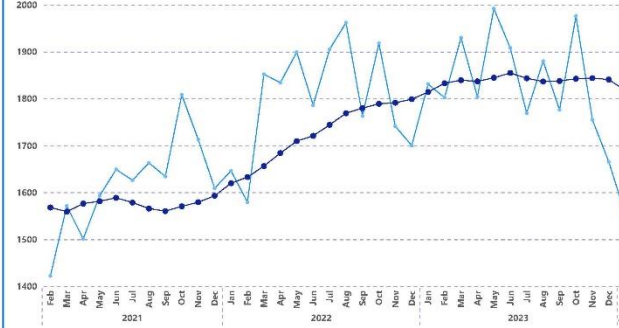
#### ICCS Classification Grouping

**Sexual Offences (Child Pornography Offences)**  
0222 - Child pornography offences  
0223 - Child pornography - obstruction of warrant

**Sexual Offences (Rape/Sexual Assault)**  
021 - Rape and Sexual Assault  
022 - Other Sexual Offences (excl. Child Pornography)

### Criminal Damage

Reported Incidents 12m Avg



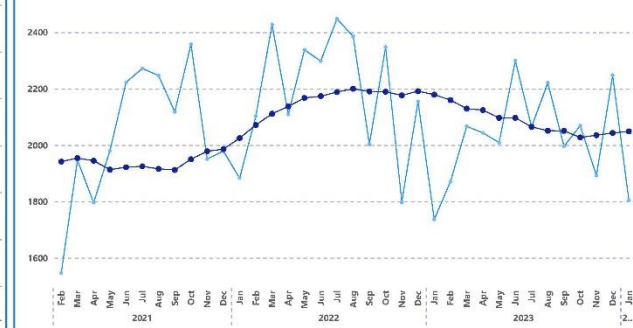
	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Criminal Damage</b>	+0.2% →	+0.7% →
Non-Residential	-1.9% →	-4.1% →
Residential	+3.2% →	+7.8% ↗
<b>Total</b>	+0.2% →	+0.7% →

#### ICCS Classification Grouping

**Criminal Damage**  
1211 - Arson  
1212 - Criminal damage (not arson)

### Total Public Order

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
<b>Public Order (Drunkenness)</b>	-5.3% ↘	-5.2% ↘
<b>Public Order (Public Order Offences)</b>	-6.4% ↘	-14.4% ↘
<b>Total</b>	-6.0% ↘	-17.1% ↘

#### ICCS Classification Grouping

**Public Order (Drunkenness)**  
1313 - Drunkenness offences  
**Public Order (Public Order Offences)**  
1312 - Public order offences

## 8. Policing Successes

Throughout the month of January 2024, there have been numerous incidents of outstanding police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from national units. A synopsis of some of those incidents that occurred during the month of January 2024 are set out hereunder.

On 4 January 2024, Gardaí responded to an aggravated burglary call where a suspect, armed with a saw, had entered their home and demanded a large sum of money, prior to assaulting them and attempting to steal their car. Gardaí conducted a search and located the suspect, who was arrested on suspicion of aggravated burglary, contrary to Section 13(1) and (3) of the Criminal Justice (Theft and Fraud Offences) Act, 2001. Following consultation with the Office of the Director of Public Prosecutions, the suspect was charged with a number of offences, including assault, aggravated burglary and unauthorised taking of a vehicle. The suspect appeared before the courts and was remanded in custody.

On 9 January 2024, as part of an ongoing intelligence-led operation targeting the alleged activities of an organised crime group involved in the importation and onward distribution of controlled drugs into the State, personnel attached to the Garda National Drugs and Organised Crime Bureau, supported by colleagues in Customs and Revenue Service, and the Kerry Divisional Drugs Unit, conducted controlled deliveries to two locations. A search of both locations was conducted. During which, a combined total of 5.8kg of suspected cannabis herb, worth an estimated street value of €115,000, was recovered and seized. Two suspects were arrested under the provisions of the Misuse of Drugs Act and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1977, as amended.

On 12 January 2024, as part of an ongoing intelligence-led operation targeting the alleged activities of an organised crime group involved in drug importation and onward distribution, personnel attached to the Garda National Drugs and Organised Crime Bureau, supported by colleagues in Customs and Revenue Service, effected a controlled delivery to a premises. During a search of these premises, 78kg of suspected cannabis herb, worth an estimated street value of €1,560,000, was recovered. As a result of extensive follow-up enquiries, a further search was conducted and an electronic device was recovered. Investigations are ongoing in this matter.

On 16 January 2024, the Garda Air Support Unit assisted Gardaí in searching for a vulnerable person who had been reported missing from their home. The aircrew utilised the available thermal imaging and Night Vision Imaging System to concentrate their search. The person was successfully located.

On 23 January 2024, following a lengthy investigation emanating from a Section 19 referral, under the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010, the Garda Economic Crime Bureau arrested a suspect for an offence contrary to Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010. The suspect was detained, questioned and subsequently released without charge, pending the submission of a file to the Director of Public Prosecutions.

Also on 29 January 2024, personnel attached to the Armed Support Unit responded to reports of a suspect with a suspected firearm, which they are alleged to have aimed at a bus driver and members of the public. Armed Support Unit members apprehended the suspect and disarmed them. Upon inspection, the firearm was discovered to be an imitation. The suspect was arrested and detained at a local Garda station.

On 30 January 2024, following a lengthy and detailed investigation into the seizure of €7 million worth of suspected cannabis herb in October 2020, personnel attached to the Garda National Drugs and Organised Crime Bureau traced the whereabouts of a suspected offender who had left the jurisdiction. Members travelled to Spain from where this suspect was extradited on foot of a European Arrest Warrant issued by the Irish courts. The suspect was transferred to Ireland, charged with offences under the Misuse of Drugs Act in relation to the 2020 incident and remanded in custody.

Also on 30 January 2024, personnel attached to the Armed Support Unit assisted local detective units in the execution of a coordinated search of a premises belonging to a suspect who is alleged to have produced a black handgun during the course of a robbery. As a result of the search, evidence was recovered in connection with this investigation. One suspect was arrested and subsequently charged.

During January 2024, as part of a European operation created to combat the theft and distribution of motor vehicles within the European Union, the Stolen Motor Vehicle Investigation Unit secured the recovery of five vehicles. The vehicles were recovered following collaboration with the UK and German authorities.

Also during January 2024, the Criminal Assets Bureau conducted a number of searches targeting the assets of organised crime groups involved in the suspected sale and supply of drugs, and money laundering. The searches yielded the seizure of two Rolex watches and a sum of cash. Significant assets were also identified, and will be investigated and targeted under the Proceeds of Crime legislation.

During the month of January 2024, the Criminal Assets Bureau also secured orders pursuant to Section 3 of the Proceeds of Crime Act, 1996, in respect of more than five vehicles, including a Land Rover, funds totalling €44,621, cash in the amount of €14,500 and a number of high-value Louis Vuitton handbags.

## 9. Community Engagement and Organisational Initiatives

### BT Young Scientist and Technological Exhibition

From 10–13 January 2024, the Garda National Community Policing Unit exhibited at a stand at the BT Young Scientist and Technological Exhibition. In line with the themes of the exhibition, An Garda Síochána was able to showcase developments such as the Garda Property App, a new Garda electric scooter and the new Garda Community Policing van, which is specially designed to establish a mobile Garda office at community policing events, exhibitions and festivals. The exhibition afforded an excellent opportunity to engage with primary and secondary school students, their parents and teachers, and young people from across new communities and diverse backgrounds.



*CO John O'Hara, Sergeant John Moore, Garda Danielle Cummins & Garda Orla Cashel of the Garda National Community Policing Unit*



## Quarterly meeting of the National Rural Safety Forum

On 14 January 2024, the Garda National Crime Prevention Unit attended the first 2024 quarterly meeting of the National Rural Safety Forum. The meeting provided an opportunity for the committee to discuss planning for 2024 National Community Engagement Week. The National Rural Safety Forum comprises organisations and people with a common purpose of ensuring rural safety. The Forum works to develop a nationwide network for the distribution of consistent and highly-effective crime prevention advice, increasing engagement within communities to prevent and reduce opportunities for crime. The Forum also supports the Rural Safety Plan 2022–2024.

## An Garda Síochána recruitment events, January 2024

On 15 January 2024, An Garda Síochána launched the first recruitment campaign of 2024. In support of this campaign, the Garda National Diversity Unit have been engaging with our diversity stakeholders to raise awareness within diverse and minority communities. This includes working in collaboration with a wide range of diverse networks and Garda Diversity Officers, supporting local recruitment events, social media postings and videos. The Garda Diversity Unit assisted in a number of local recruitment events, such as one held in Stephen’s Green Shopping Centre with members from Pearse Street Garda Station and another in Mosney Village, where members met and spoke with the residents.



*Garda John Paul Keohane, Trainee Garda Ryan O’Connell Cruise, Trainee Garda Darren Herbert, Garda Sean Scully Pearse Street Community with Garda Sudita Zalli Garda National Diversity and Integration Unit (GNDIU)*



## Safe and Sober Seminar, January 2024

On 19 January 2024, An Garda Síochána attended a Safe and Sober Seminar organised by the European Transport Safety Council, in association with the Road Safety Authority and the Medical Bureau of Road Safety. An Garda Síochána gave a presentation on Mandatory Intoxicant Testing checkpoints. Speakers from a range of agencies, both national and international, discussed related issues, as well as methods of raising awareness of the impact of alcohol interlock technology and rehabilitation programmes to help reduce the number of alcohol-related road deaths.



*Inspector Ross O'Doherty, Garda National Roads Policing Bureau*



*(L-R) CEO of RSA Sam Waide, Assistant Commissioner RPCE Paula Hilman, Professor Denis A.Cusack, RSA Chairwoman Liz O'Donnell*

## **Community Policing Gardaí, North Western Region deliver talks to Transition Year Students**

On 26 January 2024, a collaboration between Community Gardaí in the North Western Region and Youth Action, Castlebar culminated in the delivery of two talks to local Transition Year students working on a project encouraging them to focus on a set of actions and their resulting consequences. The students were presented with a slideshow based on the Garda Diversion Programme, youth justice work and the Garda Diversion Project. The presentation focused on offences committed and the resulting consequences of certain actions, as well as the need to take responsibility, make amends or restitution and learn the lessons from one's own mistakes. Gardaí spoke about common offences that are prevalent among young people in society today and gave real life examples of situations they had heard of, experienced or encountered in their life and work.

## **'Think Before You Park' campaign**

On 29 January 2024, An Garda Síochána, in liaison with Limerick City and County Council, launched a campaign titled 'Think Before You Park', which urged motorists to consider the broader implications of their parking choices. The initiative sheds light on the obstructions and hazards caused by improper parking in Limerick City and county, emphasising the impact on fellow road and footpath users. Representatives of the Irish Wheelchair Association were present to speak with the media about certain parking offences that cause them significant mobility challenges. As part of the 'Think Before You Park' campaign, Garda members attached to Limerick Divisional Roads Policing will be placing information stickers on vehicles that have been issued Fixed Charge Penalty Notices for parking offences.

## 10. Operating Model

### Business Services and Performance Assurance Functional Areas

Following successful deployment of the Operating Model into the Waterford/Kilkenny/Carlow Division on 28 January 2024, 11 divisions have now successfully transitioned to the Operating Model Divisional Functional Area structure, having implemented both Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA), and the deployment of PULSE 7.8. Carlow will further transition from the Waterford/Kilkenny/Carlow Division to the Kildare/Carlow Division in Q2 2024, once the Investigation Management System (IMS) has been implemented in Kildare.

The Operating Model Central Implementation Team continues to monitor, liaise, support and engage with the 11 divisions concerned, following implementation in an effort to provide the organisational support to the respective divisional management teams in managing the transitional and post-implementation phases.

Progress continues with BSFA and PAFA implementation across the remaining 10 divisions, with preparation continuing to transition DMR North Central and DMR West to the Operating Model structure on 25 February 2024. In total, 20 operational divisions have commenced the development and implementation of BSFA. The implementation of PAFA standardised processes in the 11 fully commenced Operating Model divisions is ongoing. In addition, Superintendents have been assigned to PAFAs in the DMR North Central, DMR West, DMR East, DMR North, Laois/Offaly/Kildare and Wexford/Wicklow Divisions. They have commenced utilising the Performance Assurance standardised processes and are at various stages of implementation within these divisions.

### Crime and Community Engagement Functional Areas

The following 11 divisions are operating in the four Functional Area structure.

- |                               |                          |
|-------------------------------|--------------------------|
| i. Cork City                  | vii. DMR South           |
| ii. Kerry                     | viii. DMR South Central  |
| iii. Galway                   | ix. Clare/Tipperary      |
| iv. Limerick                  | x. Meath/Westmeath       |
| v. Mayo/Roscommon/Longford    | xi. Louth/Cavan/Monaghan |
| vi. Waterford/Kilkenny/Carlow |                          |

These 11 divisions have commenced their Community Engagement and Crime Functional Areas as follows:

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

## **Current Status**

Planning and implementation preparation is underway for the continued rollout of the remaining divisions in 2024, allowing for the alignment of other transformation projects, including RDMS, CAD 2 and IMS. Engagement and support for the 11 fully commenced divisions is ongoing. Process development work for Community Engagement and Crime standardised processes is still underway, with significant progress made to date. The Operating Model team is continuing to support and engage with divisions yet to go live with PULSE 7.8 and establish the Operating Model Four Functional Area structure, to ensure divisional readiness and support with their transition to the Operating Model Functional Area structure.



## An Garda Síochána Mental Health First Aid Programme



### Programme Update

#### Pilot

- In line with An Garda Síochána Health and Wellbeing Strategy (2021-2025), commitment to delivering various training and other interventions to engender and support good mental health in the workplace, the second Mental Health First Aid (MHFA) Instructor Training course under the Garda Mental Health First Programme, will commence on 20 February 2024.
- The expectation is that when fully accredited, these Garda MHFA Training Facilitators will deliver the standard 2-day MHFA training to all Garda personnel in the coming years, as the programme rollout takes place across the organisation.
- Following completion of the pilot accreditation, there shall be a review and evaluation of the process, with a view to opening the expression of interest to become a Garda MHFA Training Facilitator to the whole organisation.

**Appendix A – Schedule of Expected Vacancies**

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.													
	2024												<i>Total to end 2024</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
<b>Assistant Commissioner</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Chief Superintendent</b>	0	0	2	0	1	0	0	0	0	1	2	1	7	
<b>Superintendent</b>	1	1	1	1	2	0	2	1	1	0	0	1	11	
<b>Total</b>	1	1	3	1	3	0	2	1	1	1	2	2	18	

**Appendix B – Numbers and vacancies in specified ranks**

<i>Data as at the end of January 2024</i>													
Rank	ECF	Position at end of last month December 2023	Appointed in Month – January 2024	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					
<b>Assistant Commissioner</b>	8	8	0	0	0	0	0	0	0	0	0	8	0
<b>Chief Superintendent</b>	47	47	0	0	0	0	0	0	0	0	0	47	0
<b>Superintendent</b>	168	168	1	0	0	0	1	0	0	0	0	168	0
<b>Total</b>	<b>223</b>	<b>223</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>223</b>	<b>0</b>

**Appendix C – Breakdown of Garda Leave – Garda Members**

Data as at the end of January 2024									
As at 31.01.24	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	21	0	0	5	23	0	0
	Female	79	15	8	28	0	92	0	2
Sergeant	Male	1	0	0	0	0	3	0	0
	Female	3	1	1	3	0	7	0	1
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	1	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	<b>Total Male</b>	<b>3</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>26</b>	<b>0</b>	<b>0</b>
	<b>Total Female</b>	<b>82</b>	<b>16</b>	<b>10</b>	<b>31</b>	<b>0</b>	<b>100</b>	<b>0</b>	<b>3</b>
	<b>Total</b>	<b>85</b>	<b>37</b>	<b>10</b>	<b>31</b>	<b>5</b>	<b>126</b>	<b>0</b>	<b>3</b>



<b>Appendix D – Breakdown of Garda Leave – Garda Staff</b>									
<b>As at 31.01.24</b>	<b>Gender</b>	<b>Work Share</b>	<b>Career Break</b>	<b>Maternity Leave</b>	<b>Unpaid Maternity</b>	<b>Parental Leave</b>	<b>Paternity Leave</b>	<b>SWY</b>	<b>Carers</b>
CO	Male	5	5	0	0	3	0	0	0
	Female	220	11	10	7	53	0	0	6
EO	Male	1	2	0	0	1	1	0	1
	Female	42	4	5	2	17	0	0	4
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	3	0	1	0	7	0	0	0
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	2	0	0	0	0	0
PO	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	1	0	0	0
Teacher	Male	0	0	0	0	0	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	0	1	0	0	0	0	1
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	7	8	0	0	6	1	0	1
	Total Female	273	16	20	9	78	0	0	11
	Total	280	24	20	9	84	1	0	12

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

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

	Garda		Sergeant		Inspector & above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Jan 2024	2,117	216	193	10	17	3	2,327	229
Dec 2023	1,916	208	183	10	18	3	2,117	221
Nov 2023	1,741	209	143	11	17	3	1,901	223
Oct 2023	1,835	186	138	12	13	3	1,986	201
Sept 2023	1,737	194	147	12	7	3	1,891	209
Aug 2023	1,684	198	139	13	9	4	1,832	215
July 2023	1,566	202	123	13	14	4	1,703	219
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
April 2023	1,515	194	103	11	13	3	1,631	208
March 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2014	199

### Garda Members – Instances of Absence

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jan 2024	2,117	216	193	10	17	3	2,327	229
Dec 2023	1,918	208	183	10	18	3	2,119	221
Nov 2023	1,903	210	152	11	17	3	2,072	224
Oct 2023	1,990	189	144	12	13	3	2,147	204
Sept 2023	1,894	194	152	12	7	3	2,053	209
August 2023	1,829	200	148	13	9	4	1,986	217
July 2023	1,703	203	129	14	15	4	1,847	221
June 2023	1,726	196	138	11	18	2	1,882	209

<b>May 2023</b>	1,890	187	147	13	15	2	<b>2,052</b>	<b>202</b>
<b>April 2023</b>	1,618	196	107	11	13	3	<b>1,738</b>	<b>210</b>
<b>March 2023</b>	1,902	198	152	10	14	2	<b>2,068</b>	<b>210</b>
<b>Feb 2023</b>	1,694	180	147	11	23	2	<b>1,864</b>	<b>193</b>
<b>Jan2023</b>	1,977	185	168	12	23	2	<b>2168</b>	<b>199</b>

#### Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Jan 2024</b>	15,470	6,279	1,512	277	181	93	<b>17,163</b>	<b>6,649</b>
<b>Dec 2023</b>	15,917.5	6,214	1,652	310	181	93	<b>17,750.5</b>	<b>6,617</b>
<b>Nov 2023</b>	14,065	5,889.5	1,362.5	319	209	90	<b>15,636.5</b>	<b>6,298.5</b>
<b>Oct 2023</b>	16,376	5,496.5	1,444.5	338	166	93	<b>17,986.5</b>	<b>5,927.5</b>
<b>Sept 2023</b>	15,491	5,533.5	1,407.5	360	128	90	<b>17,026.5</b>	<b>5,983.5</b>
<b>Aug 2023</b>	15,046	5,956	1,413.5	373	167	106	<b>16,626.5</b>	<b>6,435</b>
<b>July 2023</b>	14,015	5,938.5	1,579.50	369	163	124	<b>15,757.5</b>	<b>6,431.5</b>
<b>June 2023</b>	13,091	5,440	1,397.5	326	250	60	<b>14,738.5</b>	<b>5,826</b>
<b>May 2023</b>	14,824.5	5,369	1,324.5	350	237	62	<b>16,386</b>	<b>5,781</b>
<b>April 2023</b>	13,688.5	5,464	1,223	294	204	71	<b>15,115.5</b>	<b>5,829</b>
<b>March 2023</b>	14,652.5	5,553	1,378	310	175	62	<b>16,205.5</b>	<b>5,925</b>
<b>Feb 2023</b>	12,895.5	4,772.5	1,364	259	246	56	<b>14,505.5</b>	<b>5,087.5</b>
<b>Jan 2023</b>	15,377.5	5,340	1,471.5	336	316.5	62	<b>17,165.5</b>	<b>5,738</b>

#### Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Jan 2024</b>	17,163.00	-587.50	-3.31%
<b>Dec 2023</b>	17,750.50	2,114.00	13.52%
<b>Nov 2023</b>	15,636.50	-2,350.00	-13.07%
<b>Oct 2023</b>	17,986.50	960.00	5.64%

<b>Sept 2023</b>	17,026.50	400.00	2.41%
<b>Aug 2023</b>	16,626.50	869.00	5.51%
<b>July 2023</b>	15,757.50	1019.00	6.91%
<b>June 2023</b>	14,738.50	-1647.50	-10.05%
<b>May 2023</b>	16,386.00	1270.50	8.41%
<b>April 2023</b>	15,115.50	-1090.00	-6.73%
<b>March 2023</b>	16,205.50	1700.00	11.72%
<b>Feb 2023</b>	14,505.50	-2660.00	-15.50%
<b>Jan 2023</b>	17,165.50	-1521.50	-8.14%

#### Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
<b>Jan 2024</b>	6,649.00	32.00	0.48%
<b>Dec 2023</b>	6,617.00	318.50	5.06%
<b>Nov 2023</b>	6,298.50	371.00	6.26%
<b>Oct 2023</b>	5,927.50	-56.00	-0.94%
<b>Sept 2023</b>	5,983.50	-451.50	-7.02%
<b>Aug 2023</b>	6,435.00	3.50	0.05%
<b>July 2023</b>	6,431.50	605.50	10.39%
<b>June 2023</b>	5,826.00	45.00	0.78%
<b>May 2023</b>	5,781.00	-48.00	-0.82%
<b>Apr 2023</b>	5,829.00	-96.00	-1.62%
<b>Mar 2023</b>	5,925.00	837.50	16.46%
<b>Feb 2023</b>	5,087.50	-650.50	-11.34%
<b>Jan 2023</b>	5,738.00	-172.50	-2.92%

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

Month	No. of Days Absent	LTR
<b>Jan 2024</b>	17,163.00	4.62%
<b>Dec 2023</b>	17,750.50	4.76%
<b>Nov 2023</b>	15,636.50	4.23%
<b>Oct 2023</b>	17,986.50	4.84%

<b>Sept 2023</b>	17,026.50	4.61%
<b>Aug 2023</b>	16,626.50	4.48%
<b>July 2023</b>	15,757.50	4.24%
<b>June 2023</b>	14,738.50	3.97%
<b>May 2023</b>	16,386.00	4.48%
<b>Apr 2023</b>	15,115.50	4.05%
<b>Mar 2023</b>	16,205.50	4.33%
<b>Feb 2023</b>	14,505.50	3.86%
<b>Jan 2023</b>	17,165.50	4.56%

#### **Garda Staff – Numbers who availed of sick leave**

<b>Date</b>	<b>No.</b>
<b>Jan 2024</b>	500
<b>Dec 2023</b>	412
<b>Nov 2023</b>	447
<b>Oct 2023</b>	398
<b>Sept 2023</b>	400
<b>Aug 2023</b>	364
<b>July 2023</b>	368
<b>June 2023</b>	379
<b>May 2023</b>	405
<b>Apr 2023</b>	291
<b>Mar 2023</b>	435
<b>Feb 2023</b>	371
<b>Jan 2023</b>	496

#### **Garda Staff – Instances of Absence**

<b>Date</b>	<b>Administrative Grades</b>	<b>Technical and Professional</b>	<b>Total</b>
<b>Jan 2024</b>	494	6	<b>500</b>
<b>Dec 2023</b>	407	5	<b>412</b>
<b>Nov 2023</b>	481	3	484
<b>Oct 2023</b>	425	5	430
<b>Sept 2023</b>	424	5	429
<b>Aug 2023</b>	379	5	384

July 2023	382	4	386
June 2023	401	8	409
May 2023	433	7	440
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535

#### Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Jan 2024	4,073.00	88	4,161.00	141.00	3.51%
Dec 2023	3,955.50	64.50	4,020.00	-142.50	-3.42%
Nov 2023	4,101.50	61	4,162.50	-10.50	-0.25%
Oct 2023	4,099.00	74	4,173.00	99.50	2.44%
Sept 2023	3,989.50	84	4,073.50	42.50	1.05%
Aug 2023	3,949.00	82	4,031.00	-204.00	-4.82%
July 2023	4,167.00	68	4,235.00	176.50	4.35%
June 2023	4,003.00	55.50	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.50	67	4,263.50	611.00	16.73%
Feb 2023	3,568.50	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%

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

Date	Days Absent	LTR
Jan 2024	4,161.00	5.05%
Dec 2023	4,020.00	4.94%
Nov 2023	4,162.50	5.22%
Oct 2023	4,173.00	5.35%
Sept 2023	4,073.50	5.21%
Aug 2023	4,031.00	5.14%
July 2023	4,235.00	5.42%

<b>June 2023</b>	4,058.50	5.22%
<b>May 2023</b>	4,059.50	5.23%
<b>Apr 2023</b>	3,614.50	4.65%
<b>Mar 2023</b>	4,263.50	5.48%
<b>Feb 2023</b>	3,652.50	4.67%
<b>Jan 2023</b>	4,358.50	5.58%

**Number of Garda Members absent due to Mental Health**

<b>Date</b>	<b>Number of Garda Members absent due to Mental Health</b>	<b>Number of days absent due to Mental Health</b>
<b>Jan 2024</b>	7	210
<b>Dec 2023</b>	8	217
<b>Nov 2023</b>	9	215
<b>Oct 2023</b>	11	225
<b>Sept 2023</b>	11	309
<b>Aug 2023</b>	13	349
<b>July 2023</b>	15	389
<b>June 2023</b>	14	408
<b>May 2023</b>	15	413
<b>April 2023</b>	17	357
<b>March 2023</b>	16	415
<b>Feb 2023</b>	15	378
<b>Jan 2023</b>	14	370

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

## Sick Leave as at 31 January 2024

### Personnel on sick leave on 31 January 2024

- Total number of Garda members on sick leave: 843 (212 IOD) (6.04%).
- Total number of Garda Staff on sick leave: 130 (3 occupational injury/illness) (4.11%).
- Overall personnel on sick leave: 973 (5.68%).

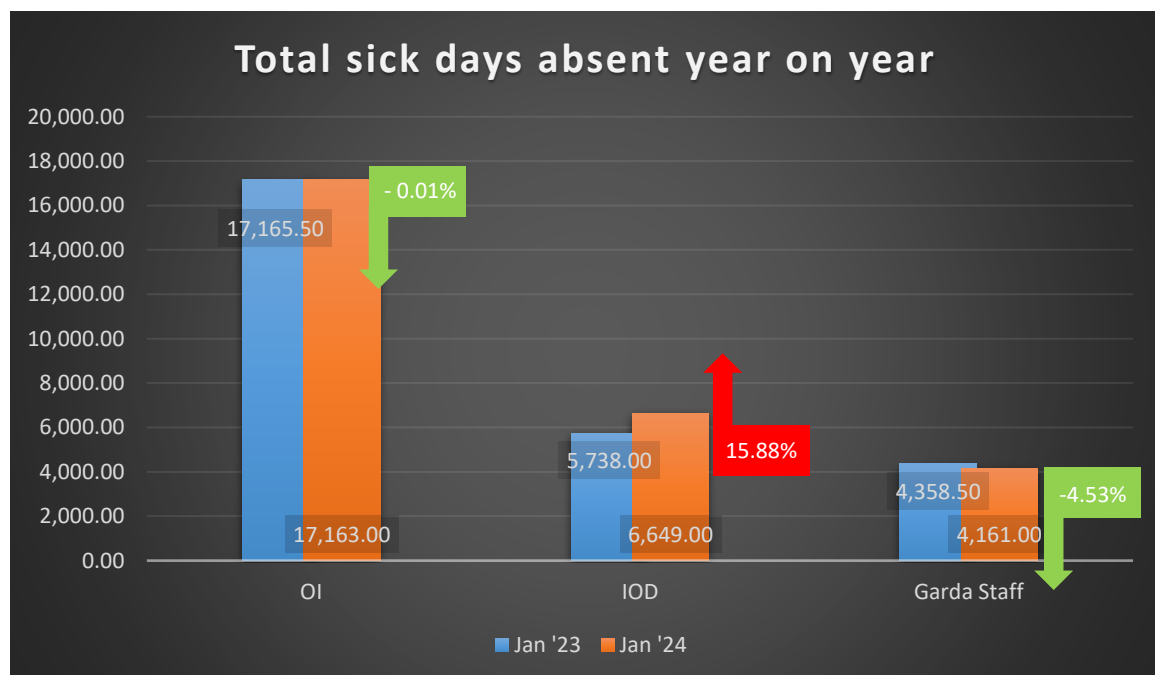
### Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 477 (209 IOD) (3.42%).
- Total number of Garda Staff on long term sick leave: 75 (3 occupational injury/illness) (2.37%).
- Overall personnel on long term sick leave: 552 (3.22%).
- The percentages show the number of personnel on sick leave as a percentage of the total strengths.

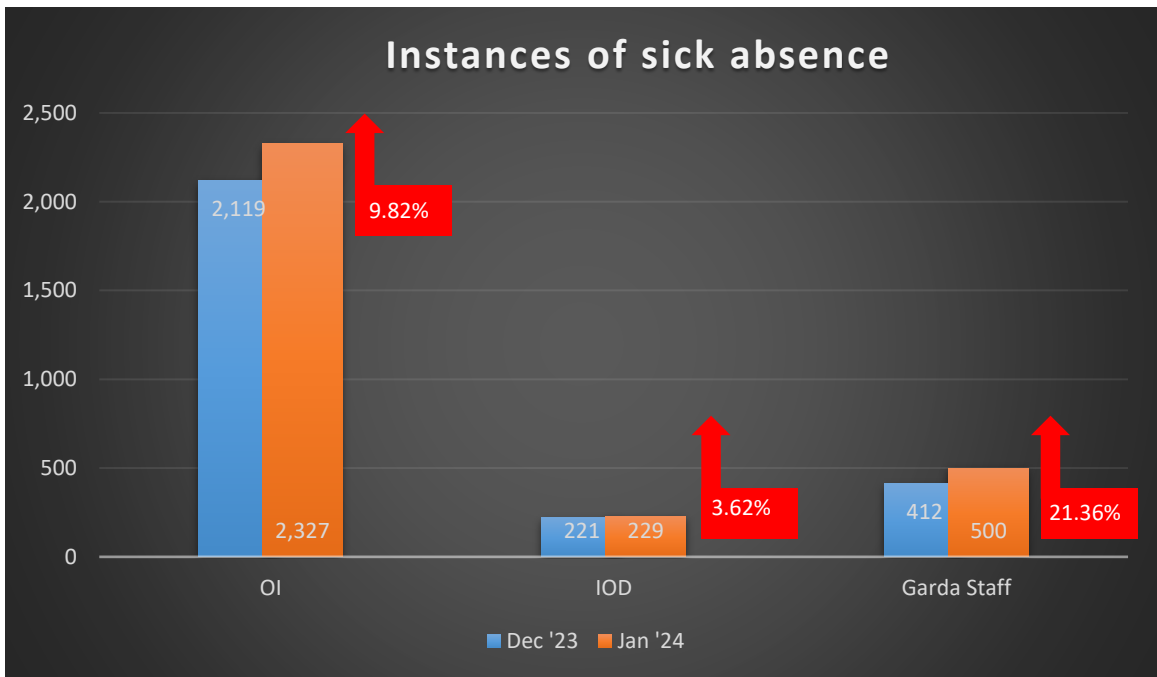
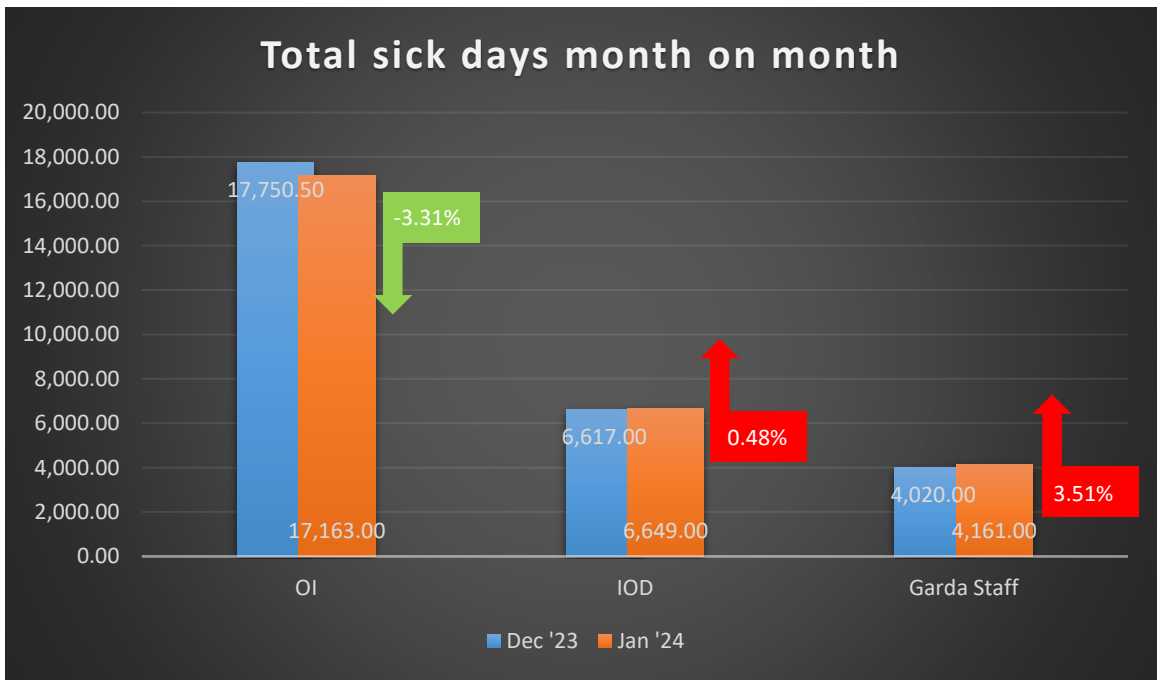
### Accrued figure of those who are on adjusted duties/have reasonable accommodations

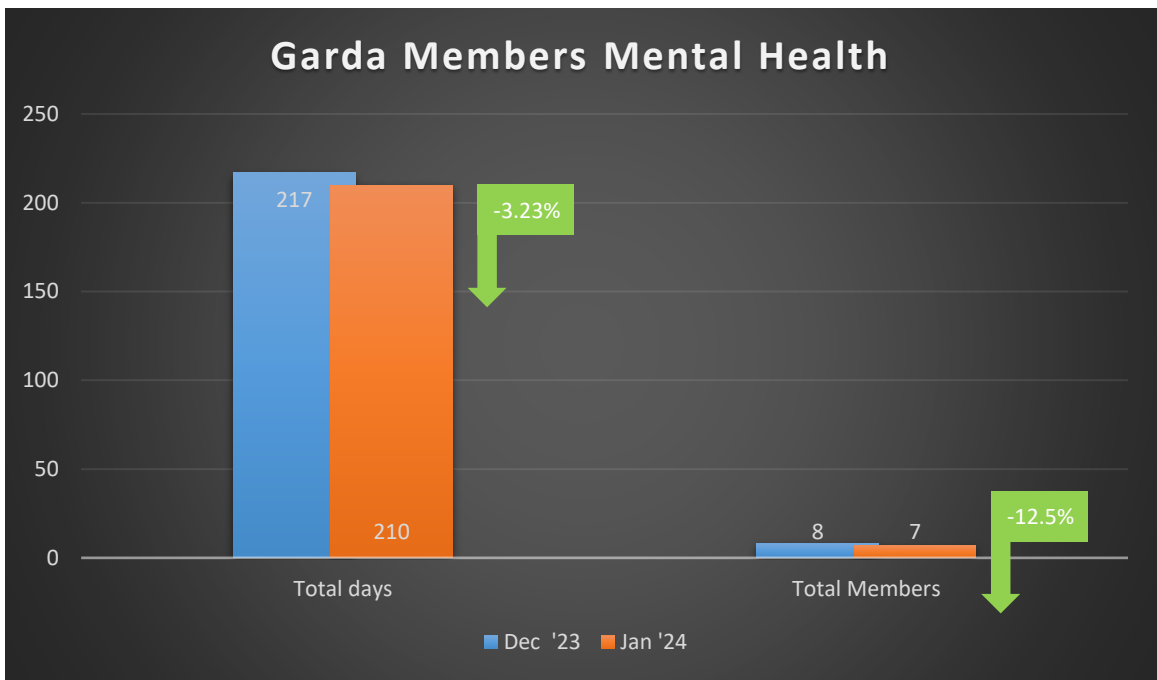
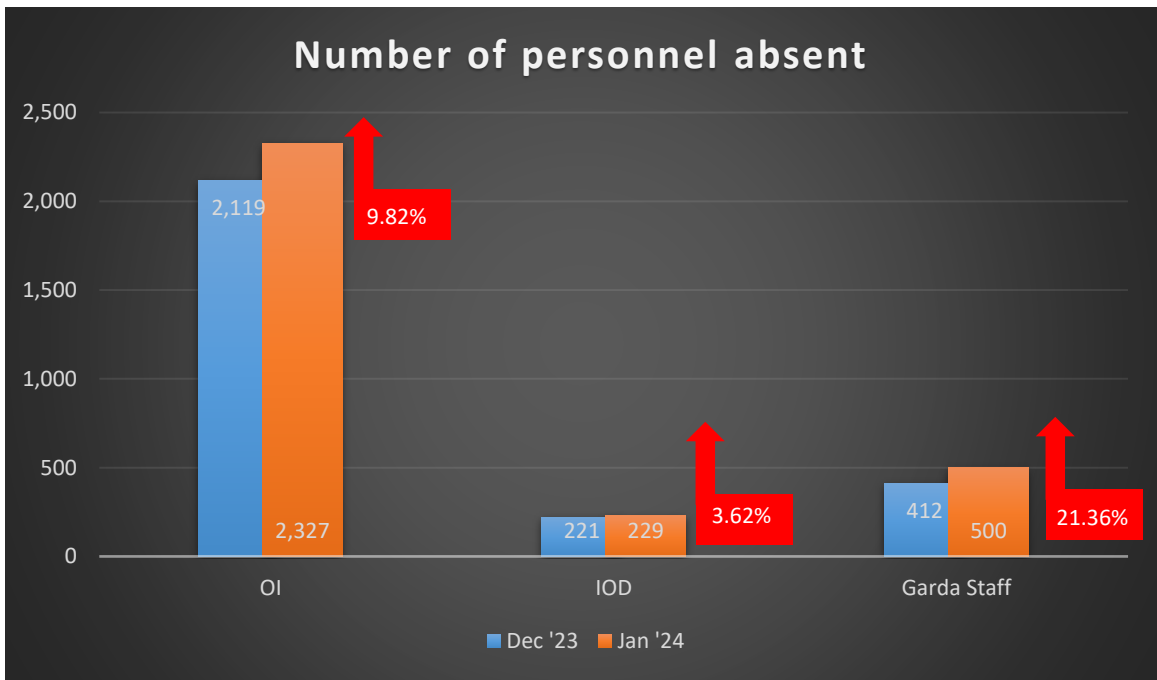
- Per the most recent return to the end of Q4 of 2023, the total number of members on light duties/reasonable accommodations is 648.

## Overview of Sick Absence January 2024











An Garda Síochána

# SUBMISSION TO THE JOINT COMMITTEE ON JUSTICE

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General Scheme of the Garda Síochána (Recording Devices)  
(Amendment) Bill 2023

18 January 2024

- 1.1 An Garda Síochána welcomes the opportunity to make this submission to the Joint Committee on Justice on the General Scheme of the Garda Síochána (Recording Devices) (Amendment) Bill (the Bill). The support for digital policing envisaged in the Bill will be a key enabler for An Garda Síochána to fulfil its mandate to prevent and detect crime while maintaining a community and human rights approach to policing. This submission is based both on in house expertise and best practice from close partnerships with other Law Enforcement Agencies (LEAs) and technology suppliers.
- 1.2 Section 4 includes feedback on the individual heads of the Bill. In order to provide background context, Section 2 outlines the operational policing environment driving the need for digital policing and biometric data processing in particular. Sections 3 expands on this to provide examples of current and anticipated usage of biometric use cases both nationally and internationally.
- 1.3 An Garda Síochána has the following high level observations on the Bill:
- It is important that the legislation focuses on precise legal and associated technical definitions of what is permitted. Where any prohibition is considered, equal care must be taken to be precise in its scope and application, so as not to inadvertently restrict legitimate and proportionate use of technology;
  - The use of new technologies must be subject to appropriate codes of practice and safeguards. However, this must be balanced against avoiding overly cumbersome or bureaucratic processes. For example, the ability to cluster occurrences of victims and suspects in high volume child sexual abuse repositories needs to be standard procedure, not an exception requiring Chief Superintendent signoff every time. Authorisation and oversight mechanisms should distinguish and account for the different forms of biometric processing available and the level/extent of intrusiveness associated. The introduction of excessive steps in routine processes is likely to jeopardise investigations and prosecutions;
  - Online sexual abuse crimes do not in many cases carry life sentences. It is essential that we ensure that these abhorrent crimes and cases involving imminent threats to personal safety (such as missing vulnerable persons) are in scope.

## **2. Introduction**

- 2.1 Digitalisation in society has fundamentally changed the nature of crime and criminal investigations with further disruption inevitable. This includes:
- The ability to collect and process vast amounts of complex digital evidence is now an essential success factor in the prevention and detection of crime as well as wider public and police safety;
  - Citizen expectations around transparency and engagement channels with police will continue to evolve significantly. The expectations of partner Law Enforcement Agencies on cooperation in transnational criminal investigations has similarly increased substantially;
  - Criminal enterprises are leveraging digitalisation for large scale serious and organised crime. These groups operate on a trans-national basis with no regard for borders. They will seek out the weakest link in the chain in order to limit the impact of law enforcement on their activities. In this regard it is crucial that the technological capabilities of Ireland and An Garda Síochána are at least on a par with other jurisdictions.
- 2.2 Digital crime can only be detected with digital tools. An Garda Síochána must continue to digitalise in order to anticipate and respond to these trends. The key point is the definition of digitalisation – which is a blend of the electronic world (data, devices and systems) with the human skills of

Gardaí (human rights focus, tradecraft and decision making). Increasingly, one is of limited value without the other. An Garda Síochána is strongly committed to this blended model and in particular to the principle that electronic tools exist only for decision support. All decisions that could have significant impacts on a person will be only ever be made by trained, accountable and authorised Garda personnel.

2.3 The 8<sup>th</sup> principle of the CoFPI<sup>1</sup> report is that policing must be information-led, with associated recommendations on support for effective processes, data quality and access, and increased analytics capability. The 10<sup>th</sup> principle is that policing must be adaptive, innovative and cost effective, including recommendations on modernising core technology platforms, body worn cameras and timely access to information. CoFPI states that *“The implementation and modernisation of policing in Ireland will depend on the transformation of An Garda Síochána’s digital technology in order to supply the information necessary to guide decision-making in all of these areas, and to underpin the accountability of the police.”* The Garda Data and Technology Vision<sup>2</sup> supports An Garda Síochána’s mission of ‘Keeping People Safe’. Achieving this vision requires full participation in a society which is increasingly digital. An Garda Síochána has made substantial progress to date on digital transformation and data management. This includes the lifting of the Central Statistics Office reservation on Garda data quality, the delivery of multiple national and international policing systems and the establishment of a dedicated data science function staffed by PhD level experts.

2.4 Clearly, it is essential that there is both supporting legislation and public trust in order to continue to deliver modernisation at the pace required. This has to cover support for the ability to both collect and process digital evidence.

### 3. Use Cases for Image Analysis and Recognition Technologies

3.1 Digital image analysis and recognition technologies are essential policing tools in order to process digital evidence at Big Data scale. Big Data is characterised by its massive volume, velocity (or the rate at which it is generated) and variety (of formats). It is now commonplace for major investigations to include tens of thousands of hours of footage. 10,000 hours of video consists of 900 million images. Even small seized devices such as a mobile phone can contain over a million potential instances of child sexual abuse material (CSAM). Without access to image analysis and recognition technologies, these investigations would become virtually impossible.

3.2 The following is the spectrum of intended use cases for image analysis and recognition technologies by An Garda Síochána, in increasing order of the potential impact on privacy:

1. **Event Detection** – when something changes such as a person appearing on a deserted street;
2. **Object Recognition** – the ability to search for a certain type of object such as a car, a bicycle or a backpack;

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<sup>1</sup> Commission on the Future of Policing in Ireland Report, 18 September 2018

[The Future of Policing in Ireland\(web\).pdf \(policereform.ie\)](#)

<sup>2</sup> An Garda Síochána, “Information Led Policing”, November 2020, updated and published August 2023 [data-and-technology-vision.pdf \(garda.ie\)](#)

3. **Object Clustering** – having identified an object of interest, the ability to search for all occurrences of it in the series;
  4. **Person associated non-biometric search** – the ability to search for person wearing, carrying or using an object (such as a hi-vis jacket);
  5. **Person associated non-biometric recognition** – having distinguished a person of interest (without associated identity), the ability to search for all occurrences of that person based on their association with objects;
  6. **Person biometric recognition and search** – search for occurrences of a person (without associated identity) based on physical characteristics such as facial features;
  7. **Person biometric clustering** – having distinguished a person of interest (without associated identity) in a series, find all instances of that person based on physical characteristics;
  8. **Retrospective person remote biometric search** – search for all images in a digital evidence series for occurrences of a specific person of interest’s image (with or without associated identity established);
  9. **Retrospective person remote biometric identification** – Search a database of facial images (with associated identity) for a match with an image.
- 3.3 An Garda Síochána has never requested the ability to biometrically process data in real time (such as by body worn cameras or other devices). All proposed processing would take place on existing (retrospectively obtained) digital evidence. The similar image analysis and recognition technologies cover all of the above use cases but the nature of the usage determines the potential impact on privacy, not the technology.

### **3.1 Example: Use of Image Analysis and Recognition Technology in CSAM Investigations**

- 3.1.1 The Garda National Cyber Crime Bureau (GNCCB) is the national Garda unit tasked with the forensic examination of computer media seized during the course of any criminal investigations. Offences include murders, cybercrime, online harassment, computer intrusions, child exploitation offences and any criminal investigation in which computers are seized or may contain evidential data. The unit also conducts investigations into cyber dependent crime which are significant or complex in nature network intrusions, data interference and attacks on websites belonging to Government departments, institutions and corporate entities. A large portion of cases (approx. 60%) submitted to GNCCB relate to CSAM (Child Sexual Abuse Material) investigations.
- 3.1.2 The Bureau is part of Organised & Serious Crime and is staffed by civilian personnel and Garda members of various ranks up to Detective Chief Superintendent. Members of the unit undergo intensive training in the area of forensic computing and cybercrime investigations, and give expert witness testimony in all types of investigations and prosecutions in court. In addition to its forensic and investigative role, GNCCB acts as a liaison with various partner agencies and law enforcement bodies.
- 3.1.3 The majority of these cases are referred to GNCCB by the Garda National Protective Services Bureau (GNPSB) which receives intelligence and information in relation to CSAM material from outside Law Enforcement Agencies and private entities. GNPSB, on receiving this and subject to legislation will, where appropriate, instigate an investigation which may ultimately lead to Divisional Protective Services Units, operating nationwide, obtaining a search warrant and the seizing of digital devices.
- 3.1.4 Much of the forensic software used by forensic examiners within GNCCB has inbuilt image analysis and recognition functionality which is intended to deliver enhanced efficiencies and user

protections (from the psychological harm associated with continued exposure to CSAM). This image analyser functionality uses biometric and other data to enable Feature, Object and Location recognition. Where such technology identifies and groups certain images based on an individual's features, it may not necessarily be on the basis of facial features but other characteristics that allow for matching that could fall within the definition of biometric data under data protection legislation. The use of such software is standard practice in every developed country and there have been no legal challenges to its use in Ireland to date in national or transnational investigations or resultant prosecutions.

- 3.1.5 Operationally, this means that, within the confines of individual cases, image analysis software will identify and present similar images/videos for review by forensic examiners to assist with identifying and/or locating victims, and suspects, and to enable those processes to occur much more efficiently than they would if this task was undertaken manually. This is made possible by the software clustering multiple images/videos of the same person/people, objects and/or locations together for review by a forensic examiner. The software process supports subsequent manual identification as part of the investigative process but does not actually identify persons.
- 3.1.6 The experience of the GNCCB is that, as well as being more efficient, this technology is more effective in carrying out the function of analysing images and recognising evidence in the form of faces, objects and locations than human operators are. At the same time, it reduces the invasion of privacy of ordinary citizens innocently captured on such footage by agents of the State, in the form of members of An Garda Síochána.
- 3.1.7 As previously noted, the software is a decision support tool only. It supports the sifting of evidence but every decision is ultimately taken by an accountable, identifiable member of Garda personnel. Regardless of what decision support technology is utilised by GNCCB, each forensic examiner/investigator is responsible for the evidence gathered and interpretation of same and is accountable for these actions by way of providing a statement which is open to challenge in any future court proceedings.
- 3.1.8 The use of image analysis and recognition software by GNCCB currently spans use cases 4 to 7 above. An Garda Síochána proposes to modernise and extend its usage (subject to a basis in legislation) to cover use cases 1 and 8 for other types of investigation, but based on newer and even more accurate algorithms than those currently in use.
- 3.1.9 Virtually every CSAM investigation is digital involving thousands and often millions of images. Putting in place a provision that the use of the Image and Recognition Software (IARS) in respect of each piece of footage must be authorised by a Chief Superintendent carries with it an inherent danger that every such authorisation will be subject of challenge and therefore, must be legally justified by the Authorising Officer; with the result that Chief Superintendents will end up spending lengthy periods in court engaging with this process. It would not be practical to have a Chief Superintendent other than the Head of the GNCCB authorise its use because it is needed in every CSAM case.
- 3.1.10 It is important that the Bill takes into account the current operation of the GNCCB to avoid the Bureau and An Garda Síochána having to revert to using outdated and manually intensive software tools. This would be an operational direction that is in the complete opposite to that of every Law Enforcement Agency and would create unnecessary backlogs of work in an already challenging environment.

## 3.2 Accuracy of Image Analysis and Recognition Software

3.2.1 There has been some commentary about the accuracy of “facial recognition technology” in general such as its potential bias against people with certain demographic attributes. It is important when making these statements to be specific as to the exact algorithm and its version. It is also important to state whether the concern relates to false positives or false negatives for that specific algorithm. The definitive review of the accuracy of facial recognition algorithms is the bi-annual Facial Recognition Technology Evaluation (FRTE) 1:1 Verification by the U.S. Government’s National Institute of Standards and Technology<sup>3</sup> (NIST). This evaluates over 500 available algorithms and their variants.

3.2.2 The NIST evaluation demonstrates that some algorithms are *relatively* less accurate for demographics characteristics such as gender and race than others. However, in *absolute terms*, the difference is negligible for the best algorithms. For example, the most recent results published by NIST on FRTE indicate that the algorithm labelled as “cloudwalk\_mt\_007”, submitted for evaluation on the 21<sup>st</sup> February 2023, provides robust identification scores across demographic variations, with performance exceeding 99% accuracy in the evaluated scenarios:

- Its best False Matching Ratio<sup>4</sup> equals 0.00012 (0.012%) for E. Europe<sup>5</sup> Males aged 20 to 35
- Its worst False Matching Ratio equals 0.00710 (0.71%) for W.Africa<sup>6</sup> Females aged 65 to 99
- Its worst False Non-Matching Ratio<sup>7</sup> equals 0.0016 (0.16%) for S.Asia<sup>8</sup> individuals

3.2.3 These figures and the experience of the GNCCB (on older technology) is supported by testimony given by the Director of the NIST IT Laboratory to the U.S. Congress Committee on Homeland Security<sup>9</sup>. In it, Dr. Romine states that “*The best machine performed in the range of the best-performing humans, who were professional facial examiners. However, optimal face identification was achieved only when humans and machines collaborated.*” This collaboration is exactly as envisaged in the Garda definition of digitalisation. It is also the approach currently used by the GNCCB and is considered best practice in other Law Enforcement Agencies. An Garda Síochána proposes to use the formal NIST accuracy ratings as a key decision factor in which algorithms to use in the future, following the same approach taken by the Italian National Police when tendering for this type of technology. Dr. Romine’s comments are from February 2020 and the accuracy of algorithms has continued to improve rapidly since then. This can be seen in the improvements in the scores for many of the algorithms included in the NIST evaluation over time.

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<sup>3</sup> [Face Recognition Technology Evaluation \(FRTE\) 1:1 Verification \(nist.gov\)](#)

<sup>4</sup> The false match rate (FMR) is the rate at which a biometric process mismatches biometric signals from two distinct individuals as coming from the same individual.

<sup>5</sup> E. Europe indicates subjects from Poland, Russia, Ukraine, see NIST report: [nistir\\_8429.pdf](#)

<sup>6</sup> W. Africa indicates subjects from Nigeria, Liberia, Ghana, see NIST report: [nistir\\_8429.pdf](#)

<sup>7</sup> The false non-match rate (FNMR) is the rate at which a biometric matcher miscategorises two captures from the same individual as being from different individuals.

<sup>8</sup> S. Asia indicates subjects from Iraq, Iran, Pakistan, India, see NIST report: [nistir\\_8429.pdf](#)

<sup>9</sup> [Facial Recognition Technology \(FRT\) | NIST](#)