



An Garda Síochána

Monthly Report to the Policing Authority

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

March 2022

An Garda Síochána

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

Ms. Helen Hall
Chief Executive
Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority – February 2022

Dear Helen,

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

An update regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes is provided at Section 12 and an update regarding the Operating Model is provided at Section 13.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Cherubino', written over a horizontal line.

Deputy Commissioner
Policing and Security.
26th March 2022.

Message from the Commissioner

The first eight weeks of 2022 have been a busy but productive time for An Garda Síochána in keeping people safe, and no more fitting way to mark the beginning of our centenary commemorations on 9 February 2022. At the outset of this month, we shared the first look at our new practical operational uniform which has been met with a very positive response. The development of a new uniform began following our internal Garda Cultural Audit in 2018, having been a recommendation of the Commission on the Future of Policing in Ireland.

Throughout February 2022, the uniform was delivered to more than 13,000 Garda members across every Garda Region, Division and District, and to over 560 Garda stations nationwide. The new contemporary uniform incorporates elements such as durability, protection and functionality, and will reflect the transition that we are making towards a more modern police service. This is particularly special as it is only the third time in the 100 years of our organisation that a formal upgrade of the Garda uniform has taken place.

Over the past century, An Garda Síochána has established a very strong bond with communities and has become a central part of people's everyday lives. To share an insight into the depth of work involved to maintain this, the office of Corporate Communications co-ordinated a social media project, 'A Day in the Life' which coincided with the day, a century ago, that the first meeting was held to establish a new police service. This project provided a real-time insight into the incredibly varied work across the organisation over a 24-hour period. It achieved an overall public reach of three million across social media, online and print.

On 10 February 2022, we commenced the latest recruitment competition for Garda Trainees in partnership with the Public Appointments Service. One of the key focuses of this recruitment campaign is to attract candidates from every ethnicity, minority background, religious identity or none, so that we can fully reflect the communities we proudly serve.

We were once again reminded this month of the dangers and inherent risks associated with being a member of An Garda Síochána. It was with great sadness that we learned of the death of our friend and former colleague, Detective Garda Ben O'Sullivan. Detective Garda O'Sullivan was and is a well-respected member among our own organisation, but equally regarded among the Irish public for his brave actions in the summer of 1996.

Separately, there was the serious assault of an unarmed uniform Garda member in Cavan during the early hours of 28 February 2022. This appalling incident continues to be thoroughly investigated and violence or threats of any nature towards Gardaí will never be tolerated.

Gender based violence and domestic abuse remain matters of the highest policing priority for An Garda Síochána. Operation Faoiseamh continues to support victims and those affected by domestic abuse because irrespective of any return to normality post COVID-19, the issue will remain.

There are many elements to our work and we are achieving positive policing outcomes every week. Equally important is that we demonstrate that the ongoing developments happening in our organisation are strengthening our capabilities as a modern police service, meeting the needs of the people we serve.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end February €'000	Remaining Mar -Dec €'000	Remaining %
Gross Total	2,062,342	301,311	1,761,031	85%
Appropriation in Aid (receipts)	105,988	19,282	86,706	82%
Net Total	1,956,354	282,029	1,674,325	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of February 2022, the total combined gross expenditure is €301.3m (15% of allocation), which is less than the end of February 2022 profiled spend by €12.3m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b, with pay of €1.307b (including pay for the Garda College). Expenditure on pay in February 2022 was €98.7m and year to date is €197.1m. Expenditure on the salaries pay element to end February 2022 was €180.9m, which is €1.1m under profile. Expenditure on the overtime element was €16.3m, which is €0.5m over profile. This is due in the main to the continued response to the COVID-19 pandemic and other operational activities. Overall, pay and overtime is under profiled spend at the end of February 2022 by €0.57m.

In respect of superannuation of €380.84m, the expenditure in February 2022 was €31.1m and year to date is €61.2m, which is €0.73m under profile at the end of February 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in February 2022 was €17.8m and year to date is €25.1m. Overall, non-pay expenditure is €4.67m under profile at the end of February 2022, considered in the main due to timing of receipt of goods/services. Non-pay expenditure in relation to COVID-19 at the end of February 2022 is reported at €2.3m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m and expenditure on capital (including the Garda College) in February 2022 was €4.2m, and year to date is €17.8m. The capital subheads have a combined under profile spend of €6.3m to the end of February 2022.

Appropriations in Aid

Appropriations in Aid are €19.3m at the end of February 2022, €2.5m ahead of the estimated profiled receipts.

2. Human Resources and People Development

- As at 28 February 2022, the Garda strength stood at 14,315 (14,050.5 WTE) and the Garda Staff at 3,391 (3,171.2 WTE). A full breakdown by rank, grade and gender is outlined below.
- As of 28 February 2022, under the Garda Reassignment Initiative, 862 roles formally held by Garda members have been assigned to Garda Staff, inclusive of 18 this year.
- The Garda Trainee recruitment campaign commenced in February 2022 and the closing date for receipt of applications is 16 March 2022.
- The Sergeants competition is currently underway and there are 300 candidates through from the first two batches. Appointments are currently underway.
- Stage one testing has taken place for the Inspectors competition and stage two will start in early May 2022.
- There are currently 32 Garda Staff recruitment competitions in progress across the organisation.
- 46 HEOs have been promoted from the internal HEO panel to date. 98 Garda Staff vacancies have been filled this year to date.

Garda Strengths

Rank	As at 28 February 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	48	38	79%	10	21%	48
Superintendent	168	145	86%	23	14%	168
Inspector	402	327	81%	75	19%	402
Sergeant	1,867	1,423	76%	444	24%	1,866
Garda	11,819	8,396	71%	3,423	29%	11,777.5
Total	14,315	10,335	72%	3,980	28%	14,272.5

Of which	As at 28 February 2022	Male	%	Female	%
Career Breaks (incl. ICB)	43	18	42%	25	58%
Work-sharing	42.5	1	2%	41.5	98%
Secondments (Overseas etc.)	16	10	62%	6	38%
Secondments (DEASP, FSI, Representative Bodies)	38	25	66%	13	34%
Maternity Leave	71	0	0%	71	100%
Unpaid Maternity Leave	39	0	0%	39	100%
Paternity Leave	15	15	100%	0	0%
Available Strength	14,050.5	10,266	73%	3,784.5	27%

Garda Reserves Strength As at 28 February 2022	Total*	Male	%	Female	%
	409	304	74%	105	26%

Garda members reassigned to operational duties as at 28 February 2022

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	12	79	98
2022	0	1	0	5	12	18
Total	0.5	12.5	32	125	692	862

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	0	0%	1	100%
PO	25	25	14	56%	11	44%
AP	71	71	28	39%	43	61%
HEO	174	172.6	68	39%	106	61%
AO	21	21	10	48%	11	52%
EO	723	714.2	194	27%	529	73%
CO	1,963	1,882	484	25%	1,479	75%
Total	2,984	2,892.8	802	27%	2,182	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	62	61.2	37	60%	25	40%
Administrative **	2,983	2,891.8	801	27%	2,182	73%
Industrial/Non Industrial	346	218.2	115	33%	231	67%
Total	3,391	3,171.2	953	28%	2,438	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	23	23	0	0%	23	100%
Unpaid Maternity Leave	11	11	0	0%	11	100%
Paternity Leave	0	0	0	0%	0	0%
Available Total	3,357	3,137.2	953	28%	2,404	72%

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%
	309	217	9	3%	300	97%

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

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	33	33	4	12%	29	88%

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

Parental Leave

01.02.2021 – 28.02.22	Garda Members	Garda Staff
	100	82

Garda staff assigned and commenced – as at 28 February 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/02/2022*	59	39										

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
102	92	90%	10	10%

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

3. Information and Communications Technology

Schengen Information System (SIS Recast) - also known as SIS III: The RAG status has been upgraded to red due to the newly proposed recast plan and as a result of An Garda Síochána ICT data centre migration works taking place. The nature of work will require the real estate to be powered off and moved, with some outages expected. It will mean systems are running on half power. Technical readiness is still proposed for 6 May 2022, with go-live proposed for 14 June 2022, pending approval of the revised plan at EU level and is subject to change.

Computer Aided Dispatch 2 (CAD 2): The current RAG status remains red. Progress is being made against the status red, however, not enough progress has yet been made on the recovery measures to move back to amber.

Roster Duty Management System Deployment (RDMS): The RDMS status is currently amber and as reported previously, there are no planned rollouts until Q2 2022. RDMS will require increased training resources from ICT.

Mobile Device Deployment

- The current status is red due to the loss of three key resources within the mobility team, as previously reported.
- Required resources are not available, so ability to deploy devices is very limited. Slow progress is being made on recruitment of external resources.
- An initial recipient list for new deployments has been received and is awaiting final approval.
- Awaiting response from supplier confirming the date for the 2022 device delivery.

Overall Device Deployment Figures

As of 24.02.22	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	4775	3906	61	8742

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

- Significant progress has been made regarding the Android 11 upgrade campaign.

ICT Capacity

ICT Accommodation Plan

- New ICT office space is nearly ready to accommodate staff.
- The relocation of the main An Garda Síochána datacentre (Garda HQ, J Block) to another Garda site, to support the Harcourt Square decant, is continuing. This will likely impact other key projects in development, as change freeze is in place and key technical teams need to be diverted to the datacentre relocation.
- Fit out of the datacentre is still on schedule to take 3.5 months from handover in mid-January 2022 (with completion in early May 2022). The timeframe has been condensed to accelerate the move out. Additional work will be needed separately to upgrade the datacentre to deliver a modern and scalable infrastructure, to support increased capacity for data and technology solutions.

Information and Technology Vision

- Prioritisation of business and technology demands on ICT required to support effective delivery of transformation programme.
- Plans for cross-organisational prioritisation of ICT demands for 2022 are progressing.
- A refresh of vision in the light of the progress already made in 2021 and taking account of technology advancements over the last 12 months are underway, with a view to complete in April 2022.

Operating Model

ICT Workstream to enable and support Operating Model

- Currently the project RAG status is at amber.
- Confirmation is awaited regarding requirements for two (out of five) remaining high-level requirements.
- It is proposed that the Operating Model be adopted from Cork City, aligning with the current PULSE release 7.8 availability date.
- Minimum of six high-level requirements and Change Requests (CRs) for Cork City go-live require formal confirmation/sign-off.
- ICT is progressing with development preparations, assessing, sizing and scheduling activities, subject to risk of outstanding formal confirmation/sign-off.
- Awaiting a response from the Courts Service to Operating Model design approach, with potential to impact to overall timeline.

PULSE Development: The current RAG status is green. As reported last month, PULSE Release 7.8 development remains on track and will go live in Q2 2022. The go-live date for SIS Recast (SIS III) is being moved from February to June 2022, with dates to be finalised at EU level. An initial project plan has been developed for PULSE Release 7.8.1.

4. Corporate Communications

In February 2022, the Office of Corporate Communications continued to communicate externally and internally on the wide range of nationwide policing activities undertaken by An Garda Síochána to keep people safe.

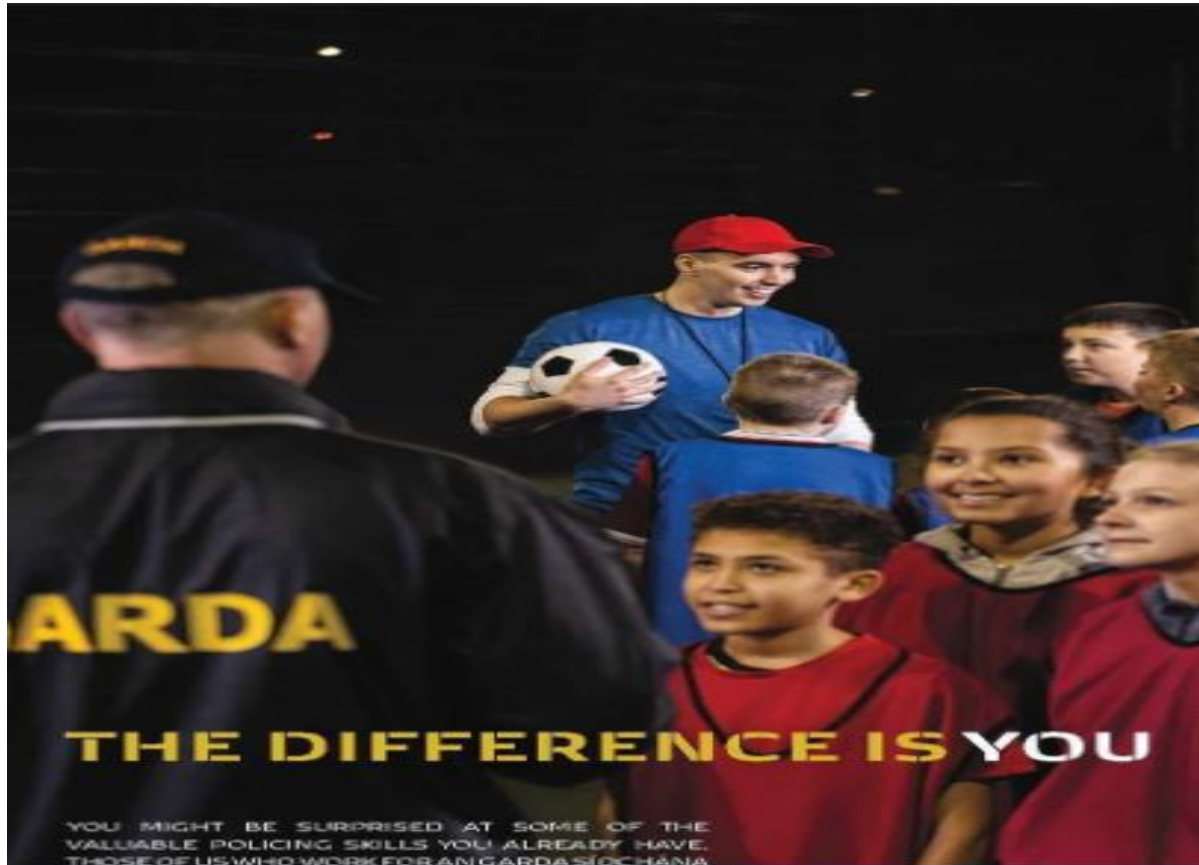
Much of the focus of our communications during February 2022 centred on the Centenary of An Garda Síochána, marking the centennial anniversary of the inaugural meeting of the foundation committee that led to the creation of An Garda Síochána. Our communications outlined some of the planned schedule of centenary events for the year ahead, with many events planned to coincide with key historical dates.

One of the first centenary events, the 'Day in the Life' project took place on 21 February 2022, to commemorate the day the first Garda recruits joined An Garda Síochána in the RDS on 21 February 1922. Our celebration of this historic day saw the Office of Corporate Communications, together with colleagues from around the country, offer the public an in-depth look into policing activities through an online project via our @GardaInfo Twitter channel. The project provided a real-time, detailed look at the work and valuable contribution made by Garda personnel all over Ireland in achieving our organisational aim of keeping people safe. The 'Day in the Life' campaign saw 93 pieces of content demonstrating the width and breadth of Garda roles and functions tweeted out over a 24-hour period. This activity had an overall reach of 3m and an engagement rate well in excess of industry standard. Other centenary events of note scheduled for later this year include:

Speaking on the 100th anniversary on the founding of An Garda Síochána, the Commissioner said, *"The history of An Garda Síochána belongs to the Irish people and to the generations of Gardaí who have devoted their lives to keeping people safe. Just as the foundation of An Garda Síochána depended on the vision of people like Michael Staines, the very first Garda Commissioner, it will be the leadership shown by the men and women of An Garda Síochána that will maintain the public's trust and respect through the next century. I hope that the planned events and initiatives will provide the public with an opportunity to learn more about An Garda Síochána, as well as pay tribute to those who currently serve and those who came before us"*.

High-level communications during the month of February 2022 focused on:

- The commencement of An Garda Síochána latest recruitment competition for 800 new Garda Trainees, with a special focus on recruiting from more diverse and multi-cultural backgrounds, reflecting the changing society of Ireland today. The launch included a major advertising campaign across TV, print, radio and online media.



- The Government's extension of the term of the Commissioner to June 2025.
- Further public updates and appeals for information on the ongoing investigation into the serious aggravated burglary at a house in Skreen, Co. Sligo in late January 2022.
- The attendance of the Commissioner at the Offaly Joint Policing Committee.
- The announcement of the new Garda uniform.
- Joint Agency Task Force: The cross border operation, with targeted searches conducted in Sligo, Leitrim, Cavan, Monaghan and Louth Divisions.
- The death of Detective Garda Ben O'Sullivan.
- An investigation into the assault on a member of An Garda Síochána in Blacklion, Co. Cavan.
- Numerous high value drug, cash, firearm and ammunition seizures, including searches in Finglas, Dublin, following a number of serious incidents relating to ongoing criminal activity in the vicinity in recent weeks.
- Numerous missing person appeals and updates to the public.
- Appointments and allocations of Superintendents.
- The 100th anniversary of the Garda Air Corps.
- Organised Crime: Multiple press releases on various types of organised crime, including drug and cash seizures, with a combined value of approximately €3m for the month of February 2022.
- Internal Communications: Newsbeat, published twice weekly, which focuses on critical organisational messaging, attracting a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews:

There were several interviews facilitated with national and local media on a range of topics. Some of the high-level interviews conducted during February 2022 are highlighted below.

- In a series of articles to mark the 100th anniversary of An Garda Síochána, Deputy Commissioner Shawna Coxon, Strategy, Governance and Performance, spoke with Conor Gallagher of the Irish Times on the issue of reform and culture within An Garda Síochána.



**100 YEARS OF
KEEPING PEOPLE SAFE**

- As part of the same series, Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, spoke with the Irish Times on policing new Irish communities and the work of the Garda National Diversity and Integration Unit.
- Superintendent Mandy Gaynor of Sligo Garda Station held two media briefings appealing for information on the ongoing investigation into a serious aggravated burglary at a house in Skreen, Co. Sligo in late January 2022.
- Chief Superintendent Alan McGovern, Cavan/Monaghan, provided interviews to the Irish Sun and RTÉ in relation to the sentencing of four individuals for ATM raids in Cavan and Kells.
- Sergeant Michael Duffy, Monaghan Garda Station, provided a number of interviews to RTÉ, the Irish Independent, the Irish Sun and a number of regional radio stations on the issue of telephone cable theft in counties Cavan, Monaghan, Louth and Meath in recent months, and the effect on local communities.
- Detective Chief Superintendent Pat Lordan and Detective Superintendent Michael Cryan of the Garda National Economic Crime Bureau provided interviews to RTÉ Drive Time, News at One, Virgin Media and a broad range of national and local radio stations, on the issues of romance fraud and more generally online fraud prevention.
- Detective Inspector Patrick O'Donnell, Letterkenny Regional Headquarters, provided an interview to the Examiner appealing for information on the 14th anniversary into the murder of Andrew Burns and a separate interview to local radio Highland FM, appealing for information on the 10th anniversary of the murder of Andrew Allen.

Launches and Initiatives

An Garda Síochána launched:

- National Slow Down Day from 07.00hrs on 1 March to 07.00hrs on Wednesday 2 March 2022.
- A communications campaign, highlighting the signs and dangers of potential romance scams in the run up to Valentine's Day. The Office of Corporate Communications ran this campaign in conjunction with the Garda National Economic Crime Bureau. The campaign had an overall media reach in excess of 15.5m across broadcast, print, online and social media.

ROMANCE SCAM

Scammers target victims on online dating websites, but can also use social media or email to make contact.

WHAT ARE THE SIGNS?

- 

Someone you have recently met online professes strong feelings for you, asking to chat privately.
- 

Their messages are often poorly written and vague.
- 

Their online profile is not consistent with what they tell you.
- 

They may ask you to send intimate pictures or videos of yourself.
- 

First they gain your trust. Then they ask you for money, gifts or your bank account/credit card details.
- If you don't send the money, they may try to blackmail you. If you do send it, they will ask for more.



WHAT CAN YOU DO?

- **Be very careful** about how much personal information you share on social network and dating sites.
- **Always consider the risks.** Scammers are present on the most reputable sites.
- **Go slow** and ask questions.
- **Research** the person's photo and profile to see if the material has been used elsewhere.
- **Be alert** to spelling and grammar mistakes, inconsistencies in their stories and excuses such as their camera not working.
- **Don't share** any compromising material that could be used to blackmail you.
- If you agree to meet in person, **tell family and friends** where you are going.
- **Beware of money requests.** Never send money or give credit card details, online account details, or copies of personal documents.
- **Avoid sending them upfront payments.**
- **Don't transfer money** for someone else: money laundering is a criminal offence.

ARE YOU A VICTIM?

Don't feel embarrassed!
Stop all contact immediately.
 If possible, keep all communication, such as the chat messages.
File a complaint with the police.
 Report it to the site where the scammer first approached you.
 If you have provided your account details, contact your bank.






#CyberScams

Press Office

The Garda Press Office is the main point of contact for media seeking information about Garda operations, criminal investigations, missing person appeals, fatal road collisions and a wide range of other information concerning the Garda organisation. It operates from 7am–11pm, seven days a week. During February 2022, the Garda Press Office issued approximately 150 press releases and handled hundreds of media queries on a range of criminal justice issues. The Garda Press Office dealt with approximately 80 nationwide interview requests on a range of national and local issues during the month of February 2022.

Corporate Communications

‘Keeping people safe’ – Key activities and advice in February 2022 include:

- The highlighting of RSA and local authorities reminders to landowners to cut hedgerows to prevent potential serious road safety hazards.
- Advice on Safer Internet Day from the Garda National Cyber Crime Bureau, in conjunction with the Garda National Community Engagement Bureau and Webwise Ireland to #TalkListenLearn to prevent becoming the victim of online abuse or crime. This campaign had a social media reach in excess of 18.5k.



- Continued advice relating to fraud and scam prevention, in particular, ‘vishing’ calls and ‘smishing’ texts, as well as romance fraud.
- A reminder/appeal to anyone in need of help and support, particularly relating to domestic abuse and/or coercive control, to make contact with An Garda Síochána.
- The launch of the Garda Trainee recruitment drive and a series of videos/information leaflets published on social media.
- Weather warning advice to the public on social media in respect of #StormEunice.
- The highlighting of Hotline.ie, the online reporting facility for people who are victims of intimate image abuse.

- The airing of the Crimecall February 2022 episode. The episode had a viewership of 316,000, with a 29.5% share of the viewing public that evening watching the programme.
- Seatbelt safety.

Other social media activity:

- Notice of the new Garda uniform to frontline operational Gardaí.



- A Century of Keeping People Safe: The launch of the centenary commemoration. A video was published to social media.



Internal Communications

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

- Garda personnel were asked to lend their support to the latest recruitment campaign by helping to spread the word in their community and encourage anyone eligible, particularly those from diverse backgrounds, to apply.
- Several articles to highlight Part A of the *'Your Voice, Our Future'* Culture Audit of An Garda Síochána 2022, encouraging all Garda personnel to take part. Assurances were provided in each article about the protection of their anonymity and that all opinions and views are incredibly valuable for helping to improve our organisation for the future.
- In collaboration with the Chief Medical Officer and the COVID Co-Ordination Unit within An Garda Síochána, the Internal Communications team issued regular features throughout the month, to remind personnel of the importance of continuing to follow good public health measures.

5. Progress update on embedding the Code of Ethics

- The ethical standard highlighted for February 2022 was ‘Duty to Uphold the Law’.
- The Code of Ethics e-learning module was scheduled to ‘go live’ in Q1 2022. The piece has been recorded and approved by the Garda College. However, at the Human Rights, Ethics and Culture Management meeting on 11 February 2022, it was agreed by Deputy Commissioner, Strategy Governance and Performance, that the module will go live at the start of Q2 2022, in line with a number of other modules on the LMS.

6. Implementation of Cultural Change

Culture Reform Programme

As mentioned earlier in the report, Part A of the ‘Your Voice, Our Future’ Culture Audit of An Garda Síochána 2022 went live on 21 February 2022 and 10% of the organisation completed the survey in the first four days. Part B of the survey will be live from 28 March 2022 to 24 April 2022. This is a shorter survey and takes approximately five minutes to complete. The overall survey is a two-part anonymous survey, developed and analysed by an external team in Durham University Business School.

Three meetings of the Culture Audit Steering Group have taken place, with the fourth meeting scheduled for 7 March 2022. Representatives at the Steering Group include staff associations and unions, the Policing Authority, the Garda Síochána Inspectorate and Garda Síochána Ombudsman Commission, along with internal stakeholders.

A range of communication methods have been utilised to advertise and encourage completion of the ‘Your Voice, Our Future’ Culture Audit of An Garda Síochána 2022. These include posters, flyers, Newsbeat/Portal articles, Commissioner’s message, screensaver, portal banner, emails and steering group attendees.

7. Risk Management

- The last meeting of the Risk and Policy Governance Board (RPGB) took place on 2 February 2022. At this meeting, “CRR4/19 Brexit” was removed from the Corporate Risk Register. The next RPGB meeting is scheduled to take place on 10 May 2022.
- During the month of February 2022, the Garda Risk Management Unit (GRMU):
 - held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers;
 - held a ‘support staff briefing’ via Microsoft Teams and conducted two ‘Risk Register Development Workshops’;
 - held four briefings on a newly developed ‘Risk Action Plan’ (RAP); and
 - continued to engage with STO in terms of the review of governance arrangements and structures under the ‘Governance and Accountability’ area.

8. Use of Force

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

Comparison of data for January 2022 and February 2022

- Use of force has seen a decrease in February 2022 when compared with January 2022. There were 96 recorded uses of force in January 2022, compared with 94 recorded incidents in February 2022.
- The use of incapacitant spray has remained quite consistent with 70 uses in January 2022, compared with 68 uses in February 2022.
- The use of batons has seen a decrease with 23 uses in February 2022, compared with 25 uses in January 2022.
- There was an increase in the use of Taser with three (3) discharges in February 2022, compared with one (1) discharge in January 2022.
- There were no discharges of a firearm in February 2022, which is the same as last month.

Types of incidents in which force was used

- Public order offences have increased to 58%, compared to 53% last month.
- The DMR South Central Division recorded the highest levels of force, reported at 12%. This may indicate an increase in traffic during the night time economy.
- Saturday and Sunday alone accounted for over 48% of the times during which a use of force occurred. Again, this may tend to indicate an increase in the traffic during the night time economy.

As referenced at the Operational Performance Governance Board of 21 February 2022, the publication of the new Use of Force Report has been delayed, due to ICT issues. Assistant Commissioner, Governance and Accountability chaired a “Use of Force” meeting on 28 February 2022, attended by the Chief Information Officer, Mr. Andrew O’ Sullivan, Ms. Sarah Parsons, Principal Officer, Garda Síochána Analysis Service and Superintendent Finbarr O’ Sullivan, Internal Affairs. A number of ICT issues were identified, which are to be addressed before the new report can be published. It was agreed to hold the release of the new Use of Force Report until April 2022 for these issues to be resolved. Assistant Commissioner, Governance and Accountability has advised the Policing Authority of this status.

9. Crime Trends

Context

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 (especially burglary) which, although increasing throughout 2021, has remained low compared to pre-pandemic levels.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of ‘lockdown’ level restrictions, such as April 2020 and the ‘Level 5’ restrictions (in 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.

Data Quality Assurance

As reported previously, the tracking of victim:offender relationships (VOR) is operational and has successfully been used to identify small numbers, but important isolated instances of domestic abuse motives, that could otherwise have been classified solely as fraud or theft crimes. The operational benefits of the VOR were outlined in a detailed briefing to the Policing Authority in February 2022 and as part of the presentation on gender based violence at the Policing Authority meeting with the Commissioner (in public) 24 February 2022. An Garda Síochána plans to publish additional data on gender based violence in April 2022. The pilot of outcomes based reporting is continuing in the Galway Division.

An Garda Síochána has developed a set of PULSE data quality metrics which are expected to be published externally regularly, from May 2022. The metrics will be discussed as part of the next meeting between An Garda Síochána and the CSO in April 2022.

Recruitment of additional crime and data analysts was advertised in February 2022 but it will take until early 2023 for recruitment, on-boarding and training to impact on GSAS capacity.

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

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

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. An increase of 4% was observed in the 12 months to February 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 from shop is the largest contributor to overall property crime figures and this is particularly true during the pandemic as the other main contributor, burglary, has remained at low levels during much of this time.

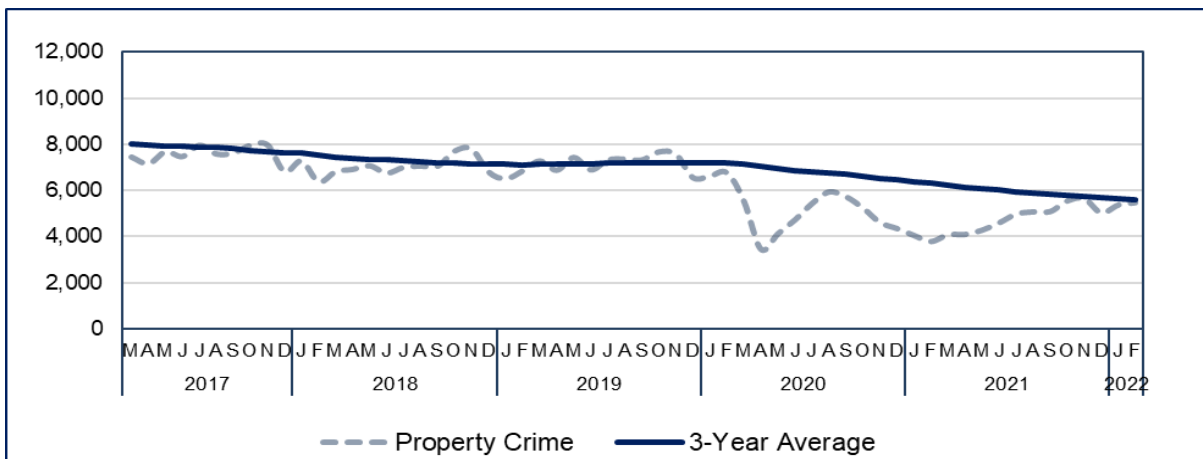


Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was down 1% and burglary occurring elsewhere down 12% in the 12 months to February 2022, compared with the 12 months previous. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/July 2020, when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased recently in October and November 2021, which is an indication of a resumption of the expected seasonal trend.

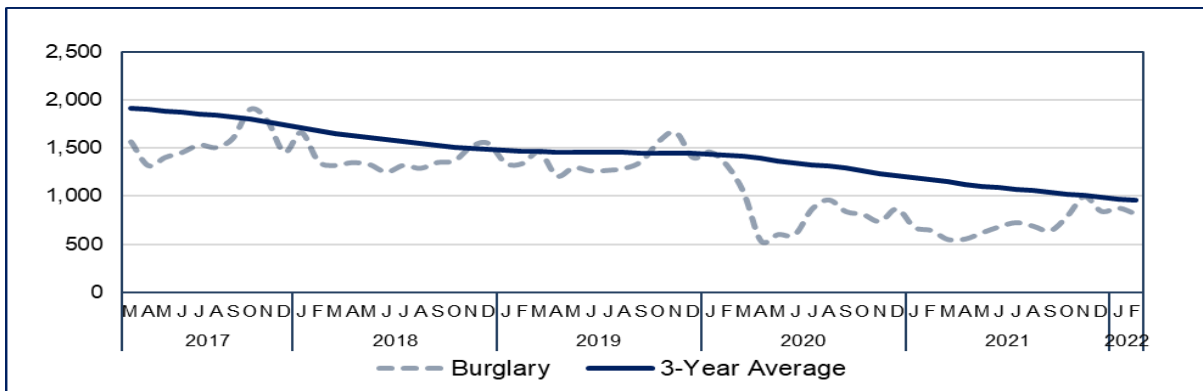


Chart 3: Crimes against the person - 5 Year Trend

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 15% higher in the 12 months to February 2022, compared with the 12 months previous. There has been a small overall reduction during COVID-19 (average crimes reported per month since April 2020, compared with previous years), which is likely due to decreased public mobility and closure of licensed establishments during certain periods. A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. Since July 2021, reported crimes against the person have been similar to the pre-pandemic levels reported in 2019. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 34% in the 12 months to February 2022, compared with the 12 months previous, while assault in residences has increased by 3% during this time.

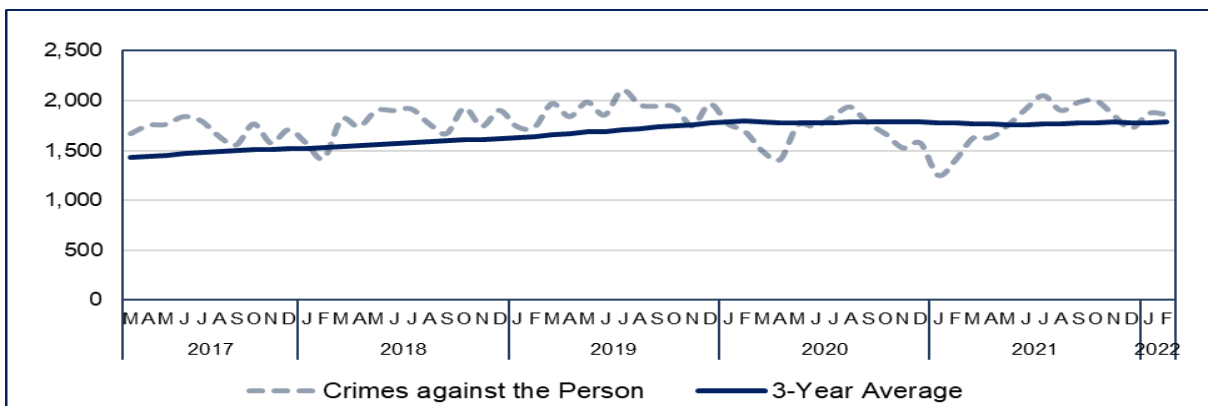


Chart 4: Sexual Offences - 5 Year Trend (to January 2022)

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 January 2022, there has been a 13% increase in reported sexual offences, compared to the 12 months prior. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording, may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

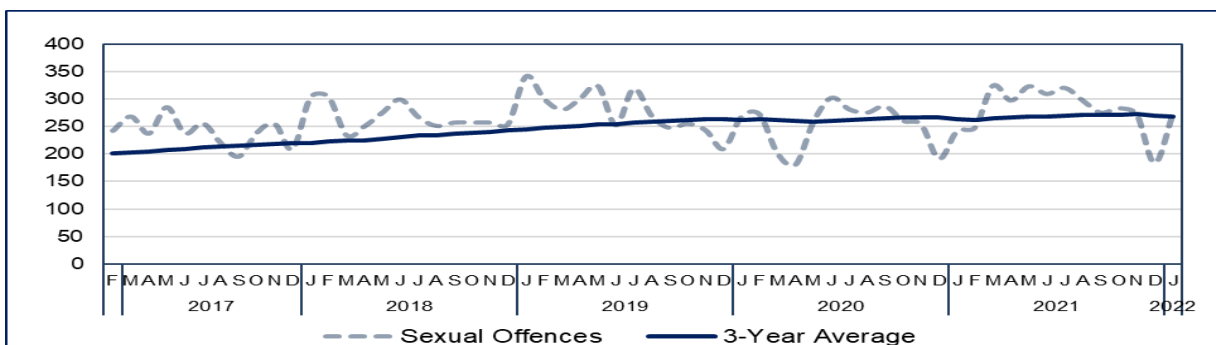


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 – 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 4% in the 12 months to February 2022, compared with the 12 months previous. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with property crime and crimes against the person, 2021 has seen a steady increase in conjunction with the gradual easing of COVID-19 restrictions.

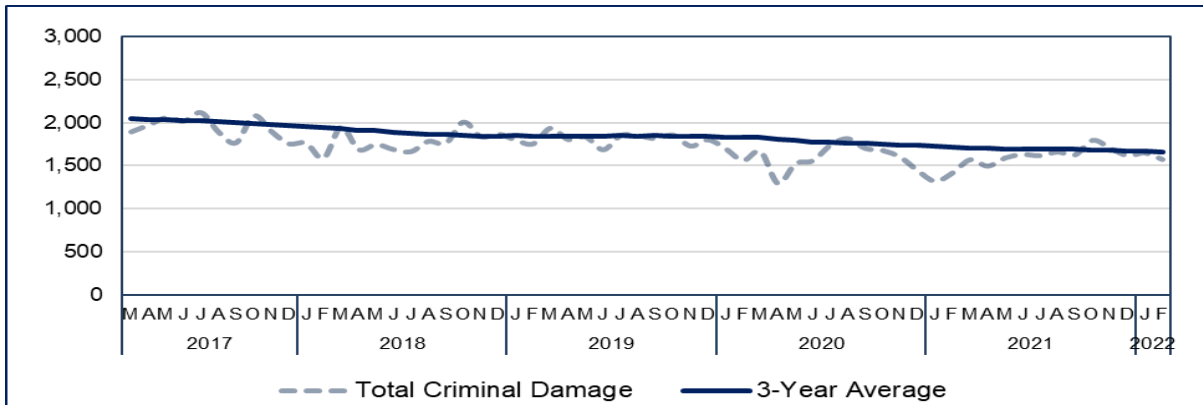
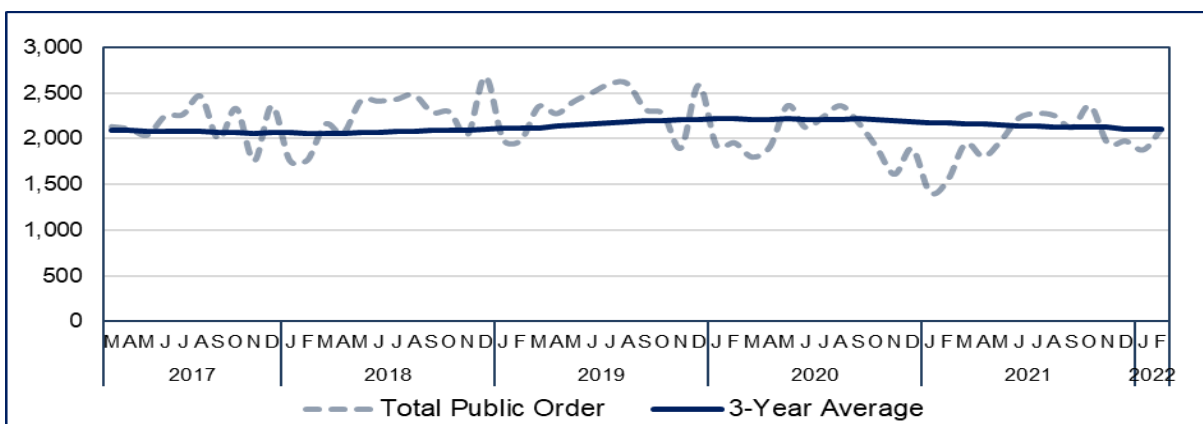


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 7% in the 12 months to February 2022, compared with the 12 months previous. Public order offences during this period were up 2%, while drunkenness offences over the same period increased by 15%. 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 February 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. An overview of some of those incidents that occurred during the month of February 2022 is provided below.

On 10 February 2022, an intelligence led operation took place following serious organised crime incidents between rival groupings, where a number of co-ordinated searches occurred. The Emergency Response Unit (ERU), Garda Dog Unit, Task Force personnel, Divisional Scenes of Crime and Community Policing Units provided specialist assistance to local units, as part of this operation. As a result of these searches, approximately €47,000 in cash was located by the Garda Dog Unit and a small quantity of cannabis, with an estimated street value of €300. Two firearms were also discovered, namely an AR-15 rifle and a MAC-10 pistol, concealed in a shed of one of the properties searched. Additionally, over 300 rounds of ammunition and three firearm magazines were located and seized. Gardaí also detained two suspects linked to the organised crime group. Both suspects were released from Garda custody. Summonses have been applied for under the Misuse of Drugs Act, 1977/84 in relation to a small quantity of illegal substances recovered during the course of the searches. Court dates are awaited in respect of this minor offence under the Misuse of Drugs Act, 1977/84. As part of An Garda Síochána collaboration with other State Agencies, staff from Dublin City Council boarded up a number of the properties which were the subject of this operation. This proactive step by An Garda Síochána and Dublin City Council ensures vacant properties are sealed off and unavailable for use in future criminal enterprise. High visibility patrols have also been maintained in the locality. This proactive preventative policing strategy, to tackle organised crime through an intelligence led response, reassures local communities of An Garda Síochána commitment to keeping people safe.

On 11 February 2022, a report was received that a person had been forced into a vehicle in Dublin 8. Armed Support Unit (ASU) members responded to the call. They located and stopped the vehicle, and removed the person from the passenger seat, unharmed. Gardaí attached to DMR South Central detained the driver of the vehicle and the incident is under investigation. The driver of the vehicle has been charged with a number of immigration offences and their vehicle was seized under Section 41 of the Road Traffic Act, 1961/94 for failure to have a driving licence and insurance.

On 16 February 2022, negotiators attached to Special Tactics and Operations Command (STOC) were requested to assist at an incident in Dublin 15, where a person had barricaded themselves into their house. This person repeatedly stated they were going to take their own life. Local units, along with ASU, attended the scene and using their negotiation skills, the person safely left the house. Having exited the house and following examination by a doctor, the person was deemed suitable for involuntary admission to hospital for their own safety. The engagement of trained negotiators resulted in a successful outcome to this incident.

On 17 February 2022, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB) were on duty when they saw a vehicle pulled into the central median of the M1 northbound and a person beside the vehicle in a distressed state, attempting to wave down passing motorists. The member of GNDOCB stopped their vehicle and made their way across the motorway to the median. They discovered the driver of the vehicle had suffered a heart attack and having assessed their medical status, established that they were not breathing and did not have a pulse. The member then removed the person from the vehicle and pulled them onto the grass verge, and commenced CPR. A GNDOCB colleague, passing in the other direction of the M1, and seeing their colleague engaged in CPR, pulled over their vehicle and assisted until the arrival of paramedics. The person was subsequently transferred to Our Lady of Lourdes Hospital, where they found a faint pulse and they remain in a

critical condition. Both members of GNDOCB had previously participated in Emergency First Responder (EFR) training. The knowledge and expertise from their training saved the life of this individual.

Also on 17 February 2022, in the course of an investigation commenced by the Payment Crime Unit within the Garda National Economic Crime Bureau (GNECB), into suspected wholesale smishing and fraudulent websites, a suspected offender was arrested and detained, pursuant to organised crime related legislation. It is alleged that bulk text messages were sent to numerous people, directing them to click on a link to a fraudulent website, where they disclosed personal and payment card related information, believing that they were logging into a legitimate website. The information was allegedly later illegitimately used or passed on by the suspect. The suspect was subsequently released without charge and an investigation file is currently being prepared for submission to the Director of Public Prosecutions.

On 18 February 2022, ASU were called to assist Gardaí in the DMR Northern Division at a domestic incident, where it was reported that a suspect had forced entry to their ex-partner's house and was armed with a number of weapons. Local Gardaí put a cordon in place and a number of ASU mobile units responded to the incident, where the suspect was observed waving the weapons towards Gardaí. Attempts were made to diffuse the situation through negotiations with the suspect and Gardaí. Upon losing visual contact of the suspect and hearing screams from the occupants, ASU forced entry by breaching the front door and entering the house. The occupant of the house and their two young children were taken to safety and the suspect was arrested. A long handled axe, meat cleaver and a large chef's knife were recovered at the scene. The suspect has been charged with offences under the Criminal Damage Act, 1991 and the Firearms and Offence Weapons Act, 1990. They are currently before the court in respect of these matters.

On 22 February 2022, the parents of an infant sought help from An Garda Síochána in the North Western Region, as their child had turned blue and had stopped breathing. The seven-month old baby had been in their walker when a small piece of food became lodged in their windpipe, causing an airway obstruction. Members of An Garda Síochána commenced first aid (infant choking protocol), by delivering a series of back thrusts and maintained the baby's airway, successfully dislodging the obstruction. The infant regained consciousness and normal breathing returned. Gardaí tended to the welfare of the infant until the arrival of the Ambulance Service.

On 23 February 2022, an operation was undertaken in the Eastern Region, targeting an organised crime group suspected to be involved in drug importation. Personnel assigned to GNDOCB were assisted by local units in the Wicklow Division and also, representatives from customs and revenue service. A controlled delivery took place involving a consignment of controlled drugs, comprising of MDMA, ketamine and LSD, with a combined estimated street sale value of €48,000. These controlled drugs were seized, following a search of the target premises. In the course of this search operation, a vehicle was also searched, which resulted in the seizure of a machine gun, three semi-automatic pistols, a silencer and 26 rounds of ammunition. Two people were arrested and detained under the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996, and were charged with breaches of the provisions of the Misuse of Drugs Act. They remain in custody, pending relevant court proceedings. Two further suspects were arrested and detained under Section 30 of the Offences Against the State Act, 1939 for alleged firearm related offences. They were later released without charge, pending the submission of an investigation file for the consideration of the Director of Public Prosecutions.

On 27 February 2022, an assault causing harm occurred on the north side of Cork City, where the injured party received a laceration to the bone, across their palm and the base of their hand. Prior to

the incident being reported to Gardaí, their partner attempted to drive them to Cork University Hospital. However, en route to the Hospital, the injured party started to lose consciousness and their partner pulled up outside Anglesea Street Garda Station, seeking assistance. The injured party remained in the vehicle at the front of Anglesea Street Garda Station and was losing consciousness. Their condition was deemed life threatening due to blood loss, causing the onset of shock. Gardaí immediately attended to the injured party and an ambulance was called to the scene by Gardaí. Members of ASU were on duty and responded to the scene, as they were in possession of a medical trauma bag and defibrillator. As trained Emergency Medical First Responders, ASU members rendered medical assistance while waiting for an ambulance. They assessed and treated the injured party with high-grade tactical trauma dressings to stem the blood loss and stabilise their condition, prior to their transportation to Cork University Hospital by HSE ambulance personnel. Gardaí then commenced an investigation into the assault incident on the injured party. The actions of the Gardaí in this case had a direct impact in preserving the life of the injured party. A statement of complaint was only recently made by the injured party in this case. To date, no suspects have been formally identified, however, a number of lines of enquiry are being followed by the Garda investigation team.

Criminal Assets Bureau

During the month of February 2022, the Criminal Assets Bureau (CAB) obtained a number of orders in accordance with the Proceeds of Crime Act, 1996. As a result of executing these orders, CAB seized a Land Rover Discovery Jeep and cash to the value of over €53,000. CAB also obtained an order pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of over €13,000 held in financial accounts relating to an investigation, focusing on the assets of a company set up to conceal and launder the proceeds of criminal conduct, namely international bribery and money laundering.

The Garda National Immigration Bureau

During the course of February 2022, seven persons were removed from the State by the Garda National Immigration Bureau (GNIB). These persons were removed from the State on foot of Removal/Exclusion Orders or Deportation Orders.

Conferences

In order to enhance and develop An Garda Síochána capabilities in mass hostage taking, two members of the STOC Negotiation Unit took part in a mass hostage taking training at the Police Training Centre at Avila, Spain from 22–25 February 2022. This training was organised by the European Network of Advisory Teams (EUNAT) and consisted of the latest thinking in relation to best practice at mass hostage taking incidents, practical exercises, and sharing of information with negotiation and intervention teams from across the EU.

11. Community Engagement and Organisational Initiatives

Little Blue Heroes Virtual Challenge

On 14 February 2022, a unique virtual event was organised by Gardaí at the Bridewell in Dublin, to raise funds for the Little Blue Heroes Charity. As part of our centenary year, 100 Garda personnel (members, staff and interns) from the Bridewell Garda Station and the DMR North Central Division took part in a virtual challenge to run, cycle and row from the Bridewell Garda Station in Dublin to the Bridewell Garda Station in Cork and back, a total distance of 520km. This challenge used rowing machines, stationary bikes and treadmills. The virtual event was organised to raise funds for the Little Blue Heroes Charity at a time when COVID-19 restrictions were in place. It was also organised as a way to encourage wellbeing among personnel and to provide an opportunity for colleagues to come together as COVID-19 restrictions eased. Participants travelled a combined distance of 1282.5km. Over €13,200 (and counting) was raised from this event, with the Commissioner also joining the challenge on the day. The Garda Mounted Unit and Garda Dog Unit attended, and were supported by two of our Little Blue Heroes in the fundraising endeavours. The North Inner City Business Community and other local community stakeholders supported the event, with the Garda Press Office attending the event and publicising it across Garda social media channels.



Garda Info  @gardainfo · Feb 14

Well done to all Garda personnel taking part in today's Bridewell to Bridewell Virtual Challenge 2022. Collectively, they will row, cycle and run over 520kms the distance between the two Bridewell Garda Stations in Dublin & Cork in aid of Little Blue Heroes Foundation. [#Garda100](#)



World Hijab Day on 1 February 2022

The Garda National Diversity and Integration Unit (GNDIU) presented at an online event to mark World Hijab Day on 1 February 2022, in recognition of millions of Muslim women around the world who choose to wear the hijab. The event was hosted by the Muslim Sisters of Éire, in conjunction with the World Hijab Day Organisation, whose goal is to dismantle bigotry, prejudice and discrimination against Muslim girls and women through awareness, education and empowerment. The aim of the Muslim Sisters of Éire in hosting the virtual conference was to celebrate the achievements of Muslim women and the steps they have taken to actively integrate into Irish society.



Community Breakfast in Donnycarney, Co. Dublin

GNDIU and Assistant Commissioner, Roads Policing and Community Engagement, attended a community breakfast in Donnycarney Community Centre, Dublin on 5 February 2022. The event was held as a way to bring diverse and minority communities together following COVID-19. Dublin Lord Mayor Alison Gilliland provided the opening address, with GNDIU providing information on the Garda recruitment campaign, hate crime reporting and general access to Garda services.

GNDIU presentation to frontline staff working at three of the largest housing bodies

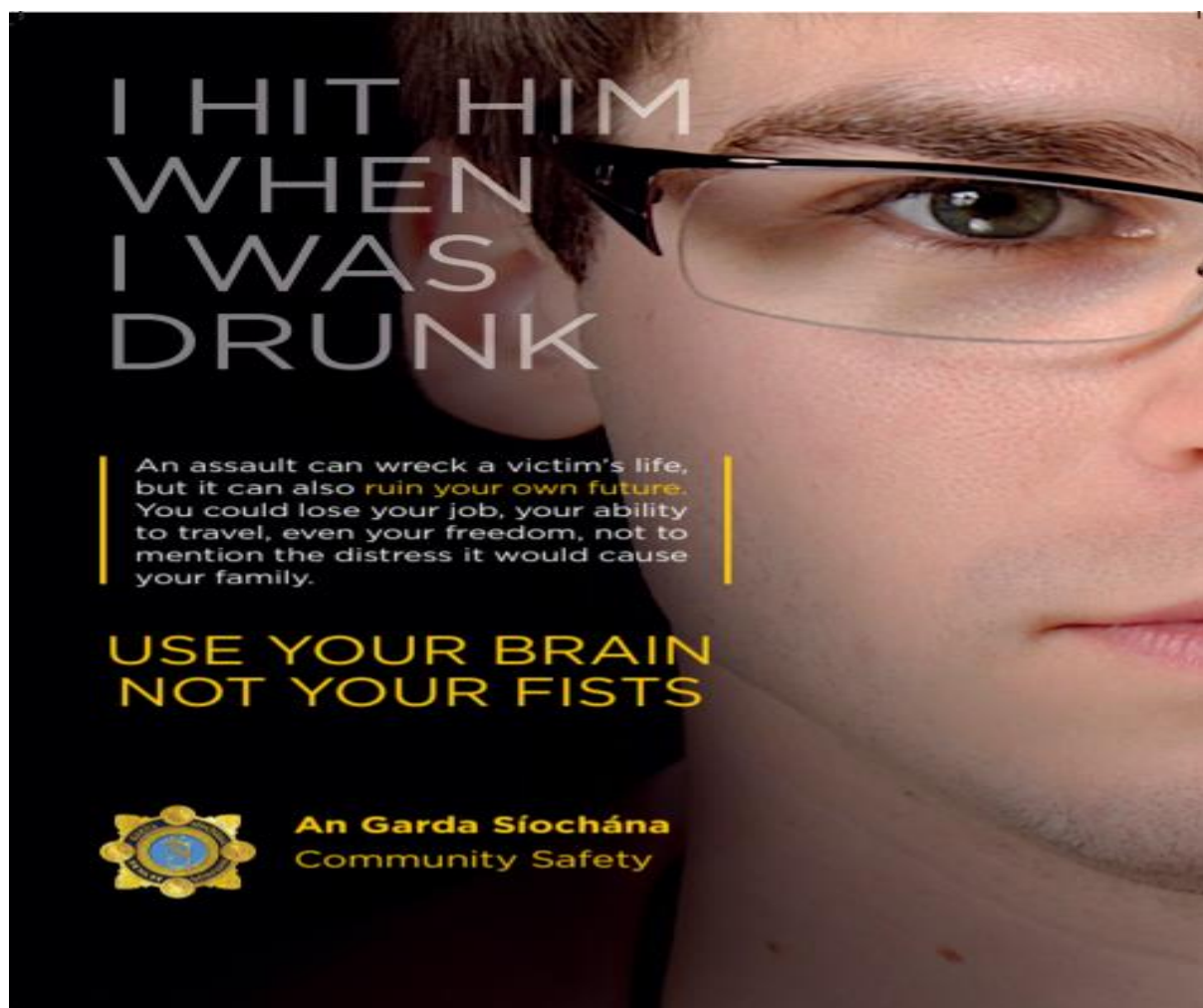
GNDIU made a presentation to staff working at three of the largest approved housing bodies in Ireland. The organisations involved were Respond, Circle Voluntary Housing Association and Clúid Housing. The presentation provided was aimed at frontline staff in those organisations who engage with tenants on a range of issues, with hate crime and challenging racism being an area of particular interest. GNDIU provided advice and support to staff, encouraging the reporting of incidents of hate crime to An Garda Síochána whenever it occurs.

European Day for Victims of Crime 2022 Webinar

GNDIU attended a webinar to mark the European Day for Victims of Crime 2022. The event was organised by the National Crime Victims Helpline, in conjunction with the Irish Tourist Assistance Service, Victims' Rights Alliance and Victim Support at Court. The webinar was an opportunity to commemorate the day in Ireland by listening to victims' voices, people working in victim support services and the criminal justice system, together with an update on crime victims' rights in Ireland and across Europe. The Minister for Justice provided the opening address to the webinar. GNDIU provided information on hate crime, Garda Diversity Officers and highlighted access to Garda services for diverse and minority groups.

Teenage and Guards (TAG) Programme

Over the course of the last few months, the Juvenile Liaison Officer (JLO), Community Policing and Roads Policing Units in the DMR North Central Division have been delivering presentations as part of the Teenage and Guards (TAG) Programme to students in the local schools on a number of topics. The subject matter of the presentations were in relation to the Harassment, Harmful Communications and Related Offences Act, 2020 (Coco's Law), the "Use your brain, not your fists" campaign, and road safety and road traffic legislation. The presentations were delivered to educate the young people, while also building positive relationships with members of An Garda Síochána.



The 2022 Census

The 2022 Census will take place on the night of Sunday, 3 April 2022. Crime prevention advice for census enumerators has been developed by the Garda National Community Policing Unit and the Garda National Crime Prevention Unit, which can be used in any local engagement between Garda members and enumerators. The Garda National Community Policing Unit has also developed a guide, in partnership with the Central Statistics Office, to assist Garda members in relation to the Census entitled “*Garda Guide to Census 2022, Be Counted Sunday 3 April*”. The Garda guide contains the names, areas covered and mobile phone numbers for field and regional supervisors, in the event any issues or queries arise involving census enumerators.



12. Organisational Initiative and Update on Mother and Baby Homes Investigations

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. This engagement by An Garda Síochána with relevant persons has proven positive, and appears to be a source of reassurance and comfort for those concerned. As of Wednesday, 2 March 2022, the number of complaints received by GNPSB remains at 85.

Since the previous report of February 2022, no new disclosures have been received and five of the referrals have been closed. In 3 of the 85 cases, no criminal offences were identified or disclosed, with two of the 85 cases being closed, as the victims declined to engage with Gardaí. A total of 32 of the 85 cases remain open and are subject to further engagement or investigation, where warranted.

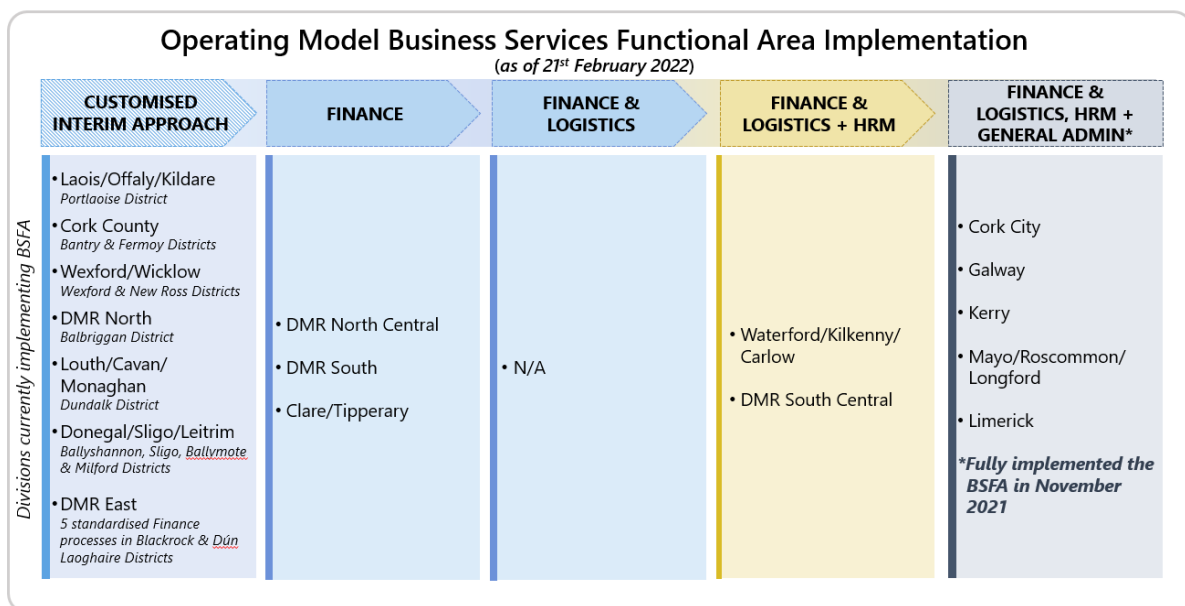
In respect of the 85 cases, a review of these incidents has been conducted by the Sexual Crime Management Unit at GNSPB, with ten of the cases reevaluated. Nine of the cases reported were third party referrals and despite extensive efforts, Gardaí have been unable to locate the alleged victims. The nature of their complaints, if any, remain unknown. One further referral is awaiting contact with the victim, where the nature of their complaint, if any, is unknown.

13. Operating Model

Divisional Design and Implementation

The rollout of the Divisional Business Services Functional Area (BSFA) has continued across the organisation. As of 21 February 2022, 17 Divisions have commenced implementation of the standardised business services processes.

As previously reported, several Divisions are experiencing significant accommodation and staffing constraints in respect to the BSFA. However, a customised interim implementation approach has been established, to enable these Divisions to commence implementation of the business services processes on a district-by-district basis. These processes include Garda member record of duty, overtime and allowances claims (A85s), overtime approval, and travel and subsistence processes. To date, seven Divisions have progressed with this approach.



Preparation and planning work has commenced regarding the Performance Assurance Functional Area implementation, focusing on those Divisions that have completed implementation of BSFA processes. Divisional blueprints across all Divisional functional areas are being refreshed and will be made available to personnel once signed off.

Regional and National Design

As reported last month, work has continued on the Operating Model design at regional and national levels including, the regional blueprint presented to leadership at the Operating Model Implementation Group (OMIG) meeting in December 2021, for review and finalisation. Feedback will be sought at the next OMIG meeting.

Work is ongoing to finalise Organised and Serious Crime as-is blueprints. The Garda National Technical Bureau blueprint is awaiting final sign off and work is ongoing to finalise the Garda National Drugs and Organised Crime Bureau blueprint.

Appendix A – Schedule of Expected Vacancies for period to end February 2022

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	1	1	1	1	6
Superintendent	3	2	2	1	0	2	1	1	0	0	0	1	13
Total	3	2	4	1	1	3	2	2	1	3	1	2	25

Appendix B – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of February 2022

<i>Data as at the end of February 2022</i>													
Rank	ECF	Position at end of last month – January 2022	Appointed in Month – February 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	48*	48	0	0	0	0	0	0	0	0	0	48	0
Superintendent	168	165	5	0	0	0	2	0	0	0	3	168	0
Total	224*	221	5	0	0	0	2	0	0	0	3	224	0

* ECF for Chief Superintendent rank temporarily increased to 48 from 17 November 2021 until 30 March 2022.

Appendix C – Breakdown of Garda Leave – Garda Members

As at 28.02.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	1	16	0	0	14	21	3	1
	Female	82	25	65	33	0	72	0	6
Sergeant	Male	1	2	0	0	1	4	0	0
	Female	1	0	6	5	0	3	1	2
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	1	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	2	18	0	0	15	25	3	1
	Total Female	83	25	71	39	0	75	1	8
	Total	85	43	71	39	15	100	4	9

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 28.02.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	9	4	0	0	6	0	1	0
	Female	255	13	15	8	46	0	0	5
EO	Male	0	0	0	0	3	0	0	0
	Female	37	12	6	3	18	0	1	1
HEO	Male	0	0	0	0	0	0	0	0
	Female	5	2	2	0	6	0	0	0
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	0	0	2	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
	Total Male	9	4	0	0	10	0	1	0
	Total Female	305	29	23	11	72	0	1	6
	Total	314	33	23	11	82	0	2	6

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Feb 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
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175

Apr 2021	1,095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
Jun 2021	11,038	4,879	1,088.5	312	95.5	30	12,222	5,221
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
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%
Jun 2021	12,222.00	919.00	8.13%
May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%

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

Month	No. of Days Absent	LTR
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%
Jun 2021	12,222.00	3.17%
May 2021	11,303.00	2.90%
Apr 2021	10,136.50	2.61%
Mar 2021	10,286.50	2.65%
Feb 2021	9,678.50	2.50%

Garda Staff - Numbers who availed of sick leave

Date	No.
Feb 2022	340
Jan 2022	319
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%

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

Date	Days Absent	LTR
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%
June 2021	3,253.00	3.89%
May 2021	3,528.50	4.20%
Apr 2021	2,971.00	3.56%
Mar 2021	3,179.50	3.81%
Feb 2021	3,103.50	3.72%

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
Feb 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
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399

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

Commentary Sick Absence – February 2022

Sick absence days for both Garda members and Garda Staff reflect a slight increase in the last month. Instances and numbers availing of sick absence leave also reflect an increase for both Garda members and Garda Staff, in comparison to the previous month. Comparing February 2022 to February 2021, year on year ordinary illness days have significantly increased for Garda members by 29.58% and there has been also been an increase for Garda Staff by 7.49%. The COVID-19 effect contributes to the variances, however, when compared to 2020 pre-pandemic sick absence days for Garda members, it shows a significant decrease of 9.6% and Garda Staff sick absence shows a decrease of 6.65%.

Injury on duty sick absence shows a decrease month on month. Comparing February 2022 to February 2021, year on year injury on duty has increased by 22.95%. When compared to 2020 pre-pandemic sick absence for Garda members, it shows a substantial increase of 26.51%. 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 categorized 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 9.76%. Instances of sick absence reflect a marginal increase of 0.97%. Likewise, the number of Garda members availing of sick absence leave month on month displays an increase of 2.45%.

Ordinary Illness

The number of sick absence days, month on month, shows a minor increase of 1.64% for Garda members and a 5.1 % increase for Garda Staff. The instances of sick absence, month on month, also show an increase for Garda members at 18.56% and for Garda Staff, the increase can be seen at 12.01%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances for Garda members, reflecting an 18.49% increase and a 6.58% increase for Garda Staff.

Since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 19, which reflects a 5.56% increase from January 2022. However, the number of sick day absences for Garda members in February 2022 was 488 days, which shows an 8.08% increase from January 2022.

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 and applies in the following circumstances;

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