



An Garda Síochána

Monthly Report to the Policing Authority

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

August 2022

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



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Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

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

Yours sincerely,

**MICHAEL MCARDLE
INSPECTOR
COMMISSIONER'S OFFICE**

August 2022

Message from the Commissioner

As we continue the implementation of our improvement programme, this month's report outlines the considerable progress that was achieved both in terms of future proofing our police service and maintaining our strong engagement with the community.

53 new Probationer Gardaí were sworn in to begin their duties in stations nationwide at the beginning of the month. This brings the current strength of An Garda Síochána to 14,352 Garda members, 3,334 Garda Staff and 396 Garda Reserves.

We were proud to reopen Fitzgibbon Street Garda Station in the heart of Dublin's north inner city. This refurbishment and new bespoke facilities will significantly support our ongoing work to keep the local community safe. Another of our station renovation projects was officially opened in Athlone, where the increased capacity will allow us to better support victims of crime in the midlands.

A number of our initiatives were expanded or extended throughout the month of July 2022. This included 62 new safety camera zones added nationwide to the Mobile Safety Camera System, aimed at reducing speed-related collisions, lessening the number of injuries and, ultimately, saving lives.

Additionally, the second of two National Community Engagement and Rail Safety Partnership days of operation this summer was conducted in partnership with Irish Rail and Transdev Ireland, to deliver a high level of visibility on the rail networks and at train stations nationwide.

As part of our current centenary celebrations, An Garda Síochána launched its Garda Centenary Online Photographic Archive, which preserves thousands of historical photographs and visually presents the evolution of our police service over the past 100 years. It is our hope that the public can learn more about An Garda Síochána through this archive. There have been a range of local and national centenary events to date, and there are more to come. These have caused us all to pause and reflect on the development of our organisation, and its positive impact on society over the decades. I know from Garda personnel I meet, that such occasions further strengthen their commitment to delivering a police service that this and future generations can be proud of.

Since our last report, we learned of the death of Dr Vicky Conway. Dr Conway made a very significant contribution to policing as a member of both the Policing Authority and the Commission on the Future of Policing, as well as through her extensive academic career. This influence was not confined to Ireland and, as a strong and dedicated advocate for the vulnerable and minority communities, her absence will long be felt.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end July €'000	Remaining Aug - Dec €'000	Remaining %
Gross Total	2,062,342	1,177,193	885,149	43%
Appropriation in Aid (receipts)	105,988	72,187	33,801	32%
Net Total	1,956,354	1,105,006	851,348	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of July 2022, the total combined gross expenditure is €1.18b (57% of allocation), which is less than the end of July 2022 profiled spend by €3.64m. Further detail is outlined below on specific areas of over/under profile.



Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in July 2022 was €98.32m and year to date is €770.27m. Expenditure on salaries to end July 2022 was €697.09m, which is €7.35m under budget profile. Expenditure on overtime was €73.18m, which is €14.41m over profile. Overall, pay and overtime is over profiled budget at the end of July 2022 by €7.07m.

In respect of superannuation of €380.84m, expenditure in July 2022 was €34.19m and year to date is €228.11m, which is €6.55m over profile at the end of July 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in July 2022 was €12.92m and year to date is €112.59m. Overall, non-pay expenditure is €6.46m under profile at the end of July 2022; however, this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of July 2022 is reported at €3.51m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in July 2022 was €7.73m and year to date is €66.23m. The capital subheads have a combined under profile spend of €10.8m to the end of July 2022.

Appropriations in Aid

Appropriations in Aid are €72.19m at the end of July 2022, €10.2m ahead of the estimated profiled receipts.

Estate Management

Developments in July 2022

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

- **Longford Garda Station:** This project reached substantial completion in July 2022, with minor 'snagging' ongoing. The station is fully operational. This project provides an extension to the building with additional office accommodation and enhanced custody facilities.
- **Navan Garda Station:** This project commenced in Q2 2021, comprising a full cell refurbishment, the provision of enhanced custody facilities and creation of a number of offices on the 1st floor, providing additional accommodation for Garda personnel. The scheduled completion is Q4 2022.

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

- **Drogheda PEMS & Locker Room/Tallaght PEMS/Naas PEMS:** The OPW has advised that commencement on each of these projects will be phased over the next 12 months, with the enabling works in Drogheda now set to commence in Q3/Q4 2022.
- **Cell Refurbishment Programme:** An Garda Síochána, in partnership with the OPW, has agreed a schedule of works for the remaining locations, to be addressed as part of the Cell Refurbishment Programme. Active engagement continues regarding a schedule of works for the remainder of 2022, with cell projects ongoing at Navan, Thomastown and Enniscorthy Garda Stations. A number of additional cell projects are at various stages of development between An Garda Síochána and the OPW. A number of these projects are anticipated to commence on-site by end 2022/early 2023.

Official Opening Ceremonies

A number of official opening ceremonies took place in recent months, following the redevelopment of existing Garda stations and the development of new Garda facilities.

- The first of these ceremonies was the official opening of the new Dublin Airport Garda Station in May 2022, which provides a new state of the art facility for An Garda Síochána and Garda National Immigration Bureau personnel, replacing the former Garda station at Terminal 1, Dublin Airport.
- The official reopening of Fitzgibbon Street Garda Station took place in July 2022, following a period of closure. This project was to enhance the quality of space, maximise the potential of the building and the site, while maintaining the building's historic integrity. Its successful completion provides

An Garda Síochána with a rejuvenated building that facilitates a proactive, community oriented and partnership-focused policing service.

- The official reopening of Athlone Garda Station took place in July 2022. The redevelopment of Athlone Garda Station provides enhanced custody management facilities, a new universally accessible public office area and upgraded office accommodation within the existing station footprint. Additionally, it further incorporated an extension to the original Garda station by conversion of the adjoining building to Garda accommodation. The upgraded Athlone Garda Station now provides significantly improved facilities for An Garda Síochána personnel and the general public in the Meath/Westmeath Division.

2. Human Resources and People Development

Key Human Resources & People Development Highlights

Equality, Diversity & Inclusion

- A competition has commenced to seek a second tranche of Interns at graduate and school leaver level. Arrangements are being made to facilitate an enduring employment arrangement for future interns by way of confined competition at the end of the programme. This is a very positive step to ensure that An Garda Síochána not only trains, but retains a diverse workforce for the future.
- The Equality, Diversity and Inclusion Strategy 2022-2024 is at the final stages of completion, currently receiving critical expert review.

Resourcing

- An Garda Síochána Workforce Plan was presented to the Policing Authority on 27 July 2022. The Workforce Plan Report will be submitted for the September 2022 Policing Authority meeting.
- The 2022 Garda Trainee Recruitment campaign is currently being processed by the Public Appointment Service (PAS). An Garda Síochána will receive a select list by the end of August 2022, when An Garda Síochána selection elements commence. An Garda Síochána Recruitment Steering Group will ensure a fit for purpose and expeditious process takes place. It is intended that a cohort of trainees will commence in the Garda College in October 2022, with a cohort of 200 every 11 weeks thereafter.
- The following Garda member promotion appointments have occurred:

- 3: Assistant Commissioner rank
- 3: Superintendent rank
- 54: Inspector rank (total number from current promotion competition)
- 419: Sergeant rank (total number from current promotion competition)

- There are currently two overseas, 28 national, four regional, and 33 divisional Garda member competitions underway.
- As of 31 July 2022, under the Garda Reassignment Initiative, 875.5 Garda members (31.5 this year) have been reassigned to operational roles and their previous roles assigned to Garda Staff.
- There are currently 32 Garda Staff internal and open recruitment competitions in progress across the organisation. Internal Assistant Principal (AP) and Executive Officer (EO) promotion processes are ongoing. In addition, recruitment continues in conjunction with PAS.
- An exercise has been undertaken to establish An Garda Síochána resourcing demands and the capacity of PAS to deliver on same. An Garda Síochána has also explored alternative recruitment options in the event PAS is unable to deliver all resourcing needs.
- The HR candidate management system is in the final stages of testing and is likely to go live in the coming month.

Training & Development

- 53 Trainee Gardaí were attested on 8 July 2022 and transferred to their training stations on 18 July 2022.
- The Garda College has procured a new Electronic Training Management System (ETMS) for the organisation. The successful bidder for the new ETMS, a company named IMC, has commenced work with the Garda College Digital Learning Hub and ICT Section in building the new system, which will be cloud based for the first time in the organisation's history. The new system will bring

all aspects of training programmes onto one platform which will allow for better accessibility and engagement with courses. All Garda personnel will be able to access their e-portfolio of all applicable learning and be recognised for their learning achievements in the organisation. All managers will be able to access training and skill levels for those under their remit.

Health, Safety & Wellbeing

- The National Incident Management System (NIMS) has been rolled out to the four operational regions and plans are in place to roll-out to remaining areas. This has been an important project for streamlining the reporting of adverse incidents to the State Claims Agency. At a meeting on 19 July 2022, the State Claims Agency complimented An Garda Síochána on the implementation of the roll-out of NIMS. To date, 156 Garda personnel have been trained and 224 incidents have been entered by Garda personnel.

Human Resources & People Development Analytics/Data

As at 31 July 2022, the Garda strength stood at 14,318 (14,274.5 WTE) and Garda Staff strength at 3,338 (3,127.6 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	At 31 July 2022	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	43	34	79%	9	21%	43
Superintendent	168	143	86%	25	14%	168
Inspector	432	350	81%	82	19%	432
Sergeant	2,148	1,634	76%	514	24%	2,147
Garda	11,516	8,127	71%	3,389	29%	11,473.5
Total	14,318	10,294	72%	4,024	28%	14,274.5

Of which	At 31 July 2022	Male	%	Female	%
Career Breaks (incl. ICB)	51	30	59%	21	41%
Work-sharing*	43.5	1.5	3.5%	42	96.5%
Secondments (Overseas etc.)	16	10	62.5%	6	38.5%
Maternity Leave	39	0	0%	39	100%
Unpaid Maternity Leave	29	0	0%	29	100%
Paternity Leave	22	22	100%	0	0%
Available Strength	14,117.5	10,230.5	72%	3,887	28%

*Equates to 87 Full-time Members

Garda Reserves Strength

Garda Reserves Strength at 31 July 2022	Total*	Male	%	Female	%
	392	292	74	100	26

Garda Staff Strengths (Administrative and Civil Service at 31 July 2022)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	27	27	15	55%	12	45%
AP	70	69.5	29	41%	41	59%
HEO	193	191.6	82	42%	111	58%
AO	21	21	10	47%	11	53%
EO	722	712.9	193	27%	529	73%
CO	1,899	1,822.8	460	25%	1,439	75%
Total	2,939	2,851.8	793	27%	2,146	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including CMO)	59	58.2	35	59%	24	41%
Administrative **	2,939	2,851.8	793	27%	2,146	73%
Industrial/Non Industrial	340	217.6	110	32%	230	68%
Total	3,338	3,127.6	938	28%	2,400	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	35	35	0	0%	35	100%
Unpaid Maternity Leave	10	10	0	0%	10	100%
Paternity Leave	2	2	2	100%	0	0%
Available Total	3,291	3,080.6	936	28%	2,355	72%

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%
	290	202	6	2	284	98

*** 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	%
	37	37	4	11	33	89

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

Parental Leave

01.02.2021 – 31.07.2022	Garda Members	Garda Staff
	133	103

Garda Staff assigned and commenced – as at 31 July 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2022*	59	40	33	43	43	52	36						306

** Adjustments to figures 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

Total*	Male	%	Female	%
118	107	91	11	9

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

The number of Garda Staff transfers out of An Garda Síochána for 2022 (up to 31 July 2022)

Type	2022 Up to 31 July 2022	2021 Full Year	2020 Full Year
Mobility	71	42	7
Transfer out on promotion	43	47	13
Total	114	89	20

3. Information and Communications Technology

ICT Support

Work continues to support personnel across the organisation, both in the workplace and working remotely, to deliver solutions to access Garda information systems in a secure manner.

Schengen Information System (SIS Recast)

The current RAG status has been reduced to amber. The September 2022 live date has been deferred to November 2022 and is pending EU approval due to timeline difficulties in one member state. From an overall project perspective, the new Entry into Operation (EiO) date affords more time to continue testing. The new November 2022 date will impact other projects and cause additional quality assurance effort for SIS PULSE testing. A meeting of the EU SIS advisory group of all member states is scheduled to take place in mid-August 2022.

Computer Aided Dispatch 2 (CAD 2)

The current RAG status has been reduced from red to amber based on the agreed new DMR go-live of February 2023. Moving the status to green is dependent on the full, detailed, planning exercise which is underway. A weekly Governance Board comprised of senior Garda and supplier representatives, is meeting to monitor the revised planning process and implementation progress.

TechTest Environment build activities continue. An Garda Síochána is working with the supplier to collaboratively address issues arising. The supplier has acknowledged that there is some Roster Duty Management System (RDMS) deployment integration development remaining, which is now being planned into a new *Sprint. It has been necessary to temporarily pause the Telephony r1.0 integration due a supplier resource issue and An Garda Síochána is assisting with providing remote access for another vendor resource. Tetra radio testing on TechTest with Tetra Ireland was successful in early August 2022. Issues arising were most recently addressed during an internal Governance Board meeting on 2 August 2022.

Roster Duty Management System (RDMS) Deployment

The RAG status continues to be amber. The new environment has been provisioned for training and is waiting on RDMS National Support Office sign-off. If resources are not increased, it will impact the rollout schedule. User Acceptance Testing (UAT) environment is now back in sync with production and CAD interfaces have been installed.

The table below details future rollout schedule:

Galway	05/09/2022
Clare / Tipperary	31/10/2022
DMR West	31/10/2022
Wexford / Wicklow	28/11/2022
DMR North	Q1 2023
OSC	Q2 2023
GNCSIS	Q2 2023

**Project management term used in Agile project management methodology. A sprint is a short period of time wherein a development team works to complete specific tasks, milestones, or deliverables. Sprints, essentially break the project schedule into digestible blocks of time in which smaller goals can be accomplished.*

Investigation Management System (IMS) Deployment

The next location planned for deployment is the Meath/Westmeath Division, with go-live dates set for 4 October 2022 and 6 October 2022. Training is continuing in both Meath and Westmeath locations. After Meath and Westmeath deployment, it is expected to target specialist sections. IMS has been deployed to the following divisions to date; Waterford, Wexford, Kilkenny/Carlow, Tipperary, Wicklow and Clare.

Mobile Device Deployment

The RAG status is green. Discussions are ongoing with the sponsor on the next high volume deployment. Planning is underway to replace end of life (EOL) S10 devices and this involves circa 980 devices. As reported, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

As of 4 August 2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	5,161	4,090	60	9,311

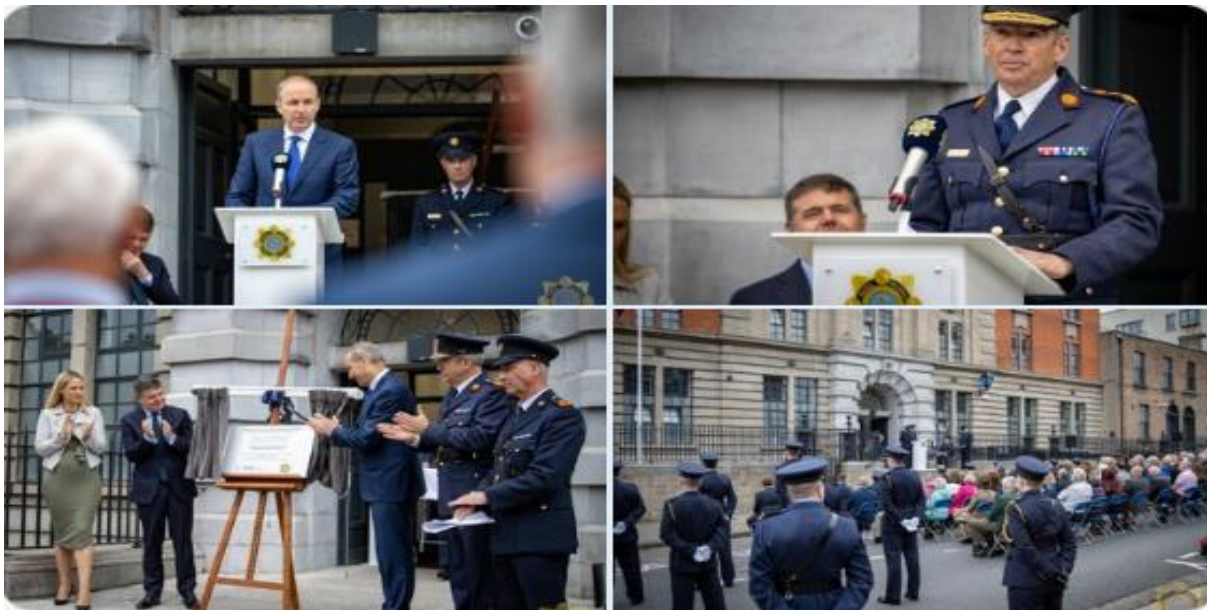
*Enrolled in Mobile Device Management (MDM): actual turned on device.

4. Corporate Communications

During July 2022, the Office of Corporate Communications continued to communicate externally and internally on the diverse range of nationwide policing activities, with a focus on;

Reopening of Fitzgibbon Street Garda Station

An Taoiseach Micheál Martin TD officially re-opened Fitzgibbon Street Garda Station and the event was attended by Minister for Justice Helen McEntee TD and Minister for Finance Paschal Donohue TD. Funding for this re-development was granted following recommendations in the Mulvey Report, as part of the North East Inner City (NEIC) Project.



Newly renovated Athlone Garda Station

The newly renovated Athlone Garda Station was opened by Minister for Justice Helen McEntee TD and was attended by the Minister of State with responsibility for the Office of Public Works, Patrick O'Donovan TD.



In addition to the above, Corporate Communications focused on;

- The attestation of 53 new Gardaí.
- The launch of An Garda Síochána Centenary Photographic Archive 1922 – 2022 on 13 July 2022. Speaking at the launch, the Commissioner said, *"During this centenary year, we are launching a photographic archive that will help preserve and visually present the evolution of our police service over the past 100 years"*.



- Communications to media and advice to the public regarding Garda traffic management and security during the Elton John Concert in Páirc Uí Chaoimh, Longitude Festival in Marlay Park and Westlife in Croke Park.



- The launch of An Garda Síochána and RSA mid-summer road safety appeal, urging road users to share the roads safely and for drivers to slow down during the peak summer holiday season.



- Expansion of the Mobile Safety Camera System, which saw 61 new safety camera zones launched.
- Focus on road safety throughout the month of July 2022, following the increase in road deaths countrywide in the first six months of 2022. The Office of Corporate Communications continued to remind the public of the importance of slowing down and driving carefully.



#SlowDown infographics posted to social media channels daily as a reminder of the number of road deaths so far this year.

- There were multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value in excess of €12m for the month of July 2022. This figure included numerous high value seizures by the Garda National Drugs and Organised Crime Bureau, such as cannabis valued at €6.9m seized in Kilkenny and combined drugs valued at over €2.5m seized in Dublin.
- Numerous missing person appeals and updates to the public throughout the month of July 2022.
- Social media communications to the media and the public around the policing plan for the senior hurling, football and camogie championship finals in Croke Park.

Please take care leaving [@CrokePark](#). Follow the guidance of Gardaí and Stewards, and remain mindful of local residents.

Safe journey home to all!

[#KeepingPeopleSafe](#)



Media Briefings and Interviews

Various interviews were facilitated with national and local media on a range of topics during July 2022:

- Detective Superintendent Derek Maguire from the Garda National Protective Services Bureau spoke with the Irish Independent in relation to the work of the Organised Prostitution Investigation Unit.
- Detective Superintendent Sinéad Greene from the Garda National Protective Services Bureau provided an interview to Drivetime on coercive control.
- Sergeant John Reynolds spoke with Morning Ireland ahead of the launch of An Garda Síochána Centenary Photographic Archive.
- Sergeant Ber Leetch from Henry Street Garda Station, Limerick provided burglary awareness and crime advice for the holiday season on the Pat Kenny show on Newstalk.
- Detective Chief Superintendent Pat Lordan provided an interview to Bloomberg News on the issue of cyberattacks on the health care sector.
- Detective Chief Superintendent Séamus Boland of the Garda National Drugs and Organised Crime Bureau provided an interview to Swiss media outlet Neue Zürcher Zeitung NZZ, on organised crime and international cooperation.
- Detective Garda Colm Grogan of the Garda National Bureau of Criminal Investigation provided an interview to the Examiner on the Luas 'up skirt photo' case.

'Keeping people safe' – Key activities/advice in July 2022 included:

- Information and reminder about the online 'report a hate crime' facility on the Garda website.
- Continued content throughout July 2022 for the 'Be a Lifesaver' social media campaign #Slowdown. This campaign had an overall reach of over 8m across print, broadcast, online articles and social media platforms.
- Social media coverage of the 'Safe Pharmacy' initiative relating to domestic violence.
- Crime prevention advice relating to burglaries with the increase in people going on summer holidays.
- A video with safety tips on how to keep your dog safe in hot weather from the Garda Dog Unit on social media.



- Advice ahead of the high temperature warning from Met Éireann, amplifying the Government of Ireland 'Be Summer Ready' campaign.
- Information on the introduction of 61 new safety camera zones from 26 July 2022, the primary purpose being to reduce speed-related collisions, lessen injuries and save lives.
- Continued appeals to the public for information on various thefts, burglaries and assaults.
- Operation Twin Tracks: A second day of action was highlighted on social media and the Garda website, for the prevention and detection of anti-social behaviour on DART, Luas and rail routes.



- Video on the new look Armed Support Unit vehicles to replace 2016 models (some of which have travelled in excess of 500,000kms).



An Garda Síochána  @GardaTraffic · Jul 5

10 new look Armed Support Unit vehicles to replace 2016 models, some of which have travelled in excess of 500,000kms.
In addition to the 8 vehicles featured a further 2 are allocated to DMR ASU.
All end of life vehicles are recycled through authorised recycling Centres.



- Coverage of the passing out ceremony at the Garda College on 8 July 2022.



Internal Communications

Internal Communications issued Newsbeat twice a week during the month of July 2022. Readership has stayed consistently high at approximately 13,000 personnel per edition and key updates delivered to personnel included:

- Updates on the Centenary event celebrations across the country.
- Information on the 'Safe Pharmacy' initiative.
- In collaboration with the Chief Medical Officer, regular features issued throughout the month to remind personnel of the importance of continuing to follow public health measures.
- A helpful explainer for the eligibility for domestic abuse orders.
- Update on the Garda Internship.
- A helpful guide to support personnel with the use of inclusive language at work.
- Information on the new Terrorist Content Online Regulations.
- Operation Twin Tracks day.
- Our ongoing Health and Wellbeing Strategy.
- Updates from FSI.

Screensavers and Portal Banners

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

- Deadline reminder for PALF submissions.
- Reminder of personal responsibilities relating to CHIS information.
- Our human rights based approach to policing.
- Highlighting our Code of Ethics.

5. Progress update on embedding the Code of Ethics

As reported previously, the Code of Ethics e-learning module was published on the Learning Management System (LMS) on 1 April 2022. This module serves as a refresher module for existing personnel and introduces new entrants to An Garda Síochána to the Code of Ethics. As of 24 June 2022, 2,339 personnel have completed the Code of Ethics eLearning module (refresher).

The APSFF action Code of Ethics project is transitioning to 'Business as Usual'. This is arising from the Community and Culture Board meeting. A closure document was approved and signed off by the Action Sponsor and forwarded to the Strategic Transformation Office. This means that Code of Ethics now becomes part of the day-to-day business of An Garda Síochána, instead of a project.

6. Implementation of Cultural Change

Culture Reform Programme:

- On 12 July 2022, the Durham University Research Team travelled to Dublin to brief the Commissioner and the Senior Leadership Team on the findings of the Culture Audit.
- A meeting was held on 4 August 2022 between the Garda Ethics and Culture Bureau, Corporate Communications and Internal Communications, to discuss the communications strategy for the Culture Audit final report. An infographic on the key findings of the Culture Audit is currently being designed and will be published to the organisation in Q3, 2022. The full report will be published in Q3, 2022.
- As reported last month, the Garda Ethics and Culture Bureau continues to develop the proposal around publishing lessons learned, by utilising anonymised case data from completed discipline/complaint investigations. A working group comprising Garda Ethics and Culture Bureau, Garda Anti-Corruption Unit, Internal Affairs and Garda Professional Standards Unit has been established. A thematic approach has been agreed whereby cases relating to the chosen theme will be published along with relevant legislation, policy or procedure, as appropriate. The next meeting is scheduled for 6 September 2022.
- The first meeting of the newly established Professional Conduct Steering Group took place in July 2022, where the terms of reference were agreed. The next meeting will take place in Q3, 2022.

7. Risk Management

The Garda Corporate Risk Register continues to monitor nine principal risks, which are managed by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB) and supported by the Garda Risk Management Unit (GRMU).

During the month of July 2022, the Garda Risk Management Unit;

- Conducted five 'Risk Register Development Workshops'.
- Held one-to-one meetings with all Corporate Risk Owners/support staff, to assist in the review and update of their risk registers.
- Conducted a detailed review of Corporate Risk CRR1/18: Capacity to Effectively Resource An Garda Síochána.
- Issued a 'Risk Champion Network' bulletin.
- Delivered a support staff briefing on risk management.

Superintendent, GRMU attended an Audit and Risk Committee meeting, and delivered a presentation on risk management in An Garda Síochána to senior management.

8. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for June and July 2022.

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

Category	Jun-22	Jul-22	Increase/ Decrease	% Change
Total use of force (UOF) for month	1,149	1,087	-62	-5%
Civilians injured	32	30	-2	-6%
Garda members injured	21	12	-9	-43%
Pepper spray deployed	95	67	-28	-29%
Batons	22	22	0	0%
Handcuffs	979	947	-32	-3%
Anti-spit guard	1	2	+1	100%
Unarmed restraint	225	184	-41	-18%
Taser	0	0	0	0%
Non-lethal firearm	1	0	-1	-100%
Firearm	0	0	0	0%
Gender subject to force: male	895	889	-6	-1%
Gender subject to force: female	133	92	-41	-31%
Drugs involved	273	266	-7	-3%
Alcohol involved	642	613	-29	-5%
Division with highest level UOF: DMR South Central	11%	12%	+1%	+1%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	51%	57%	+6%	+6%



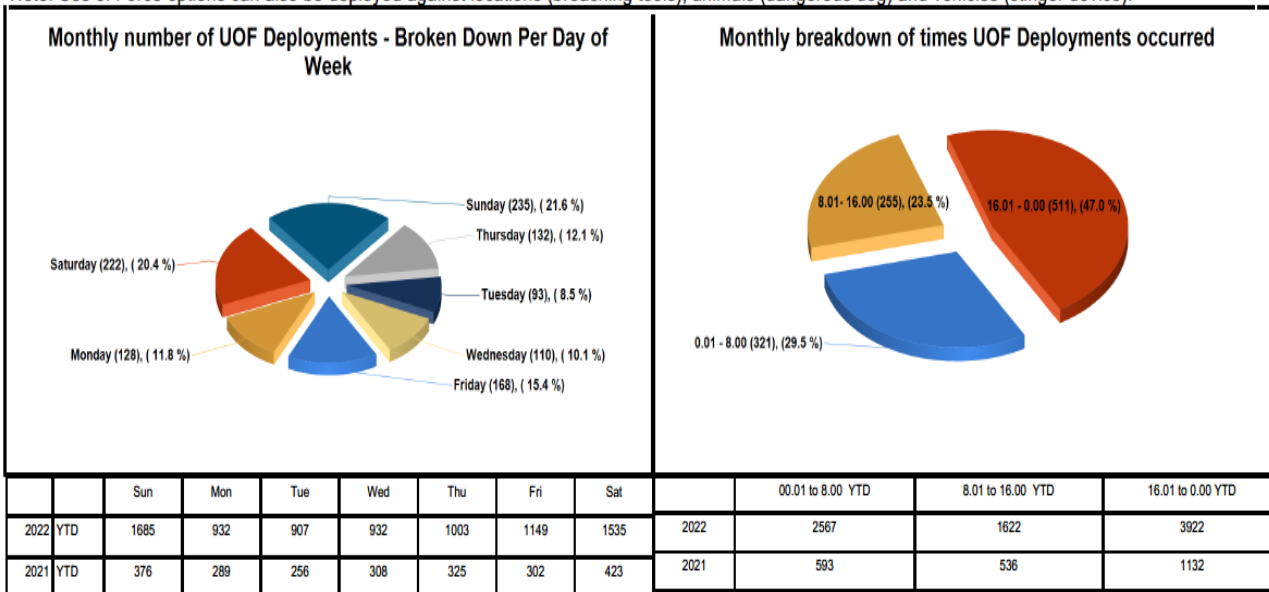
Reported Use of Force

July 2022

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF August 4, 2022 at 11:26:41. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised..

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	1,036	YTD	7,602
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	1087	YTD	8111
Number of Incidents on PULSE	Month	111,142	YTD	799,894
% of Incidents involving Use of Force	Month	0.9321%	YTD	0.9504%

Note: Use of Force options can also be deployed against locations (breaching tools), animals (dangerous dog) and vehicles (stinger device).



Civilians injured during UOF Incident

Month	YTD
30	179

Garda Members injured during UOF Incident

Month	YTD
12	159

Pepper Spray*

Month	YTD
67	558

Baton (Used)

Month	YTD
22	152

Handcuffs (Used)

Month	YTD
947	7053

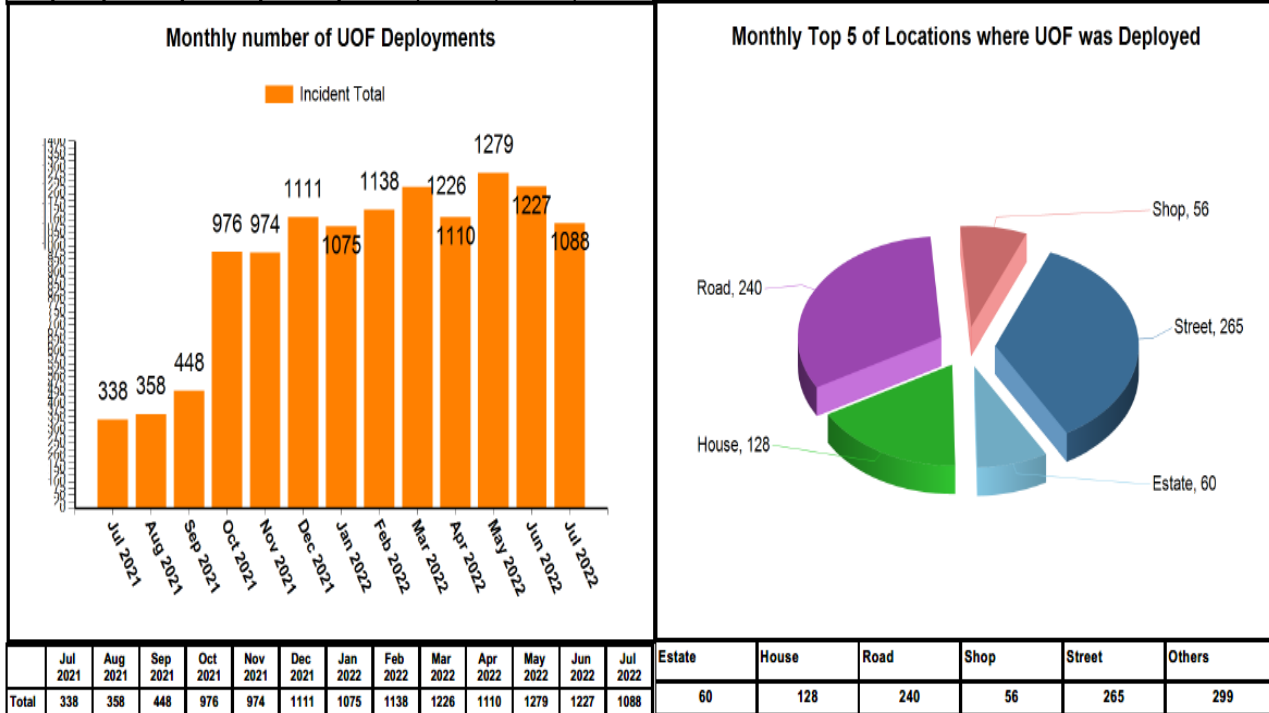
Anti Spit Guard (Used)

Month	YTD
2	15

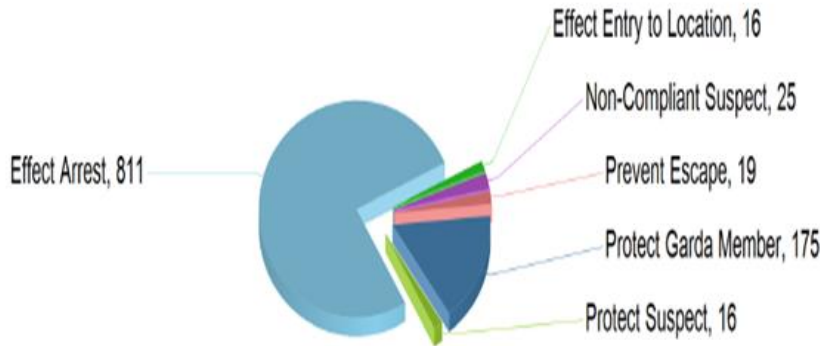
Unarmed Restraint Used

Month	YTD
184	1712

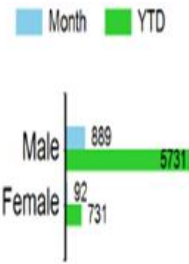
Taser (Used)



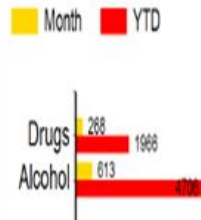
Top 5 Reasons Use of Force was Deployed



Gender Subject To Force



Number of UOF Incidents where Alcohol & Drugs were involved



Month	YTD
0	10

Non Lethal Firearm

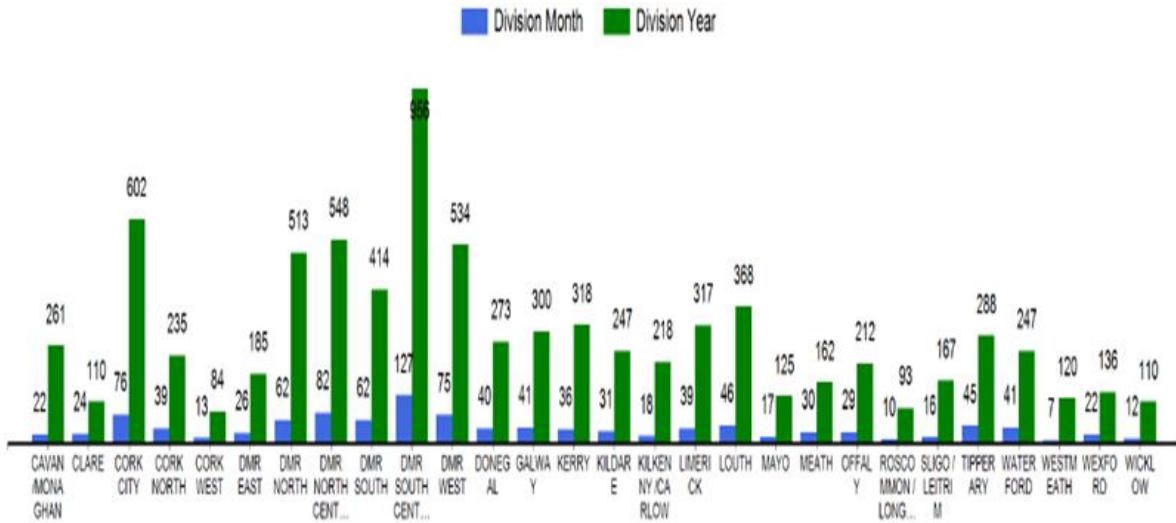
Month	YTD
0	1

Firearm (Used) **

Month	YTD
0	0

	Effect Arrest	Protect Garda Member	Non-Compliant Suspect	Prevent Escape	Protect Suspect	Effect Entry to Location	Carry Out Search	Protect Member of Public	Protect Property	Other	Violent Person	Armed Suspect	Covid-19	Vehicle Failing to Stop
Month	811	175	25	19	16	16	9	7	4	4	2	0	0	0
YTD	5961	1334	190	76	102	171	99	116	8	29	22	32	0	3

Use of Force Divisional Deployment Statistics



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

	CAVAN MONAGHAN	CLARE	CORK CITY	CORK NORTH	CORK WEST	DMR EAST	DMR NORTH	DMR NORTH CENTRAL	DMR SOUTH	DMR SOUTH CENTRAL	DMR WEST	DONEGAL	GALWAY	KERRY	KILDARE	KILKENNY / CARLOW	LIMERICK	LOUTH	MAYO	MEATH	OFFALY	ROSCOMMON / LONGFORD	SLIGO / LEITRIM	TIPPERARY	WATERFORD	WESTMEATH	WEXFORD	WICKLOW
Month	22	24	76	39	13	26	62	82	62	127	75	40	41	36	31	18	39	46	17	30	29	10	16	45	41	7	22	12
YTD	261	110	602	235	84	185	513	548	414	956	534	273	300	318	247	218	317	368	125	162	212	93	167	288	247	120	136	110
AVG	37.29	15.71	86.00	33.57	12.00	26.43	73.29	78.29	59.14	136.57	76.29	39.00	42.86	45.43	35.29	31.14	45.29	52.57	17.86	23.14	30.29	13.29	23.86	41.14	35.29	17.14	19.43	15.71

9. Data Quality and Crime Trends

Information Led Policing: Data in support of policy development and performance monitoring

The thematic report on gender, sexual and domestic violence will be published during the week of 19 September 2022. The following other data releases have either been published or will be shortly, as noted:

- Use of force on 2 August 2022.
- Hate crime in August 2022.
- Findings from the 2020 Garda Online Survey which replaced the Public Attitudes Survey in 2020, in August 2022.
- Public Attitudes Survey 2021 report in September 2022/October 2022.

The pilot to introduce outcome based reporting (identifying reasons offender sanctions were not achieved) in the Galway Division continues to progress well, although national results will not be available until early 2023.

Data Quality and Operational Value of Data:

Data Quality Metrics are now published monthly. The July 2022 report (to end June 2022) is published here:

<https://www.garda.ie/en/information-centre/statistics/ags-crime-incident-data-quality-metrics-to-end-june-2022.pdf>

The figures focus on the key driver of data quality, which is the percentage of crime incidents created by the Garda Information Services Centre (GISC) and the percentage reviewed by GISC.

The contribution of the Garda Síochána Analysis Service (GSAS) crime and intelligence analysts to major investigations and management decision support continues to be an essential component, given the increasingly digital nature of crime.

Data Quality Assurance

The contract highlighted previously for reviewing the operation of the data quality framework has been awarded to KPMG. Fieldwork is underway with initial findings expected by October 2022.

Garda National Vetting Bureau (GNVB) Application Processing Times

As previously reported, there continues to be no backlog in processing vetting applications overall, with those for pledged accommodation for Ukrainian families and also for the standard vetting component of aviation vetting taking an average of one working day.

On 17 March 2022, the Department of Children, Equality, Disability, Integration and Youth nominated the Irish Red Cross as the “Relevant Organisation” to coordinate the vetting of people who pledged to share their homes with Ukrainian families with children and vulnerable people. GNVB has fully supported this initiative from the outset and publicly committed to processing all vetting applications received from the Irish Red Cross within seven working days.

- As of 9 August 2022, GNVB had received 3,279 vetting applications from the Irish Red Cross.
- GNVB had processed 3,256 of these applications with the average turnaround time being one day.

Since vetting for aviation employees commenced on 1 January 2022, GNVB has processed over 10,000 applications, again with an average turnaround of one working day.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015-2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime, which has taken longer to recover and burglary, in particular, has remained low compared to pre-pandemic levels.

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

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

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

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019, but took a further downward turn in 2020. However, an increase of 25% was observed in the 12 months to July 2022 compared with the 12 months previous. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this is particularly true during the pandemic, as another main contributor, burglary, has remained at low levels during much of this time. Considering theft, there has been a 30% increase in theft from shop and a 47% increase in theft of other property in the 12 months to July 2022 compared with the previous 12 months. Reported theft from shop since April 2022 has been higher than at any point during the past five years. This may be linked to recent high levels of inflation.



Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 11% and burglary occurring elsewhere was up 8% in the 12 months to July 2022 compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June and July 2020, when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021 which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021 – April 2022) and has decreased in recent months, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels.

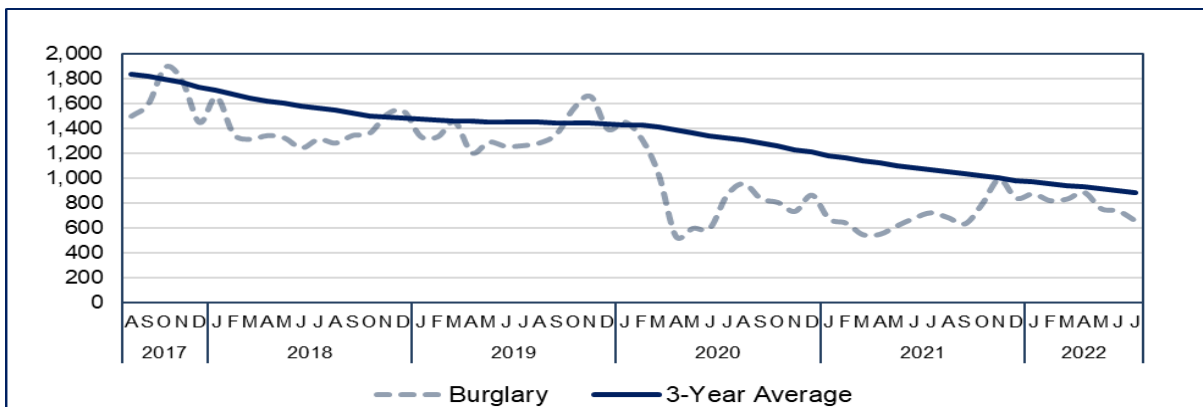


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 18% higher in the 12 months to July 2022 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In 2022, however, reported crimes against the person have been 6% higher than the same period in 2019, indicating a possible resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assault typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 38% in the 12 months to July 2022 compared with the 12 months previous, while assault in residences has increased by 5% during this time.

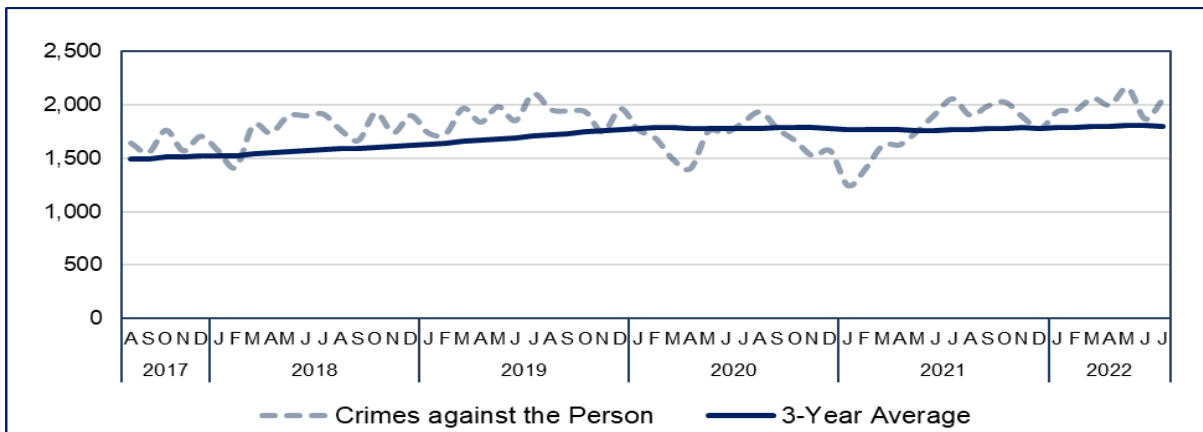


Chart 4: Sexual Offences - 5 Year Trend (to June 2022)

As reported previously, the Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend has resumed in 2021. In the 12 months to June 2022, there has been a 3% decrease in reported sexual offences compared to the 12 months prior. The general increase in sexual offences prior to 2020 may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

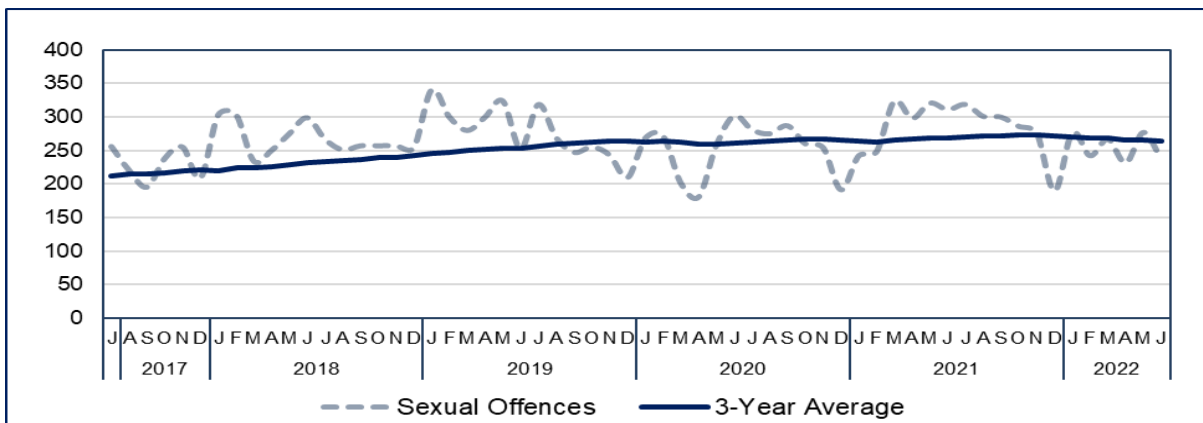


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis there were signs of resumption of this downward trend. There was an increase of 10% in the 12 months to July 2022, compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with property crime and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month since July 2021 has been 4% lower than pre-pandemic levels (2018-2019).

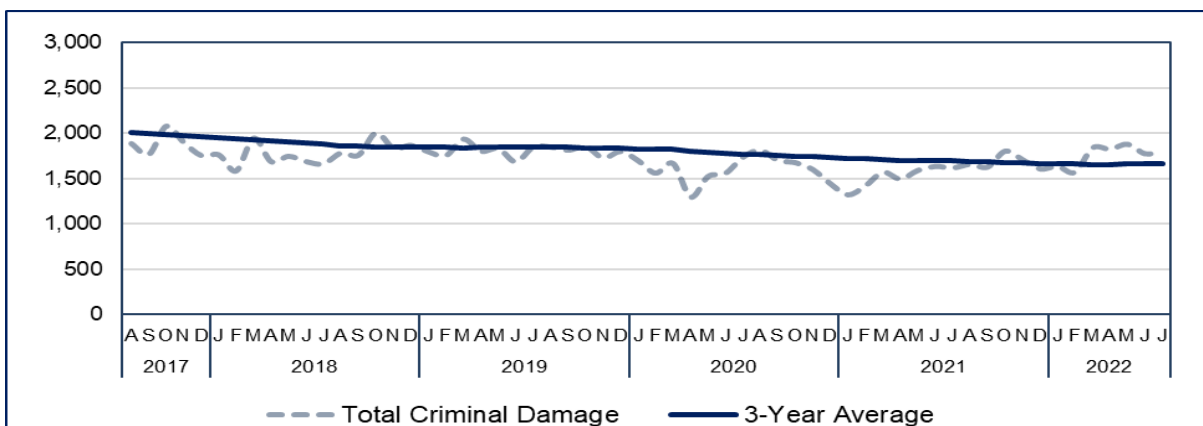
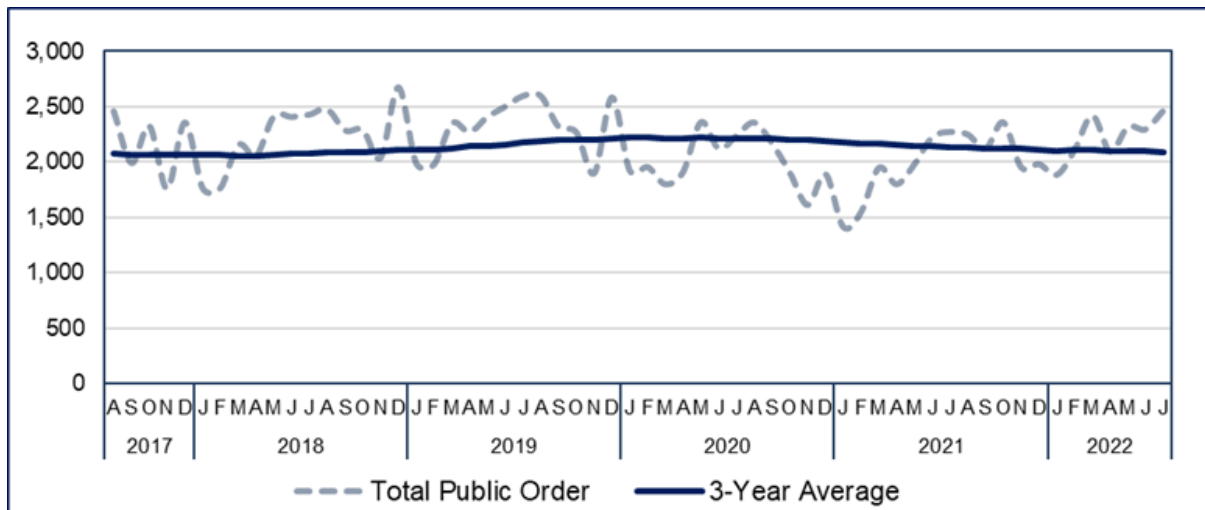


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020 which caused this trend to plateau. There was an increase of 14% in the 12 months to July 2022 compared with the 12 months previous. Public order offences during this period were up 8%, while drunkenness offences over the same period increased by 25%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021 which is likely due to restrictions placed on the night-time economy during this time.



10. Policing Successes

Throughout the month of July 2022, there have been numerous incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of the incidents that occurred throughout the month of July 2022 are set out hereunder.

On 2 July 2022, Gardaí were notified of an emergency call received from a person who was extremely concerned for the mental wellbeing of their spouse. Gardaí met with this person, and they stated that their spouse had since left the house and was at risk of self-harm. Gardaí arrived at a beach, observed them enter the water, swimming towards dangerous currents. Gardaí alerted the local Coast Guard and maintained constant engagement with them until the Coast Guard arrived. They were safely helped back to shore. They were detained for their own safety under the provisions of Section 12 of the Mental Health Act, 2001, and following an assessment by a doctor, they were subsequently admitted to the care of the Acute Psychiatric Unit. The actions of responding Garda personnel in this instance directly prevented the serious harm or death of a vulnerable individual.

From 5 to 8 July 2022, members of the Garda Emergency Response Unit (ERU) provided close protection duty for An Taoiseach, Micheál Martin during his visit to Kyiv, Ukraine. An Taoiseach attended various meetings with his Ukrainian counterparts and visited the town of Bucha and Iprin. Representatives of ERU attended numerous operational planning meetings in preparation for this high-risk VIP escort. ERU engaged with numerous stakeholders and colleagues within other European special forces to ensure the success of this deployment.

The Payment Crime Unit at the Garda National Economic Crime Bureau (GNECB) commenced an investigation into a SIM swap fraud. From the later part of 2018 to mid-2019, customers of a financial institution reported being victims of a SIM swap fraud, where their bank accounts had been fraudulently accessed and unauthorised transactions had been made on the account. In total, 45 customers had been defrauded in similar fashion, resulting in losses in excess of €200,000. Following an investigation, a suspected offender was arrested and detained, and made admissions relating to the various offences disclosed. The suspected offender was subsequently charged and on 7 July 2022, they were convicted in relation to 220 offences, which included theft, unlawful use of a computer and money laundering. The accused received a sentence of four years, with the final 12 months suspended.

On 11 July 2022, as part of an ongoing intelligence led investigation under Operation Tara, targeting the drug trafficking activities of a transnational organised crime group, the Garda National Drugs and Organised Crime Bureau (GNDOCB) searched a commercial premises and recovered 345kg of cannabis herb with an estimated street value of €6.9m, resulting in the arrest and detention of two suspected offenders for drug related offences. Both suspected offenders were subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1977/1984, and were remanded in custody pending relevant court proceedings. Through ongoing liaison with international partners, a further 160kg of cannabis herb with an estimated street value of €3.2m was also seized in another jurisdiction and a number of arrests were made.

Also on 11 July 2022, as part of an ongoing intelligence led operation under Operation Tara targeting the activities of an Irish organised crime group with international links, GNDOCB personnel supported by colleagues from the Revenue Commissioners Customs Service, stopped and searched a number of suspected offenders at Dublin Airport, which resulted in the seizure of 15.8kg of cocaine with an estimated street value of €1.1m. Three suspected offenders were arrested at the scene under the provisions of the Misuse of Drugs Act and were subsequently detained under Section 2 of the Criminal

Justice (Drug Trafficking Act), 1996. The accused were subsequently charged with drug related offences and remanded in custody, pending relevant court proceedings.

On 12 July 2022, following an investigation under 'Operation Wattle' into a transnational organised crime group, an accused was convicted before Dublin Circuit Criminal Court and received a sentence of five years' imprisonment, backdated to April 2021, for committing various offences, including;

- Three counts contrary to Section 2(1) of the Illegal Immigrants (Trafficking) Act, 2000.
- Three counts contrary to Section 7(1)(a)(i), 7(1)(b) and 7(3) of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010.
- Four counts contrary to Section 26 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.
- Ten counts contrary Section 29(2) and (6) of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 18 July 2022, the STOC Training Unit commenced delivery of Armed Support Unit (ASU) pre-deployment training to members allocated to ASU. The responsibility for this training has recently been re-assigned from the Garda College to STOC. The first 12-week course facilitated 17 members and an additional course is due to commence in the coming weeks.

On 18 July 2022, three robberies of premises occurred. Eyewitnesses reported that each of the robberies were carried out by three suspects who fled the scene in a vehicle, driven by a fourth suspect. The suspects were armed with implements used to threaten staff members before demanding cash and cigarettes. Details of the robberies and the suspected offenders were circulated. Three suspects were subsequently arrested and charged with offences contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. All three were remanded in custody and are due to appear in court in the coming weeks.

On 26 July 2022, an accused who was a serving Garda was convicted before Dublin Circuit Criminal Court for committing an offence of coercive control contrary to Section 39 of the Domestic Violence Act, 2018. The accused received a three years and three months custodial sentence, and 19 other offences were taken into consideration. This conviction was the result of an extensive investigation conducted by the Garda National Bureau of Criminal Investigation (GNBCI), which commenced in April 2021.

On 28 July 2022, as a result of an investigation carried out by the Payment Crime Unit at the Garda National Economic Crime Bureau, three suspects were sentenced to a combined eight years and nine months' imprisonment for their roles in romance frauds before Dublin Circuit Criminal Court. The fraud involved the injured party, who was a vulnerable elderly person, being deceived by a love interest she met on a dating website and as a result of months of grooming and social engineering, they had €282,007 stolen from them.

On 29 July 2022, personnel attached to the Extradition Unit travelled to London Heathrow for the purpose of extraditing one suspected offender wanted in this jurisdiction. The suspected offender sought in relation to a robbery in January 2013 which resulted in the murder of a member of An Garda Síochána. In addition, the suspected offender was also sought for conspiracy to commit burglaries, between September 2012 and January 2013.

The Armed Support Unit is regarded as a 'tactical expert' by the EU High Risk Security Network and was invited to deliver training in Spain to a team of Kenyan Police Officers in respect of the Counter Terrorism Public Spaces Project, during the month of July 2022. This was an EU project which focused on counter terrorist attacks in public spaces, where an Inspector in An Garda Síochána assisted

members from the Guardia Civil in instructing Kenyan Police in the tactics required to respond to a terrorist attack in public spaces. This involved 10 days of training that incorporated presentations and practical exercises. The training focused on operating in open spaces and adjusting the formation of your response team to the environment. The training focused on neutralising the threat posed, to prevent the aggressor from taking lives. The training was very well received by the Kenyan Police.

During the month of July 2022, members of the Garda Water Unit were on operational duty off Inis Mór, Aran Islands, Co. Galway. They received a 'Pan Alert', which is an urgency signal used when the safety of a person or vessel is at risk. This was broadcast on the VHF radio by the Irish Coastguard, requesting any vessel at sea to assist two swimmers who were in difficulty off Coral Strand, Carraroe, Co. Galway. The Garda Water Unit members responded to this request and were at the scene within 10 minutes. They observed two swimmers in the sea, approximately five-hundred metres south of Coral Strand. The Garda Water Unit was assisted by a local lifeguard who was present. Both swimmers were successfully retrieved from the water and taken to shore, along with the lifeguard, by members of the Garda Water Unit.

Operation Triassic is a money laundering investigation into an Irish-based transnational organised crime group (OCG). There have been six previous arrests, including at senior levels in the OCG. The suspected director of the OCG was arrested in July 2022 on suspicion of involvement in money laundering and theft offences for the OCG. The suspected offenders' home and business premises were searched under warrant, resulting in the seizure of electronic evidence and approximately €40,000 in cash. The suspected offender was subsequently released pending a file to the DPP.

During the month of July 2022, Gardaí received a call from Oberstown Detention Centre stating that a juvenile detainee had barricaded themselves into the woodwork room in the centre. Staff had tried to engage with the youth to no avail. They were in possession of hammers and chisels, and caused significant damage inside the room. Armed Support Unit (ASU) personnel and other specialist support units attended the scene to assist frontline members. A successful intervention and negotiation with the youth afforded ASU members the opportunity to effect an entry into the room. The youth co-operated fully with ASU members and the Director of Oberstown Detention Centre complimented the professional manner in which An Garda Síochána personnel dealt with this difficult incident.

Criminal Assets Bureau

On 27 July 2022, the Criminal Assets Bureau obtained an order under Section 2 of the Proceeds of Crime Act, 1996, as amended, wherein €304,000 in cash, two properties, a Rolex watch, a Mercedes motorcar and a Ford Transit van were forfeited to the State. The CAB investigation in this matter is focused on the assets of members of an OCG involved in the sale and supply of controlled drugs, and whose members are involved in an ongoing feud in the north-east of the country.

11. Community Engagement and Organisational Initiatives

Little Blue Heroes Graduation

On 13 July 2022, the Little Blue Heroes graduation took place in the North Western Region for five Little Blue Heroes. The event was attended by Assistant Commissioner Michael McElgunn, a local Superintendent and members from the Community Engagement Unit in the North Western Region. This event provided a day to remember for the five Little Blue Heroes and their families.



Eire Dialogue Community Breakfast

On 2 July 2022, the Garda National Diversity and Integration Unit attended the Eire Dialogue community breakfast in Le Chéile, Donnycarney. This event brought people together from all sectors of the local community to discuss issues of importance. The friendly social interaction promoted by a community breakfast and the opportunity for everyone to have a say and enter into constructive dialogue helps to build a strong, active and cohesive local community.



The 20th National Annual Convention of the Ahmadiyya Muslim Community Ireland

On 3 July 2022, the 20th National Annual Convention of the Ahmadiyya Muslim Community Ireland was held in Maynooth, Co. Kildare. Members from the Garda National Diversity and Integration Unit attended. These conventions are held globally and are well visited by national and international politicians, guests from different faiths and friends of the community. The Ahmadiyya Muslim Community members from all over Ireland gathered on this occasion to promote peace and to reaffirm their rejection of violence and extremism.



Celebration of Eid Mubarak

On 9 July 2022, the Garda National Diversity and Integration Unit were invited to Croke Park by Shaykh Dr. Al Qadri, Chairperson at the Irish Muslim Peace and Integration Council, to celebrate Eid Mubarak with the Muslim Community. This further improved the positive engagement between An Garda Síochána and the Muslim Community in Ireland.



The Traveller Pride Awards at the Lighthouse Cinema in Dublin

On 12 July 2022, the Garda National Diversity and Integration Unit attended the Traveller Pride Awards at the Lighthouse Cinema in Dublin. These awards highlighted the achievements and contributions of Travellers in their communities.



An online presentation on Hate Crime to the Forum on Anti-Social Behaviour

On 13 July 2022, the Garda National Diversity and Integration Unit delivered an online presentation on hate crime to the Forum on Anti-Social Behaviour, which provided an overview of An Garda Síochána efforts to tackle hate crime as it occurs in our society. This Forum was established in 2020 by Minister of State James Browne TD, to consider the effectiveness of existing legislation and to look at proposals for new ways forward, including new powers for An Garda Síochána and additional interventions to support parenting of offenders.

The Bray Air Show

On 25 July 2022, members of the Garda National Diversity and Integration Unit and the Garda National Crime Prevention Unit, along with the members from the Wicklow Garda Division, attended the Bray Air Show. Advice and support on topics such as crime prevention, hate crime and diversity were provided to members of the public who attended the event.



The Garda Diversity Patrol Car to support the LGBTQ Community

During the month of July 2022, the Garda Diversity Patrol Car was utilised to support the LGBTQ Community and was present at various community events and open days throughout the Limerick, Kilkenny/Carlow, Meath/Westmeath, Cavan/Monaghan, Cork City and Laois/Offaly Divisions.



August 2022 Bank Holiday Operation

The objective of the 2022 August Bank Holiday Operation was to reduce serious injury and fatal road traffic collisions (RTCs) through intelligence led detections of intoxicated driving, other 'lifesaver offences' and the deployment of intelligence led high visibility patrols.

The objective of the Joint Department of Transport and Department of Justice Ministerial Meeting in June 2022 was to reduce road deaths, and An Garda Síochána was requested to consider new or different approaches. As a result, the Garda National Roads Policing Bureau (GNRPB) proposed to use an intelligence led policing approach to support, direct and inform roads policing operations for the August Bank Holiday weekend, which took place from Thursday, 29 July 2022 to Tuesday, 2 August 2022.

Through spatial and temporal analysis (hot spot mapping), GNRPB identified the top 10 divisions for fatal road traffic collisions and intoxicated driving detections on the August Bank Holiday period over the previous 12 years, with analysis identifying the following:

- The highest risk time for fatal or serious road traffic collisions occurs between 15:00 and 18:00 hours.
- The highest risk period for intoxicated driving occurs between 00:00 and 03:00 hours.
- The highest risk days and times for fatal or serious road traffic collisions are:
 - Tuesday, post August Bank Holiday weekend between 15:00 and 18:00 hours (56 serious/fatal road traffic collisions recorded).

- Friday, between 15:00 and 18:00 hours (44 serious/fatal road traffic collisions recorded).
- Thursday, between 15:00 and 18:00 hours (43 serious/fatal road traffic collisions recorded).

This information was disseminated as part of the August Bank Holiday Operational Order, in the format of hot spot mapping, to each region and division. This allowed for the deployment of Roads Policing Units from each region, ensuring high visibility patrolling and MIT checkpoints were prioritised for these divisions. When comparing the August Bank Holiday weekend period from 2021 to 2022, there was a reduction of five in fatalities as a result of road traffic collisions or 84%. There was also a reduction of serious injury road traffic collisions of 12, or 45%.

The table below is a review of fatal and serious road traffic collisions over the August Bank Holiday period between 2017 and 2022.

	No. of Fatalities as a Result of Road Traffic Collisions	No. of Fatal Road Traffic Collision Incidents	No. of Serious Injury Road Traffic Collision Incidents
2022	1	1	15
2021	6	5	27
2020	4	3	30
2019	1	1	22
2018	3	3	20
2017	3	3	22
6 Year Mean (Ave.)	3	3	23

12. Update on Mother and Baby Homes Investigations

The Garda National Protective Services Bureau (GNPSB) continues to engage with people impacted by issues associated with Mother and Baby Homes. As of 3 August 2022, the number of complaints received at GNPSB (all sources) is 89.

Since the previous report in July 2022, two new disclosures have been received and two referrals have been closed. In one case, the victim no longer wished to engage with Gardaí and in the second, there was no criminal offence identified.

Overall, of the total 89 reports received to date, 67 cases have been closed and 22 cases remain open and are subject to further engagement or investigation, as warranted.

13. Operating Model

Crime and Community Engagement Functional Areas

The Cork City and Kerry Divisions have led the way as the first divisions to implement all four Functional Areas (Community Engagement, Crime, Performance Assurance and Business Services) on 7 August 2022. This means:

- The Kerry Division established a Crime Functional Area and aligned districts to a Community Engagement Functional Area. The Cork City Division had already established their Community Engagement and Crime Functional Areas under the Divisional Policing Model pilot. The alignment of former districts to Community Engagement Functional Areas is outlined in table 1.
- Garda personnel formally aligned to one of the four Functional Areas in each division.
- All Garda stations within the divisions aligned to a Community Engagement Functional Area in the Cork City and Kerry Divisions.
- PULSE Release 7.8 deployed on 7 August 2022 to embed and align PULSE with the Operating Model Functional Area structures in the Cork City and Kerry Divisions initially.

Table 1: District to Community Engagement Functional Area alignment

Division	Former District	Operating Model Community Engagement Functional Areas
Cork City	Anglesea Street	Cork City Centre Community Engagement
	Mayfield	Cork City North Community Engagement
	Gurranabraher	
	Togher	Cork City South Community Engagement
Kerry	Tralee	Kerry County Community Engagement
	Killarney	
	Listowel	

These changes have been delivered in collaboration with the National Sections and Headquarters functions, including ICT, Garda Information Services Centre, Garda Síochána Analysis Service, HRPD, Finance and Estate Management. The Galway, Limerick and Mayo/Roscommon/Longford Divisions will be the next divisions to introduce these changes.

Business Services and Performance Assurance Functional Areas

Implementation of the Business Services and Performance Assurance Functional Areas continued, where feasible. Seventeen divisions have commenced the implementation of the Business Services Functional Area, with five of these divisions fully implemented. Three divisions have commenced the implementation of the Performance Assurance Functional Area standardised processes (Kerry, Cork City and Galway), with a further two divisions completing planning activities (Limerick and Mayo/Roscommon/Longford).

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.												
	2022												<i>Total to end 2022</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	1	0	1	1	0	1	0	2	0	0	6
Chief Superintendent	0	0	1	0	0	0	1	0	2	1	1	1	7
Superintendent	3	2	2	1	0	3	1	1	0	0	0	1	14
Total	3	2	4	1	1	4	2	2	2	3	1	2	27

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of July 2022</i>													
Rank	ECF	Position at end of last month – June 2022	Appointed in Month – July 2022	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	44	0	0	0	0	1	0	0	0	-1	43	4
Superintendent	168	168	0	0	0	0	1	0	0	0	-1	167	1
Total	223	220	0	0	0	0	2	0	0	0	-2	218	5

** 1 x Chief Supt ret (25/7/2022 - comp), 1 x Supt ret (31/7/2022 - comp)

Appendix C – Breakdown of Garda Leave – Garda Members

As at 31.07.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	28	0	0	21	28	12	1
	Female	83	21	34	26	0	92	35	10
Sergeant	Male	1	2	0	0	1	8	1	0
	Female	1	0	4	3	0	5	0	1
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	3	30	0	0	22	36	13	1
	Total Female	84	21	39	29	0	97	35	11
	Total	87	51	39	29	22	133	48	12

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 31.07.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	6	4	0	0	5	1	0	0
	Female	233	17	24	7	56	0	21	7
EO	Male	0	0	0	0	0	0	0	0
	Female	37	13	9	1	28	0	8	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	0	0	0	0	0	0	0
	Female	5	2	1	2	9	0	0	0
AP	Male	0	0	0	0	0	1	0	0
	Female	1	0	0	0	2	0	1	1
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	1	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	3	0
Accountant	Male	0	0	0	0	1	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	0	0	0	0	0	0	1	0
	Female	0	0	0	0	0	0	0	0
	Total Male	6	4	0	0	7	2	1	0
	Total Female	284	33	35	10	96	0	33	11
	Total	290	37	35	10	103	2	34	11

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209
Jan 2022	1,113	188	100	15	9	1	1,222	204
Dec 2021	1,377	189	130	17	12	1	1,519	207
Nov 2021	1,559	181	135	15	6	1	1,700	197
Oct 2021	1,492	167	130	15	10	2	1,632	184
Sept 2021	1,405	168	117	16	7	1	1,529	185
Aug 2021	1,269	166	85	13	6	1	1,360	180
July 2021	1,424	170	91	12	6	1	1,521	183

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194
Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209
Jan 2022	1,178	191	106	15	9	1	1,293	207
Dec 2021	1,462	190	137	17	12	1	1,611	208
Nov 2021	1,662	182	146	16	6	1	1,814	199

Oct 2021	1,585	170	139	15	10	2	1,734	187
Sept 2021	1,488	169	119	16	8	1	1,615	186
Aug 2021	1,335	167	88	13	6	1	1,429	181
July 2021	1,518	170	94	12	6	1	1,618	183

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12,339.5	5,996.5
Dec 2021	13,453.5	5,546.5	1,498	504	213	31	15,164.5	6,081.5
Nov 2021	13,390	5,059	1,319	451	131	30	14,840	5,540
Oct 2021	13,511	4,828	1,374	465	134	62	15,019	5,355
Sept 2021	11,986.5	4,654.5	1,221.5	446	111.5	30	13,319.5	5,130.5
Aug 2021	12,279.5	4,719	1,091.5	403	86	31	13,457	5,153
July 2021	13,056	4,794.5	1,159.5	346	104	31	14,319.5	5,171.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%
Jan 2022	12,339.50	-2,825.00	-18.63%
Dec 2021	15,164.50	324.50	2.19%
Nov 2021	14,840.00	-179.00	-1.19%
Oct 2021	15,019.00	1,699.50	12.76%

Sept 2021	13,319.50	-137.50	-1.02%
Aug 2021	13,457.00	-862.50	-6.02%
July 2021	14,319.50	2,097.50	17.16%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%
Jan 2022	5,996.50	-85.00	-1.40%
Dec 2021	6,081.50	541.50	9.77%
Nov 2021	5,540.00	185.00	3.45%
Oct 2021	5,355.00	224.50	4.38%
Sept 2021	5,130.50	-22.50	-0.44%
Aug 2021	5,153.00	-18.50	-0.36%
July 2021	5,171.50	-49.50	-0.95%

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

Month	No. of Days Absent	LTR
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%
Jan 2022	12,339.50	3.23%
Dec 2021	15,164.50	3.99%
Nov 2021	14,840.00	3.91%
Oct 2021	15,019.00	3.94%
Sept 2021	13,319.50	3.49%
Aug 2021	13,457.00	3.51%
July 2021	14,319.50	3.72%

Garda Staff - Numbers who availed of sick leave

Date	No.
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340
Jan 2022	319
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297
July 2021	320

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
July 2022	368	6	374
June 2022	389	6	395
May 2022	397	6	403
Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373
Jan 2022	330	3	333
Dec 2021	364	6	370
Nov 2021	433	11	444
Oct 2021	391	9	400
Sept 2021	379	4	383
Aug 2021	302	6	308
July 2021	335	5	340

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
July 2022	3,683.00	68	3,751.00	339	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363	57	3,420	-309.00	8.29%
Apr 2022	3,669	60	3,729	66.50	1.81%
Mar 2022	3,580	82.5	3,662.50	326.5	9.78%
Feb 2022	3,336	0	3,336	162.00	5.10%
Jan 2022	3,114	60	3,174	-350.50	-9.94%
Dec 2021	3,440.5	84	3,524.50	-652.00	-15.61%
Nov 2021	4,008.5	168	4,176.5	72.50	1.77%
Oct 2021	3,986	118	4,104.00	225.50	5.81%
Sept 2021	3,787.5	91	3,878.50	-143.00	-3.56%
Aug 2021	3,891	130.5	4,021.50	323.50	8.74%
July 2021	3,606	92	3,698.00	445.00	13.67%

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

Date	Days Absent	LTR
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%
Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%
Jan 2022	3,174	4.03%
Dec 2021	3,524.50	4.48%
Nov 2021	4,176.50	5.29%
Oct 2021	4,104.00	5.21%
Sept 2021	3,878.50	4.93%
Aug 2021	4,081.50	4.84%
July 2021	3,730.00	4.43%

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
July 2022	18	493
June 2022	21	559
May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488
Jan 2022	18	451.5
Dec 2021	25	720
Nov 2021	18	452
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519
July 2021	16	461

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

Commentary Sick Absence – July 2022

Sick absence days for both Garda members and Garda Staff reflect a significant increase in the last month. Instances of sick absence leave display a decrease for Garda members and Garda Staff, in comparison to the previous month, however, the numbers of Garda members and Garda Staff availing of sick absence leave shows a slight increase in the last month. Comparing July 2022 to July 2021, year on year ordinary illness days have significantly increased for Garda members by 12.1% and increased for Garda Staff by 0.56%.

Injury on duty sick absence shows a decrease month on month. Comparing July 2022 to July 2021, year on year injury on duty has increased by 5.39%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 1.44%. Instances of sick absence reflect a decrease of 6%. Likewise, the number of Garda members availing of sick absence leave, month on month, displays a decrease of 6.03%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 13.41% for Garda members and a 9.94% increase for Garda Staff. The instances of sick absence, month on month, show a decrease for both Garda members at 0.92% and for Garda Staff at 5.32%. In regards to the number of members availing of sick absence leave, they reflect a 0.56% increase for Garda members and a 0.85% increase for Garda Staff.

Since November 2020, an extract has been included from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 18, which reflects a 14.29% decrease from June 2022. The number of sick day absences for Garda members in July 2022 was 493 days, which also shows a decrease from June 2022 that can be seen at 11.81%.

COVID-19 Pandemic

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

- Employees that had a positive COVID-19 test.

After the 7-day period of special paid leave, the absence will be recorded as an ordinary absence. Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July 2022.