



ANNUAL REPORT AN GARDA SÍOCHÁNA

100 Years of Keeping People Safe



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Over
1.9 million
social media followers



an increase of

8%

More than

10,000

mobile devices

deployed by the
end of 2022



Over 1,400

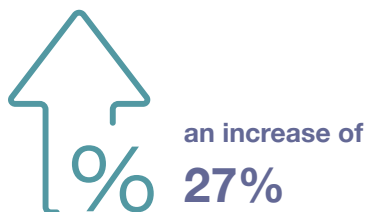
Garda personnel signed up
for the organisation's

Fáinne



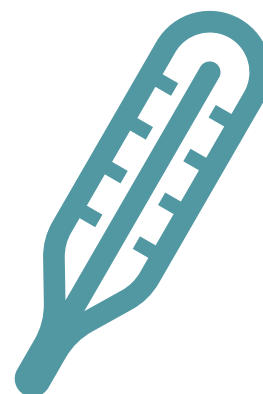
fall in residential burglaries since November 2015

Over **2,000 Garda personnel** of all ranks and grades have now completed the 12-week bespoke training in human rights



23 awards handed out to young people from across the country recognised at National Garda Youth Awards

A new **drug testing device** adopted by Garda National Roads Policing Bureau



NEW UNIFORM introduced in August



Schengen Information Systems (SIS II) had **1,424 Hits** on Member States alerts and **809 Hits** on Irish alerts)

The highest total fleet of

3,312

in the history of the organisation



COMMISSIONER'S FOREWORD



2022 marked An Garda Síochána's centenary. It was a year of reflection and thanks for the organisation.

Reflection on the incredible contribution An Garda Síochána has made to peace and democracy growing and flourishing in this country over the last 100 years, and to the dedication of all generations of largely unarmed Gardaí to keeping people safe.

Reflection also on the strong bond we have with communities that sees us being one of the most trusted police services in the world.

It was also an opportunity to thank all Garda personnel – both serving and retired – who have shown such commitment to protecting and supporting people and communities since 1922 and their families for supporting them in work that can be physically and mentally demanding.

To thank also the Government for their ongoing support, as well to all other State agencies and non-State agencies we collaborate with and the law enforcement and security agencies we work with on this island and across the world.

It was a special opportunity to thank the people of Ireland for their on-going help and assistance.

My thanks also to everyone across An Garda Síochána at local and national level who put so much time and effort into organising centenary events during the year.

While all our centenary activity demonstrated how we have evolved over the 100 years to meet the changing needs of society, it also showed how we remained true to our core value of policing not by force of arms or numbers, but on our moral authority as servants of the people.

The many and varied centenary activities included:

- Our online photo archive
- The Guardians book
- The digitisation of historic records
- Academic talks
- Exhibitions with local councils
- Re-enactments of the first Gardaí establishing themselves in towns and villages
- Station Open Days, which are always great events for all ages and enable people who might not have a lot of contact with Gardaí to meet with us.
- Presentations of centenary medals and coins to serving and retired Gardaí and serving Garda staff

The year also saw the organisation make major advances in preventing and detecting crime, protecting national security, and supporting our people in their vital work.

For example, in April, An Garda Síochána joined with law enforcement partners from the US, UK and Europe to announce a range of sanctions and enforcement measures to tackle the Kinahan Organised Crime Gang.

This multi-agency, multi-national operation developed by An Garda Síochána will become the model to combat such transnational gangs who cause such misery globally.

In September, we published a landmark analysis of domestic, sexual and gender based violence that provided us with data and insights that will help us to further improve prevention and detection in this area, and supports for victims.

An Garda Síochána's critical work as the national security service saw a range of terrorist threats countered and disrupted. Such work is only possible through close co-operation and information sharing with international law enforcement and security partners.

On October 7, Gardaí in Donegal performed exemplary duty as part of an incredible combined effort by emergency services to save lives during the tragic events in Cresslough, as well as support the injured, the bereaved, and the devastated local community. Our thoughts are with the families and friends of the 10 people who lost their lives as a result of the tragedy of that day.

Very sadly despite a lot of work by An Garda Síochána and our road safety partners to encourage and enforce safe driving, there were 156 road deaths in 2022.

This increase in our road deaths is of great concern. All of us involved in road safety must re-double our efforts to save lives, while everyone using the roads must play their part to ensure more families don't suffer the loss of a loved one.

Any organisation is only as strong as the people who work for it. An Garda Síochána is fortunate to have such a committed and professional workforce.

This was re-enforced by the findings of the 2022 Garda Cultural Audit, which was responded to by 6,400 Garda personnel. This found that they are highly dedicated, believe the work they do helps others, their values are strongly aligned to our Code of Ethics, and they are proud of An Garda Síochána.

However, it also makes clear that the organisation has more work to do to give our people the support and tools they need to do their jobs efficiently and effectively, to ensure people feel they are treated fairly, and are being supported in their very challenging and pressurised work.

In addressing these issues, An Garda Síochána continued to make progress in the implementation of the Government's reform programme, A Policing Service For Our Future.

Improvements in 2022 included:

- Over 10,200 Gardaí being able to access critical information on the move through a mobility application
- The biggest fleet in the organisation's history
- The new Garda uniform based on demand from front-line Gardaí for a more practical and modern uniform
- The roll-out of new technology systems such as the Investigation Management System, and the Roster and Duty Management System
- New and refurbished stations and offices

Such progress would not have been possible without support from a range of key stakeholders, including the Department of Justice, the Oireachtas Justice Committee, the Policing Authority, the Garda Inspectorate, and the Garda Síochána Ombudsman Commission and the Office of Public Works as well as a wide range of State agencies and non-governmental bodies. I want to thank them for this.

As I write, our centenary year has concluded.

The level of centenary-related activity in 2022 reflects the pride and enthusiasm our people have for our past, our present and our future.

It also struck a chord with the public. There is great pride that in An Garda Síochána they have a police and security service that is so closely interwoven with communities.

A policing service that listens, that helps, that is there for them in their hour of need.

It is the responsibility and duty of all of us working in An Garda Síochána to ensure we maintain this close connection so we can continue to keep people safe as we have done for the last 100 years.

Drew Harris

Garda Commissioner

CENTENARY EVENTS

To commemorate the centenary of An Garda Síochána, a range of initiative and events took place at national and local level to mark the organisation's role in keeping people safe for the last 100 years.

100 Years

100 Years Since First Meeting of Committee
to Establish An Garda Síochána
9th February 2022



Launch of the Photo Archive

13th July 2022



Launch of the Guardians Book

5th September 2022



Centenary Events

Dublin Castle

27th August 2022





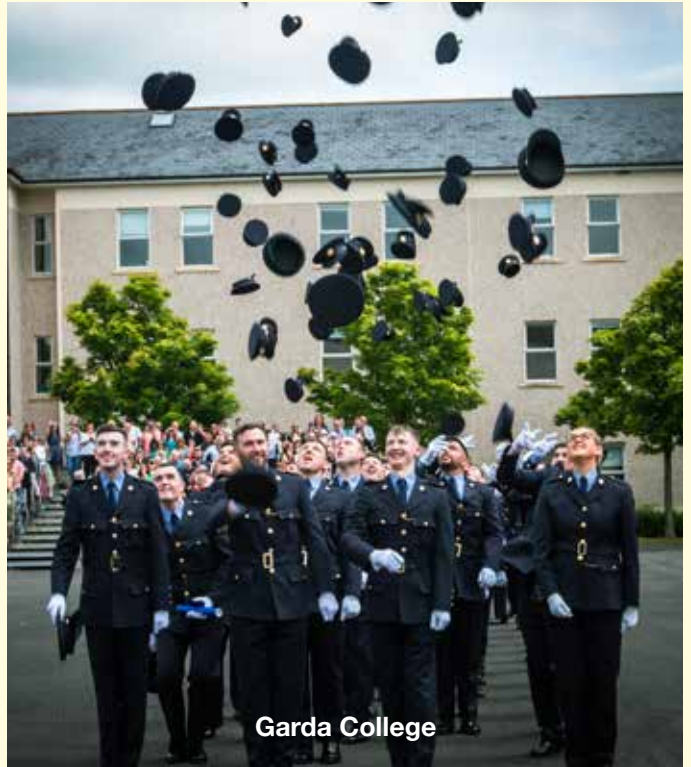
Commemorative Medals and Coins



Selection of events from around the country



Clare



Garda College



Cavan/Monaghan



Group photo at Sligo centenary event

Sligo/Leitrim



Cork



Mayo/Roscommon/Longford



Waterford / Kilkenny / Carlow



Wexford



Kerry



Laois



Limerick



DMR



Tipperary

POLICING PLAN AND KEY ACHIEVEMENTS

Overview of Policing Plan 2022

National Policing Plan 2022 is the first Policing Plan to give effect to the priorities identified in the 2022-2024 Strategy Statement period. These include strengthening connections with our communities; supporting victims; addressing crime using effective information-led policing; partnerships; engagement, and protecting the security of the State.

Notable progress was made across the individual targets identified to achieve these priorities.

An Garda Síochána has strengthened engagement with traditionally underrepresented communities, continued to support victims of domestic abuse and progressed work to ensure a consistency of service is provided to all victims.

To prevent and tackle crime, it had on-going positive engagement with local, national and international partners, and conducted successful operations to target increases in fraud and cyber-enabled crime, as well as disrupt the ongoing activities of Organised Crime Gangs.

Organisationally, it strengthened preparedness for major emergencies, and progressed the roll-out of ICT systems, mobility devices and apps that not only support Gardaí on the frontline, but provide an improved level of service to our communities.

Notwithstanding the above, the progression of targets on Policing Plan 2022 were impacted by a number of high-level risks including investment, accommodation, external dependencies, and resourcing constraints, in particular.

Key Achievements in the Delivery of the Policing Plan 2022

An Garda Síochána continued to maintain the high level of contact and support to domestic abuse victims established during Operation Faoiseamh. Awareness campaigns were run throughout the year to support victims and encourage them to seek help through a range of multidisciplinary reporting options.

The reduction in the year-to-year 'threats to life' figure over the past three years represents a considerable achievement for An Garda Síochána and a metric that compares favourably against any other jurisdiction.

The Garda National Cyber Crime Bureau delivered in 2022 a significant reduction in its caseload from 2021.

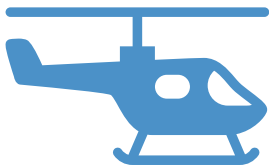
A comprehensive online Hate Crime Training Course, developed in conjunction with Facing Facts/CEJI and the Irish Network Against Racism, was launched in 2022. The course has been completed by 82% of personnel as of December.

Six Divisions have fully stood up the Operating Model structures as of year-end, i.e. the establishment of Community Engagement, Crime, Performance Assurance, and Business Services Functional Areas.

The Rural Safety Plan (2022-2024) was launched in September. The plan identified five key areas of action: Community Safety; Burglary and Theft; Roads Policing; Animal Crime; and Heritage Crime.

A new DrugWipe 6S drug testing device was launched in December. The pocket-size DrugWipe can test for cannabis, cocaine, opiates benzodiazepines and amphetamines (including methamphetamine and MDMA).

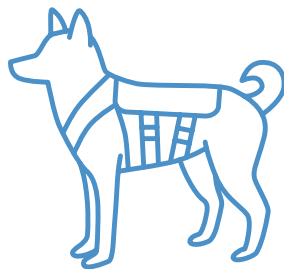
NATIONAL POLICING



1,177
Garda Air Support Unit
flights

Stolen MOTOR VEHICLE

Investigation Unit identified
stolen vehicles to the value of
€2,156,500



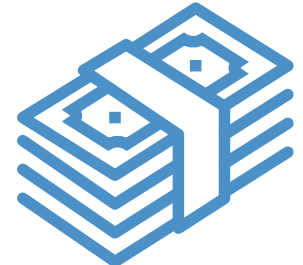
Garda Dog Unit
detection dogs assisted in
368
searches

80 

assassinations thwarted
since 2016

€3,778,380

cash seized



488 
new cases
and 692 closed cases by
the Garda National
Cyber Crime Bureau

10,510
MISSING
PERSONS
INCIDENTS

GARDA NATIONAL DRUGS AND ORGANISED CRIME BUREAU (GNDOCB)

Illicit drugs, cash and firearms seized by GNDOCB: March 2015 - December 2022

Category	2022	Total since March 2015
Illicit Drugs	€57 million	€325 million
Firearms	9	146
Ammunition (rounds)	101	5,672
Cash	€3,778,380 £48,875	€28,078,621 £313,201 \$3,721
Cash Forfeited to the State *	€2,075,500 £220,230	€13,262,454.48 £220,230
Interventions – Threat to Life Incidents	3	80**
Arrests for Drug Trafficking, Money Laundering, Possession of Firearms and Kindred Offences	173	1,353

*This is the amount of cash forfeited to the State, after relevant court proceedings.

**80 threat to life operations since February 5, 2016.

***Statistics provided relate to operations involving the GNDOCB and do not include seizures made by any other Garda units.



Kinahán Transnational Criminal Organisation (KTCO) Media Briefing.

MULTINATIONAL OPERATION AGAINST KINAHAN TRANSNATIONAL CRIMINAL ORGANISATION (KTCO)

In April, An Garda Síochána along with international law enforcement partners announced a series of operational and enforcement measures against the KTCO.

This multi-national, multi-agency operation had been developed by An Garda Síochána over several years. It involved the Department of Treasury, the Department of Homeland Security, the Drug Enforcement Agency (DEA), and US Customs and Border Protection. The UK’s National Crime Agency and Europol were also part of the team.

This landmark operation involved sanctions on the KTCO’s senior leadership and associated businesses, €5m in rewards for information leading to the arrest of key members of the leadership, and the execution of an international arrest warrant against a senior KTCO figure.

Within days, key figures in boxing publically disassociated themselves from the Kinahans despite commenting previously on their professional relationship. Shortly after this, the Kinahan-backed boxing promotion closed.

Ten days after the announcement, the UAE announced sanctions and the freezing of assets against key members of the KTCO.

The operation, which has resulted in significant information being received, is ongoing.

OPERATION THOR

Since its launch in November 2015, our national anti-burglary initiative Operation Thor has led to:



48%

decrease in residential burglaries



44%

decrease in non-residential burglaries



18,189

arrests



534,076

checkpoints

GARDA NATIONAL PROTECTIVE SERVICES BUREAU (GNPSB)

Child Sexual Abuse Reporting (CSAR) Phone Line

An Garda Síochána operates a dedicated phone line for the reporting of child sexual abuse, 24/7 and 365 days a year. The phone number is 1800 555 222.



Human Trafficking

During 2022, An Garda Síochána identified 42 victims of human trafficking (15 males and 27 females).

Missing Persons Unit (MPU)

In March, the MPU assisted the UK’s National Crime Agency and North Wales Police in identifying a person missing since 1982 whose remains were located on the east coast of the UK.

Missing Persons 2022



missing person incidents



persons reported missing
(Unique persons - reported missing one or more times)



missing persons at year end

National Child Protection

Following a successful four-week pilot in the DMR North and Offaly Divisions, the Tusla Electronic Notification System was rolled out nationally in December.

Domestic Abuse Intervention and Policy Unit (DAIPU) – Coercive Control

Since the enactment of coercive control legislation, the number of recorded coercive control incidents has increased. In 2022, the DAIPU and GNPSB were involved in public awareness campaigns highlighting our commitment to victims of domestic, sexual and gender-based violence.

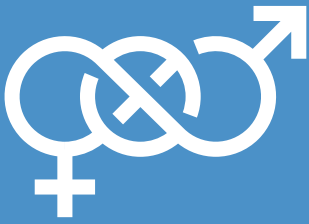
DAIPU provides support to investigating Gardaí and victims during these investigations. A bespoke presentation it has developed on coercive control now forms part of the Divisional Protective Services Unit (DPSU) training programme.

Domestic, Sexual and Gender Based Violence: A Report on Crime Levels and Garda Operational Response

The report, published in September, provided detailed analysis and trends, particularly around the increased and enhanced recording of the victim offender relationship and domestic abuse motives.

The findings and insights from this report have facilitated further progress on building awareness, engagement, and improving supports for victims, as well as delivering on the commitment to investigating and prosecuting offenders.

It supports the various elements of the Government’s Zero Tolerance - Third National Strategy on Domestic, Sexual and Gender Based Violence 2022-2026, which has four pillars – prevention, protection, prosecution and policy co-ordination.



United Nations ‘16 Days of Activism against Gender-Based Violence’ Initiative

In 2022, An Garda Síochána ran a public awareness campaign during this international initiative highlighting that domestic abuse is a crime and detailing the supports and contacts for victims/concerned individuals. Social media platforms were utilised to share multilingual posts resulting in an overall reach of 1.3 million.

GARDA NATIONAL ECONOMIC CRIME BUREAU (GNECB)

Operation OMENA

This is an intelligence-led investigation into an Organised Crime Gang (OCG) that was using Irish bank accounts to launder money. This operation is largely closed as the OCG, whilst still active, has stopped using Irish bank accounts.

To date, 12 foreign nationals have been arrested and prosecuted. Investigations are ongoing and further suspects are being pursued for extradition to Ireland to face charges.

Operation SKEIN

This is an ongoing investigation of an OCG suspected to be involved in worldwide business email compromise (BEC) fraud from Ireland and laundering the proceeds through accounts here. This investigation has identified an extensive OCG network and almost 800 suspects, primarily money mules, countrywide. To date, more than 200 arrests have been made. It has been established that over €40 million was stolen and laundered through Irish bank accounts, and that a trade-based money laundering and underground banking system is operating from Ireland.

<p>A week of action for Operation SKEIN carried out in September resulted in:</p>	<p>9 searches</p>	<p>12 people arrested and questioned under Section 50 CJA 2006</p>	<p>23 people arrested and charged following DPP's directions</p>

Operation ELABORATE

This is an Europol-led investigation into a server used by criminals to commit smishing/phishing frauds. This server allows fraudsters to use spoofing technology to contact victims purporting to be banks, service providers, etc.

The server was taken down by UK and Dutch Police. Gardaí identified 17 suspects and searches were conducted in November. More than 100 devices were seized and €100,000 in cryptocurrency frozen. An examination of devices is ongoing. It is believed that over 300 more suspects are identifiable. Investigations are continuing.

Pandemic Unemployment Payment (PUP) fraud investigations

Three major investigations in this area commenced in 2022. These are being investigated by Gardaí seconded to the Department of Social Protection.

Case No 1

Investigation into a complaint that 26 employees of a nursing home in north Dublin had PUP claims made in their names. It was determined that a total of €49,500 was fraudulently paid into 21 different bank accounts. One male was identified as controlling these accounts.

Following a search of this man's home, another suspect was identified as being connected to Operation SKEIN. It was established that some of his accounts were used to launder the proceeds of cyber-enabled frauds. A file is being prepared for DPP directions.

Case No 2 (Operation MEELAGH)

This case concerns 125 fraudulent PUP claims made in the names of people who were working and not entitled to such payment. A suspect has been identified. The cost to the exchequer is valued at just over €1million. The investigation is ongoing.

GARDA NATIONAL CYBER CRIME BUREAU (GNCCB)**GNCCB Case Management during 2022:**

GNCCB Cases	2021	2022
New Cases	490	488
Closed Cases	431	692

GNCCB Case Types

Case Type	No. of Cases
Cyber Forensics	468
Cyber Investigations	19
Cyber Intelligence	1

GNCCB also provided advice/support in over 250 contacts during 2022

Cyber Intelligence

Information gathered from stakeholder partners on current threats, new risks and suspects was disseminated through internal bulletins and cyber safety releases to the public.

Cyber Forensics

As part of its forensic examination operations, GNCCB identified nine children who were the subject of sexual abuse and exploitation. Working with GNPSB, the victims were provided appropriate child protection interventions. Investigations are ongoing.

Cyber Investigations

GNCCB took part in the takedown of the iSpooof computer server hosting multiple phishing websites as part of Operation Elaborate.

The Bureau continues to examine multiple ransomware attacks on educational and corporate systems, and participated in EU operations including Operation Vaccination, which involved the takedown of the Flubot android malware server.

GNCCB Satellite Hubs

Four satellite hubs are fully operational and account for approximately 35% of the active workload of the Bureau. Hub personnel also support regional cyber safety engagements co-ordinated through the central Cyber Safety Office of GNCCB.

INSPECTr Intelligence Network

INSPECTr is an EU Horizon 2020 funded project comprising of 18 partners from academia, law enforcement and private industry in ten countries. It aims to address the challenge of analysing, preventing, investigating and mitigating the use of new information and communication technologies by organised crime and terrorist groups.

Key progress includes;

- Progression of a Data Protection Impact Assessment with Data Protection Unit
- Attendance at technical meetings, monthly meetings, law enforcement steering group meetings and the Project General Assembly (PGA)
- The Living Lab

CRIMINAL ASSETS BUREAU (CAB)

Through targeted operations, utilising the skillsets of multi-agency personnel across the country, CAB continued its focus on high-ranking criminals, while also targeting those operating in mid and lower-level tiers by depriving them of the proceeds from their criminal conduct.

CAB continued to enhance engagement with international partners, actively participating in conferences in the area of asset forfeiture and confiscation.

Training continued in 2022 with the network of Divisional Assets Profilers increasing across the country.

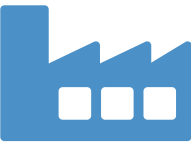


Full details of the activities of the CAB during 2022 will be published in its annual report.

GARDA NATIONAL IMMIGRATION BUREAU (GNIB)

Removals from the State in 2022

In 2022, 28 people who were subject of a deportation order were removed from the State, while 41 people who were subject of a removal order, and two who were subject of a transfer order, were also removed.

Significant Operations in 2022

	<p>Operation Camomile – illegal employment of non-Irish nationals in the State, particularly in large industrial plants.</p>
	<p>Operation Wattle – Organised Crime Groups (OCGs) involved in procuring and providing false documents utilised for trafficking illegal immigrants.</p>
	<p>Operation Naniken – reported clandestine migration incidents in the State such as stowaways on ships and boats, concealed in Heavy Good Vehicles, trailers, refrigerated units, sealed shipping containers, trade cars or other cargo.</p>
	<p>Operation Mombasa – transnational investigation of production of false travel documents used for illegal immigration by Georgian OCG.</p>

Case Study – Operation Neowise

This investigated the allegations of declarations of the false parentage of Chinese minors and it was established that large sums of money up to €8,000 were paid to a Hong Kong British citizen in return for him registering as the biological father of Chinese national minors born in the State. Six individual cases were identified and as this male was a British citizen and a long term resident in the State, this provided the minors with a right to apply for an Irish passport. This male was subsequently sentenced to three years imprisonment.

GARDA NATIONAL BUREAU OF CRIMINAL INVESTIGATION (GNBCI)

Extradition Unit




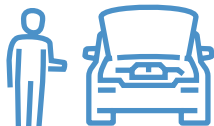
137	101	82
fugitives were arrested.	fugitives were surrendered to other jurisdictions.	fugitives were returned to Ireland from other jurisdictions.

Major extraditions from Ireland included an individual wanted in Lithuania for organised crime, human trafficking and supply of drugs, and, following a co-ordinated operation another two individuals wanted in the UK for murder. Significant arrests and subsequent surrenders were also made in relation to a number of murders.

Extradition Conference

In November, GNBCI hosted the first Ireland/UK extradition conference in Dublin. Present were members of An Garda Síochána; Police Scotland; the Police Service of Northern Ireland; National Crime Agency; National Extradition Unit; Irish Prison Service; Director of Public Prosecution (DPP); Department of Justice, and the Courts Service.

Stolen Motor Vehicle Investigation Unit (SMVIU)

Assets identified and seized			
Stolen Vehicle Assets	Concealed Cocaine within a vehicle	Technical examination of vehicles	Search assist
			
€2,156,500	€1,330,000	108	21

As a result of Operation Bolus, a Europe wide operation created to combat the theft and distribution of motor vehicles within the European Union, SMVIU recovered 24 vehicles stolen in the State with an estimated combined value of almost €1 million.

Environmental/Wildlife Crime

GNBCI continued its co-ordinated approach to target all levels of criminality in the areas of environmental and wildlife crime using the Regional Multi-Agency Forums and the joint protocols initiated previously between An Garda Síochána and the National Parks and Wildlife Service (NPWS).

Intellectual Property (IP) Crime Unit

IP crime involves the infringement of copyright by counterfeiting commodities or pirating content. Counterfeiting involves the manufacture, sale or distribution of goods without authorisation from the IP owner.

Case Study - Operation Shrike

GNBCI is investigating the manufacture of counterfeit electronics (smartphones) that are subsequently being submitted to the genuine manufacturer for replacement. It is estimated that the suspect has garnered in excess of €10 million from this illegal activity. The operation has led to the seizure of 14 bank accounts, high-end designer goods, high valued motor vehicles, the counterfeit electronic products, and a significant amount of cash. The investigation has a transnational element to it that is being supported by Europol and is ongoing.

Arts and Antiques

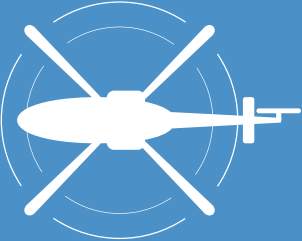
Case Study

In September, GNBCI participated in Empact PANDORA VII Cyber Patrol, which targets the illicit trafficking of cultural goods. This patrol was organised by the Dutch National Police (Politie) focusing on online markets. Law enforcement authorities from 15 countries, with the support of Europol, INTERPOL and the World Customs Organisation (WCO) also took part. GNBCI regularly conduct these cyber patrols with the cooperation of the National Museum of Ireland. As a result, a number of archaeological objects that were not reported to the National Museum of Ireland have been identified and under investigation.

OPERATIONAL SUPPORT SERVICES (OSS)

Garda Air Support Unit (GASU)

GASU continued to support a range of operations and cross-border crime initiatives with the PSNI and other agencies. Safety training was provided by GASU to over 100 members in the DMR and Regional Armed Support Units so that they can be deployed by helicopter to major emergency incidents.

	1,177	Flights
	1,068	Hours Flown
	1,624	Incidents Attended
	128	Suspects Detained
	17	Missing Persons Located
	40	Vehicles Located





Case Study - Missing Person Located

In March, GASU were tasked with assisting in a search for a missing man in Dublin who had indicated that he was going to take his own life. The aircraft crew conducted a search of the area, located the man, and successfully guided Gardaí on ground to his location on a closed road near the M50 motorway.

Garda Dog Unit (GDU)

GDU has 29 dogs. Most of these are general purpose dogs, used for searching for missing persons, suspects in hiding, locating articles/items of evidence, engaging in public order control and supporting high visibility patrols.



During 2022,

368 searches

for locating drugs, cash and firearms and

151 searches

to ensure security at major events were assisted by the GDU detection dogs.

Case Study - Missing Person

A search for a missing person was requested in a rural area for a person suffering with dementia, having been last seen at the home, with no direction of travel or recent sighting. A Garda dog team assisted with a search during the night that was successful in locating the missing person. First aid was administered by the Garda dog handler and further assistance was called.

Case Study – Seizure of Drugs

A search of a residential property was being carried out by a District Drugs Unit with the assistance of a Garda dog team. During the search of what appeared to be a clean and uncluttered space the Garda dog indicated a location leading to the discovery of €20,000 worth of drugs hidden in a wall cavity at ceiling level.



Garda Water Unit (GWU)

During 2022, GWU conducted humanitarian missing person searches in all Garda regions, and recovered the remains of nine bodies. GWU conducted searches for firearms and other weapons relating to serious crime investigation, and provided underwater video and still photography to investigating officers.

Security searches and confined space searches were conducted by GWU in advance of visiting dignitaries at marine locations, as well as berth clearing and ship's hull searches in advance of some visiting ships that posed a security threat.

In addition, utilising its extensive network of European Marine Police contacts, GWU supported local Gardaí investigating the theft of boats, engines and other marine equipment by patrolling and searching offshore and inland islands.

Marine patrols for the purpose of the enforcement of marine legislation including the wearing of lifejackets were carried out, as well as patrols in connection with passenger boat legislation.

GWU's Marine Training School provided training to members of the Garda Emergency Response Unit and other specialist units in boat handling and sea survival.

Case Study - Rescue of Two Female Swimmers

In July, members of GWU were on operational duty off Innis Mór, Aran Islands, Co. Galway. The unit were to conduct a dive on a fishing trawler, which sunk off the coast of Aran, with a view to gathering evidence on the wreck.

An alarm was raised by the Irish Coastguard requesting any vessel at sea to assist two female swimmers who were in difficulty off Coral Strand, Carraroe. GWU responded and were at scene within 10 minutes. Some distance from shore and in a fast flowing current, the two women accompanied by an assisting local lifeguard with his paddle board were found. Both women along with the lifeguard were successfully retrieved from the water and taken ashore by members of GWU, where they were assessed by an ambulance crew for medical assistance.



Garda Mounted Unit (GMU)

Overview of operations by GMU in 2022:

- **Assisting in VIP visits** of HRH Prince Charles to Waterford and Tipperary.
- High visibility mounted patrols at **large events** such as the Galway Races, Rose of Tralee, Fleadh Ceoil, Electric Picnic.
- Assisting operations on a national basis such as **Operation Thor**, Thoroughfare and Citizen.
- Searches for **missing persons** in Dublin Mountains and assisting Gardaí in Sligo searching for items in relation to an aggravated burglary.
- Working with and providing **assistance to charities** and special needs schools.

THE GARDA NATIONAL PUBLIC ORDER UNIT (GNPOU)

Following Garda Inspectorate recommendations on public order policing, new policies for a more robust framework for managing public order events have been developed and significant progress was made in their implementation in 2022.

GNPOU also prioritised recertification training in 2022 to ensure that all in the unit are up-to-date with the latest public order methods and techniques.

NATIONAL SECURITY AND INTELLIGENCE



ASU dispatched to almost **6,000** armed calls

Schengen Information Systems (SIS II) had

1,424

hits on Member States alerts and

809

hits on Irish alerts



112

negotiator activations for 2022; a decrease of 24% compared to 2021



370

refugees were security screened by Special Detective Unit personnel as part of the **Irish Refugees Relocation Programme (IRRP)**

NATIONAL SECURITY AND INTELLIGENCE

An Garda Síochána occupies a central position in Ireland's national security apparatus. The dual policing and security service mandate provided to An Garda Síochána is recognised and provided for in the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015, which introduced a series of amendments to the Garda Síochána Act 2005, enshrining a legal definition for security services and firmly placing responsibility for this function with An Garda Síochána. While both functions are complimentary of each other, they are separate and distinct functions.

An Garda Síochána is committed to fulfilling its security service responsibilities and obligations as a modern security service to deliver upon our core mission of keeping people safe. The security of every nation is a critical component of a State's existence and the obligation to protect the interests of the State and its people, together with protecting and defending the human rights of our citizens is central to our mission.

Ireland is a modern open economy with strong democratic institutions and civic engagement. As a modern society, Ireland faces threats from a diverse range of areas. These threats are complex and multi-faceted, requiring a dynamic and agile response. An Garda Síochána is committed to providing this response through a strengthened security and intelligence capability.

An Garda Síochána is committed to identifying, analysing and countering threats to our government, citizens, society and economic wellbeing from wherever they emanate. We work in close cooperation with partners within the jurisdiction and worldwide, at strategic, operational and tactical levels to ensure that our citizens and democratic institutions are kept safe from the threats they face. We are committed to using the latest technology and techniques to ensure that we stay ahead of potential threats, anticipate new dangers, and are able to effectively counteract threats as they materialise.

An Garda Síochána Security Service

The Security and Intelligence Section of An Garda Síochána is most appropriately described as the internal security service of the Irish State. Having identified potential security threats, one of the most essential functions of the security service is to advise Government of these threats, so that the necessary national security arrangements can be put in place.

In 2022, the European security environment changed dramatically with the Russian invasion of Ukraine. The consequences of this event has directly affected the security of all European States. Garda National Crime and Security Intelligence Service (GNCSIS) has continued to strengthen its co-operation and intelligence sharing relationships with European and other international counterparts to ensure that An Garda Síochána is delivering upon its obligations as a security service.

Throughout 2022, Security and Intelligence continued to support the National Cyber Security Centre (NCSC) to strengthen and protect Ireland's cyber security domain. Security and Intelligence will continue to work with the NCSC and other domestic and international partners on potential national security threats from hostile cyber actors.

GNCSIS works in close collaboration with Irish state agencies in synergizing efforts to counter threats. To this end, GNCSIS is committed to supporting the collective strengthening of national security as recommended by the Commission on the Future of Policing in Ireland.

SPECIAL DETECTIVE UNIT (SDU)

Throughout 2022, SDU conducted its core function as the National Counter-Terrorism Investigation Unit safeguarding the security of the State. SDU continued to proactively target and disrupt terrorism, both domestic and international, and monitor the activities of those who pose a threat to our national security. SDU's multifaceted, and often multi-agency, approach to target terrorist activity led to numerous intelligence-led operations, searches, seizures, and subsequent arrests and prosecutions.

SDU maintains a close working relationship with the Police Service of Northern Ireland (PSNI) and UK law enforcement agencies to mitigate against any potential threat posed by paramilitary groups including the exploitation of the border area to tackle dissident republican activity. In 2022, SDU conducted numerous joint cross-border checkpoints with local Gardaí and the PSNI.



In May, the first conviction within the State using the extraterritorial powers of the Criminal Justice (Terrorist Offences) Act 2005 at the Special Criminal Court for membership of ISIS was recorded.

Three hundred and seventy refugees were security screened by SDU personnel as part of the Irish Refugee Protection Programme (IRRP).

SDU's Protection Unit has responsibility for the armed protection of a number of dignitaries residing in, or visiting, this jurisdiction. Throughout 2022, close protection was provided for a number of high profile events including the Commemoration of the 100th Anniversary of the Handover of Dublin Castle; the visit of the Palestinian Foreign Minister; the State Visit of HRH the Prince of Wales and HRH the Duchess of Cornwall; the State Visit of the President of Portugal, and the visit of the German Federal Foreign Minister.

SPECIAL TACTICS AND OPERATIONS COMMAND (STOC)

Emergency Response Unit (ERU)

ERU completed 83 pre-planned deployments on firearms operations in support of national units. In addition, 78 high risk protection escorts were conducted in 2022 in respect of VIPs.

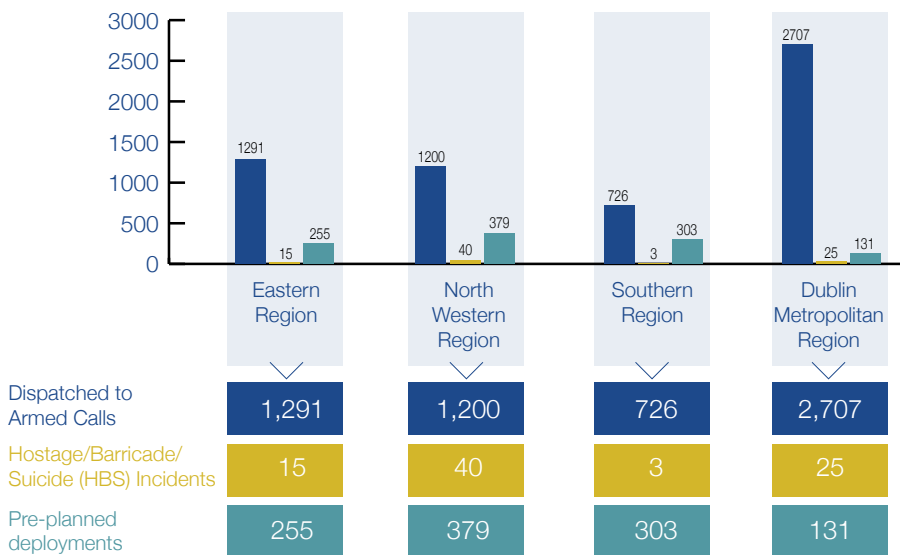
In 2022, ERU deployed for the first time into an active war zone as security detail for senior Government Ministers visiting Ukraine.

In March, HRH Prince of Wales visited Ireland and the ERU was tasked with this protection detail.

Armed Support Units (ASU)

In September, ASU hosted the EU High Risk Security Network (EUHRSN) week long workshop on tactical rescue response. Representatives from most EU countries attended the events at the Garda College and other tactical sites.

ASU National Deployment Statistics 2022



National Negotiation Unit (NNU)

NNU took over the presidency and Chair of European Union Network of Advisory Teams (EuNAT) in September. A five-day international EuNAT conference was organised in Dublin in November attended by over 70 delegates from 27 countries. The key topics of the conference were cyber-crime, international kidnappings, extortion and piracy.

NNU members continued to deliver presentations and training to various audiences and units both within An Garda Síochána and external agencies, regarding the area of negotiation, operational commanders and hostage, barricade, and suicide incidents.

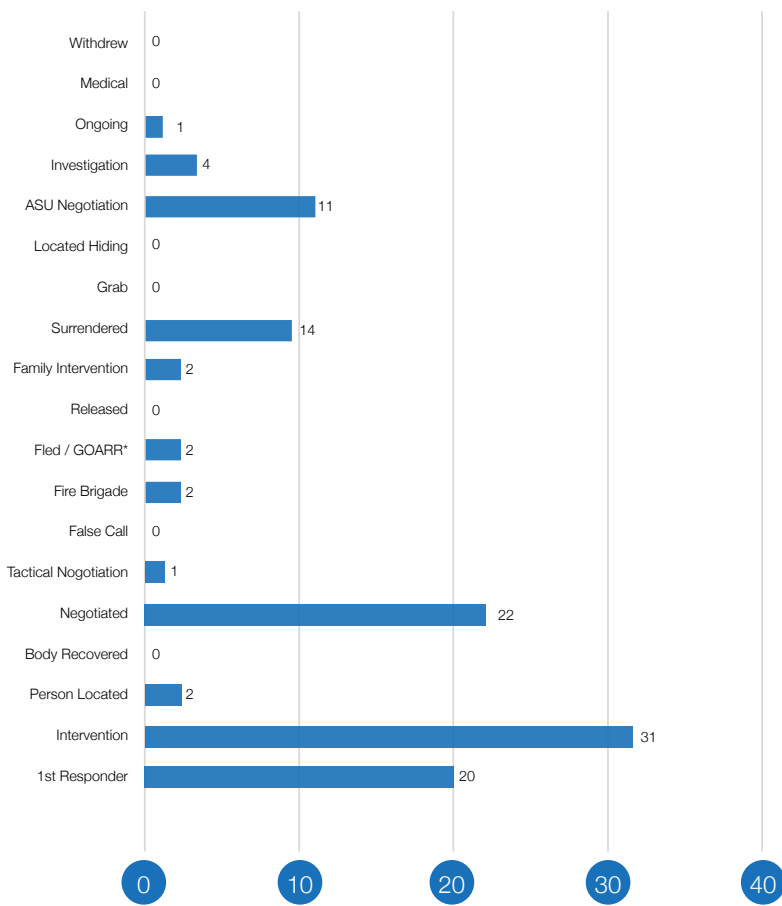
There were 112 negotiator activations for the year 2022 representing a 24% decrease on 2021 figures. Crisis intervention, mental health barricades, and domestic/criminal barricades continue to be the main area of work carried out by negotiators.

Negotiators worked closely with ASU/ERU on incidents, however, 2022 saw a decrease in a number of areas. Incidents involving or suspected to involve firearms decreased by 31% from 22 to 15.

International Input

NNU worked closely with the Department of Foreign Affairs providing security advice and guidance to diplomats, as well as assisting with five cases of Irish citizens in difficulties abroad. In particular, a team travelled to Tunisia and assisted in the repatriation of an Irish citizen who was been held against their will in Libya.

INCIDENT CONCLUSION: HOW INCIDENTS CONCLUDED











*GOARR - Gone on arrival



NNU assisted with **5 cases** of Irish citizens in difficulties abroad.



Further Information on NNU Activities

	<p>Operational commanders were appointed to 57 incidents, whilst Senior Investigating Officers (SIO) were appointed to one.</p>
	<p>ASU responded to 83 of the incidents along with NNU, whilst ERU were requested at five of the most serious incidents. Public Order Units were involved in two incidents.</p>
	<p>Mental Health Professionals were contacted on three occasions for advice or medical background information in 2022. This is down 11 on 2021.</p>
	<p>Third Party Intermediaries were recorded as being involved in two incidents, a decrease of nine from 2021.</p>
	<p>NNU ran an Operational Commanders course in February 2022, resulting in 13 additional personnel being added to the Operational Commanders list nationally, which now numbers 39.</p>
	<p>NNU continued to run refresher training for Operational Commanders and Garda Crisis Negotiators in 2022. The number of Garda Crisis Negotiators nationally is 68.</p>
	<p>NNU interacted with CEPOL, EuNAT, Europol and other national, European and international agencies regarding a number of conferences and various areas of upskilling.</p>
	<p>A NNU member attended the International Negotiators Working Group (INWG) Conference in Greece in October.</p>



Royal Visit Security Checks, Waterford



STOC Training Unit (STU)

Key training delivered by STU in 2022 included:

Modular training offered to all STOC personnel incorporating training in

- firearms;
- less lethal weapons;
- close quarter tactics;
- tactical vehicle containment;
- distraction devices;
- critical firearms incident (CFI)/HBS;
- active shooter.

LIASON AND PROTECTION

Interpol Dublin contributed to Interpol databases to assist worldwide law enforcement to prevent, disrupt and detect transnational crime.

In 2022, An Garda Síochána participated in Interpol-led projects covering areas including cyber-crime; financial crime; organised crime; environmental crimes, and crimes relating to the Covid-19 pandemic.

Personnel attached to the National Central Bureau and Gardaí around the country continued to undergo training enabling them to avail of the supports and capabilities offered by Interpol General Secretariat.

Europol

Europol assisted An Garda Síochána in conducting a number of cross-border operations targeting serious and organised crime.

As part of Europol’s drive to upskill law enforcement to essential standards, Garda personnel attached to specialist units participated in online training, attended virtual conferences, and were involved in joint action days.

In 2022, An Garda Síochána contributed to Europol’s Serious Organised Crime Threat Assessment, the Internet Organised Crime Threat Assessment, and reports on the terrorist situation (TE-SAT) within the European Union.

Schengen Information Systems (SIS II) and SIRENE Bureau

In March 2021, An Garda Síochána successfully connected to the Schengen Information System (SIS II).

An Garda Síochána set up the SIRENE Bureau (Supplementary Information Request at the National Entries) to implement SIS II, which is part of an EU-wide network of national contact points and operates on a 24/7/365 basis.

During 2022, the following activity relevant to Ireland took place on the SIS:

Alert	Hits on Other Member States	Hits on Irish Alerts
Article 26	123	43
Article 32	37	53
Article 34	438	136
Article 36	481	408
Article 36 (vehicles)	37	19
Article 38	308	150
Total	1,424	809

International Coordination Unit (ICU)

The ICU partake in the European Commission Internal Security Fund ‘ISF’ (police) National Programme 2021-2027. The ISF was created by the European Commission to ensure a high level of security throughout the European Union (EU).

ICU co-ordinated the role of An Garda Síochána in the EU’s funding for research and innovation programme, Horizon 2020 project, themed Secure Societies.

National Major Emergency Management (MEM) Office

In May, the MEM Office was part of the cross-border Emergency Management Exercise Group that developed Exercise Enya. This was aimed at testing the cross-border activation protocol of an anticipated or confirmed major emergency/major incident in the border areas between Northern Ireland and the Republic of Ireland, the establishment of co-ordination structures, and the management of multi-agency communications on a cross-border basis.

At a national level, the MEM unit represented An Garda Síochána at the Government Task Force on Emergency Planning, the National MEM Steering and Working Groups, and the Cross-Border Emergency Management Group.

Throughout 2022, the MEM Office personnel continued to have responsibility for An Garda Síochána’s Covid-19 Coordination Unit.

COMMUNITY SAFETY

Rural Safety Plan 2022-2024 introduced



A new drug testing device adopted by Garda National Roads Policing Bureau

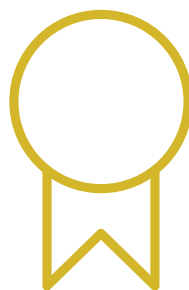
-
-
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Over 300 venues across the country for National Community Engagement Day

Age Card

applications rose to 44,981



23 Awards handed out for National Garda Youth Awards



Over 2,000

Garda personnel of all ranks and grades have now completed the 12-week bespoke training course and are now HUMAN RIGHTS CHAMPIONS

SLOWDOWN CAMPAIGN LAUNCHED IN JUNE



GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU (GNCEB)

Crime Prevention and Community Engagement Campaigns

Crime prevention campaigns were run on key crimes:



Burglary prevention



Public safety and harm reduction



Rural safety



Online safety



Bogus callers/ fraud



An Garda Síochána Property App

The Property App allows the public to record their personal property like laptops, bikes and handbags.

The App was developed in response to a community policing request and commitments made in the Crime Prevention and Reduction Strategy 2021-2024.



Halloween Safety Schools Campaign 2022

The Garda National Community Policing Unit (GNCPU) developed material for Community Gardaí to deliver in primary schools focussing on keeping children safe at Halloween.

Crime Prevention Sheets and Garda Guide for 2022 Census

In April, the 2022 Census took place involving over 5,000 census enumerators delivering census forms to every home in Ireland.

In partnership with the Central Statistics Office, a guide and crime prevention advice were developed to support census field staff and to assist Gardaí in identifying enumerators and their field/regional supervisors.

A census crime prevention sheet was published to alert people to the potential for bogus callers or fraudsters impersonating census enumerators.

Operation Twin Tracks

In conjunction with Irish Rail and Luas operators, Gardaí engaged in two days of operation involving patrolling the DART, Luas and eight inter-city rail routes to prevent and detect anti-social behaviour.

The operation had two primary elements - community engagement and rail safety - achieved by high visibility public engagement and delivery of crime prevention advice.

Safer Internet Day

In February, GNCPU with Crimecall ran a campaign to promote awareness of online safety supporting Safer Internet Day.



National Community Engagement Day

In April, members of the public were invited to over 300 venues throughout the country to get to know their local Gardaí and community representatives.

Community Gardaí, IFA branch representatives and representatives from community groups were present at the venues, with community Gardaí on hand to provide attendees with crime prevention advice.

Senior Times Expo RDS Dublin

In April, GNCPU hosted a Garda stand at the Senior Times Expo at the RDS Dublin where crime prevention advice and material was given to older people and relative community groups.

Bloom Festival 2022

GNCPU hosted a marquee at the Bloom Festival in June. Garda personnel on duty for the event focused on engaging with the public on areas such as community policing, home security, personal safety, road safety and diversity.

National Ploughing Championships

Over 270,000 visitors attended the 2022 National Ploughing Championships in September. The event afforded the opportunity for all areas of the organisation to connect with the public providing a range of crime prevention advice and to showcase its diverse work.

In its centenary year, An Garda Síochána also had an exhibition of memorabilia, photographs, the online photographic archive and The Guardians Centenary Book.

Launch of Rural Safety Plan 2022-2024

The Rural Safety Plan 2022-2024 was launched in September at the Ploughing Championships. The plan brings together and strengthens all of the various strands of work being carried out in relation to rural safety. In demonstrating and highlighting the collaborative efforts made by An Garda Síochána, other State bodies, the Rural Safety Forum, community groups, and supported by the Government, the Plan seeks to enhance security in our rural areas and enforces the importance that is rightfully placed on the welfare of rural Irish communities.

The Plan, which was co-written by the GNCPU and the Garda National Crime Prevention Unit, identifies five main priorities in relation to rural safety:



<p>Community Safety</p>	<p>Burglary and Theft</p>	<p>Roads Policing</p>	<p>Animal Crime</p>	<p>Heritage Crime</p>

Joint Agency Response to Crime (JARC)

An Garda Síochána was represented at the European Crime Prevention Network (EUCPN) conference as part of central involvement in the JARC/ACER3 initiative, which is a multi-agency approach to the management of identified offenders who have been convicted or charged with burglary offence. A joint presentation was given from a multi-agency perspective on how JARC seeks to prevent crime and re-offending.

Property Marking Events

During 2022, a number of property marking events were co-ordinated by community Gardaí throughout the country.

Campus Watch

Campus Watch is a partnership between An Garda Síochána and the campus occupants on the basis that every member of campus can help to improve the quality of life on site by keeping a lookout for students, staff and visitors, and reporting suspicious activities to the Gardaí. There were many proactive engagements in 2022 with student unions through workshops.



Garda Youth Awards 2022

The Garda Youth Awards, at Divisional and National level, celebrates outstanding young people aged between 13 and 21 years, and recognises the good work they are doing throughout their communities. In 2022, 23 awards were handed out, under five categories, to celebrate the contributions of young people, both individually and as part of groups, for the National Garda Youth Awards.

Supporting Local Initiatives/Community Policing

Talk 2 Us Campaign

As part of the Sligo/Leitrim Diversity Strategy 2022, the “Talk 2 Us” campaign was developed in 2022. It is a victim centred initiative that provides public access to an interactive directory containing useful contacts for vulnerable victims and people in need of support networks.

The campaign has three elements:

	<p>a poster containing a QR code which provides access to the directory</p>
	<p>a business card that allows Gardaí to impart their contact details aiding in-person call-backs to victims of domestic abuse, as well as access to the directory via the QR code</p>
	<p>a discreet hologram sticker of the QR code, specifically aimed at victims of domestic abuse. It can be put on any surface including key rings and mobile phones.</p>

Go Purple Day

In April, An Garda Síochána partnered with Safe Ireland to raise awareness about domestic abuse and the local domestic abuse services. A number of events were held across the country to raise awareness with Gardaí going purple for the day.



Road Safety Poster Competition

In May, Roscommon Community Policing Unit in conjunction with Roscommon County Council held the 11th Annual Road Safety Poster Competition presentation at the Roscommon Arts Centre.

The aim of the competition is to raise the awareness of road safety among 5th and 6th Class pupils. They were asked to design a poster with a road safety message. Over 300 students from 23 schools entered the competition. Prizes were awarded to the best three entries from each school and a number of overall winners.

DIY SOS – The Big Build

The RTE team for DIY SOS – The Big Build arrived in County Clare in August to renovate the home of a family in support of one of their children. Over 40 Gardaí / Reserve Gardaí volunteered to work with the project.

Age Friendly Safety and Security Award

The Ballina/Belmullet Elderly and Vulnerable Persons Register is a comprehensive digital database of the elderly and vulnerable persons living in the Ballina and Belmullet Community Engagement Areas. The register was developed in partnership with the Garda Mapping Section. The purpose of this digital database is to make it accessible to all members in the District at any time, day or night. Mayo North Community Engagement Area was awarded the Age Friendly Safety and Security Award at the Age Friendly Ireland awards held in October.

Wellness Cafes

Each week, Gardaí in the community policing unit visit a number of wellness cafes throughout Inishowen, Donegal. These cafes were set-up to allow people suffering from mental health issues attend a safe space where they can meet others who may be suffering from mental health issues. A trained counsellor attends each week. Gardaí have attended and built rapport with many of the attendees over the last number of months.

Transition Year Programme

In October, Kevin Street and Donnybrook Community Policing unit launched their inaugural Transition Year Programme. All schools in the area were notified and asked for interested students to forward their application forms. There was an enormous interest for the week long programme, which included a visit to the courts; community engagement beats; a visit to the mosque; a drugs presentation; an Open Day with Garda specialist units, and much more.

Garth Brooks Concerts

Croke Park hosted five Garth Brooks concerts in September with over 80,000 patrons attending each night. A detailed policing plan was put in place for each of these concerts. The events team in Fitzgibbon Street attended over 60 meetings in the planning for these concerts. These included meetings with local residents, stakeholders and other agencies involved in the planning of this event.



No Name Club

Ongoing involvement with the local No Name Club in Baltinglass, Wicklow, promoting positive relationships between young people and An Garda Síochána, enabled An Garda Síochána to assist in helping young people achieve social maturity. Community Gardaí attended all events organised by the Club and provided transport for them to attend at its annual conference in Athlone.

Fleadh 2022

In July, the Fleadh Ceoil na hÉireann 2022 took place in Mullingar, Westmeath, with crowds in excess of 500,000. It was the largest event of its type in Europe. The policing was designed with community engagement at its core. The event required a considerable policing operation with in excess of 100 Gardaí on duty at any one time. This was an excellent opportunity to enhance community relations with the local community and highlight positive elements of community policing. Mullingar has been selected again to host the 2023 event.

HUMAN RIGHTS, EQUALITY DIVERSITY AND INCLUSION

Partnership Development

The Garda/Traveller Relationship building

The work of the Garda/Traveller Advisory Group included the Garda National Diversity Integration Unit (GNDIU) assisting in training of new mediators from within the Travelling Community and valuable contributions from Traveller representatives in the Garda Diversity Officer training that was delivered around the country.

Ukrainian Refugees

GNDIU developed information pieces that outlined the role of An Garda Síochána, the services we provide and basic information that would assist Ukrainian refugees arriving here.

The Diversity Team in Sligo created a QR code quick guide to help Gardaí and the community interact with Ukrainians.



Muslim Community Engagement

GNDIU engaged with the Muslim Community throughout the year. This included Garda participation at the EID Celebration at Croke Park, inclusion of Islamic Cultural Centre of Ireland participation at the Garda Diversity Officer Training, and GNDIU representation at individual open days and events.

Hate Crime Data

Following a new approach to the recording of hate crime in 2020, An Garda Síochána published its first full year (2021) of data in relation to hate crimes and hate related (non-crime) incidents in August 2022. This has established a verified baseline from which future analysis and comparisons can be made.

An Garda Síochána policy states that “reports of hate crimes or hate incidents will be recorded and investigated as appropriate, where it is perceived that the perpetrator’s hostility or prejudice against any person, community or institution is on the grounds of the victim’s age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender”.

Online Hate Crime Training

This mandatory training was launched for all Garda personnel in April. The aim is to increase Garda awareness and confidence in identifying, recording, investigating and prosecuting hate related offences. Significant contributions from civil society organisations and community representatives ensured that the impact of hate crime on victims and their communities was represented.

Garda Diversity Officer Training

GNDIU, in conjunction with community representatives, delivered a two-day Garda Diversity Officer (GDO) training course for new and existing Garda Diversity Officers. There are currently 481 Garda Diversity Officers across every Garda division. A full list is available on the Garda website.

Dignity at Work Policy and Monitoring Unit

There are 22 open investigations for Gardaí under their Dignity at Work Policy and three open investigations for Garda Staff.

Equality, Diversity and Inclusion (EDI) Strategy Implementation and Monitoring Office

<p>Key achievements:</p>			
	<p>Equality, Diversity and Inclusion (EDI) Council Membership continued</p>	<p>Amended Uniform Policy published</p>	<p>Inclusive Language in the Workplace Guide published</p>
			
<p>Diverse Networks Policy submitted for final approval</p>	<p>Gender Identity Policy submitted for final approval</p>	<p>An addition of a Braille strip to Official Garda Warrant Cards at distribution stage</p>	<p>Recommendations on changes to regulations for entry into An Garda Síochána signed-off by the Department of Justice</p>
			
<p>New Garda Recruitment Campaign launched with a focus on attracting candidates from minority communities – more than 20 per cent of applicants were from minority communities</p>	<p>Pilot Diversity Internship Programme successfully concluded</p>	<p>2022/2023 Diversity Internship Programme also advertised</p>	<p>Review of Work/Life Balance arrangements in place undertaken and recommendations made including family friendly initiatives</p>

An Garda Síochána Diversity Internship Programme

The first Garda Internship Programme launched in November 2021. The programme was designed to increase the accessibility, understanding of, and potential for a career in An Garda Síochána, particularly for school leavers and graduates under-represented in the organisation.

Twenty-eight interns commenced employment in December 2021, representing groups from ethnic/migrant, socio-economically disadvantaged areas, disability and members of the LGBTI+ and Traveller Communities.

A survey of the interns in July found the following:

- 93% felt they had gained a greater understanding of An Garda Síochána.
- 90% would recommend the internship to future candidates.
- 91.5% would recommend An Garda Síochána as a great place to work.

Graduation of this inaugural programme took place in October.

Garda National Diversity Forum

In 2022, a review of the effectiveness of the Garda National Diversity Forum commenced due to the conclusion of the Diversity and Integration Strategy 2019-2021.

The value of the forum has been recognised, with new terms of reference being devised as part of the next Equality, Diversity and Inclusion Plan.

Human Rights Champions/Training

In 2022, two further intakes of Human Rights Champions completed the Policing and Human Rights Law in Ireland course.



Over 2,000 members of Garda personnel

of all ranks and grades have had the opportunity to complete this training to date,

and a further 1,000 will have the opportunity in 2023.

All Human Rights Champions can further develop their knowledge on a human rights based approach to policing by undertaking a series of learning sessions on topics such as neurodiversity, unconscious bias, mental health awareness and suicide intervention.

During 2022, the Human Rights Section worked closely with Garda Communications in relation to the use of internal and external communications strategies to promote visibility of human rights activities.

The Review of Domestic and ECHR Judgments impacting upon human rights in policing is a rolling strategy action. In this respect, the Human Rights Section published a detailed report on the Garda portal on relevant cases from April 2020 to June 2021.

Strategic Human Rights Advisory Committee (SHRAC)

The SHRAC, chaired by the Commissioner, met four times in 2022.

The terms of reference for SHRAC are:

- To advise on the general strategy for embedding and ensuring compliance with the human rights standards described in the Human Rights Framework in all aspects of the work of An Garda Síochána.
- To provide evaluation of compliance of An Garda Síochána with the human rights standards described in the Human Rights Framework and make appropriate recommendations on ways to strengthen compliance.
- To evaluate delivery and make recommendations on training in human rights in An Garda Síochána.
- To report annually on the work of the Committee during the previous year.

The SHRAC publishes an annual report available on www.garda.ie.

Human Rights Strategy 2022-2024

The Human Rights Strategy was launched in May. It focuses on continuing the process of embedding a heightened awareness of human rights in every aspect of the work of An Garda Síochána.

The Human Rights Section has a key supporting role in the delivery of the goals set out in the strategy and its implementation.

The strategy was developed following a widespread consultation process with the following internal and external stakeholders.



International Association of Women Police (IAWP) Conference 2022

Attended by more than 200 delegates from police services from over 60 countries, An Garda Síochána hosted the International Association of Women Police Board Meeting and Regional Training Conference in Dublin Castle in March as part of the organisation's centenary commemorations.

The conference focussed on enhancing knowledge and skills, with an overarching aim to provide a forum that facilitates open discussion about the challenges and best practices for women in policing.

GARDA YOUTH DIVERSION BUREAU (GYDB)

The Monitoring Unit

The GYDB Monitoring Unit reviewed several guidance documents in 2022.

These included improved reports and infographics for investigating Gardaí and Performance and Accountability Framework (PAF) administrators on the youth referral creation process and how to guide Juvenile Liaison Officers (JLOs) in running JLO KPI Reports. The unit also continued its engagement with the Garda Information Services Centre and other stakeholders involved in the youth referrals process to ensure good governance and oversight.

Monthly reports were provided to each Garda Region highlighting the number of youth referrals deemed unsuitable for the programme and requiring action or progression at a district or divisional level. These reports also served as reminders for outstanding files and the delivery status of cautions to children referred to the Diversion Programme.

In addition, quarterly monitoring reports continued to be issued to Regional Assistant Commissioners, highlighting the number of incidents requiring attention, with details of the average number of days since a direction was made at the national Garda Youth Diversion Bureau and information on trends for specific regions.

National Age Card

The National Age Card continues to be the preferred proof of age for retailers of alcohol in Ireland. Applications continued to rise in 2022 to 44,981.

Monitoring Committee

The 2021 Annual Report of the committee appointed to monitor the effectiveness of the Diversion Programme was forwarded to the Department of Justice, as required under Section 44 of the Children Act, 2001.



Training

Several training programmes were delivered in 2022. These included Mediation and Restorative Justice Training for recently appointed JLOs. Also, as part of their professional development, recently promoted Sergeants received a briefing on the Diversion Programme and their role as supervisors.

Youth Mental Health First Aid (YMHFA)

JLO's nationally continued to report rising mental health issues amongst young people. In response to this crisis, throughout 2022, GYDB supported the roll-out of a new two-day Youth Mental Health First Aid Programme for JLOs and frontline Community Policing Gardaí.

The Youth Mental Health First Aid programme is designed for adults who live with, work with, or support young people aged between 12 and 18 years. Using a practical, evidence-based action plan, participants learn how to assist a young person who may be experiencing a mental health problem or a mental health crisis, until appropriate professional help is received or until the crisis is resolved.

Four Gardaí have been trained and accredited as Instructors in Youth Mental Health First Aid by staff of St. John of God's Hospital, Dublin and have delivered ten courses to date, with further courses planned for 2023.



Youth Justice Strategy

An Garda Síochána is a key stakeholder in the Youth Justice Strategy 2021–2027, launched in April 2021. GYDB is represented on the Youth Justice Oversight Group (YJOG) and Assistant Commissioner, Roads Policing and Community Engagement represents An Garda Síochána on the Strategy and Governance Group.

GARDA NATIONAL ROADS POLICING BUREAU (GNRPB)

FATALITIES SUMMARY 2022



IN 2022	INCREASE OF 14%	OVERALL DEATHS HAVE INCREASED AMONG	CORK (14), DUBLIN (13) AND LIMERICK (13)	NOVEMBER
<p>There were 156 fatalities in 150 fatal collisions. This was the highest number of fatalities since 2016.</p>	<p>Increase of 14% in fatalities compared to 2021 - 19 more fatalities and 26 more fatal collisions.</p>	<p>Increases in fatalities for passengers (+4) pedestrians (+23) motorcyclists (+1) e-scooter drivers (+1).</p> <p>Decrease in fatalities for drivers (-10).</p>	<p>More than one-in-four fatalities occurred in Cork (14), Dublin (13) and Limerick (13).</p>	<p>November was the month with the highest number of fatalities (17).</p>

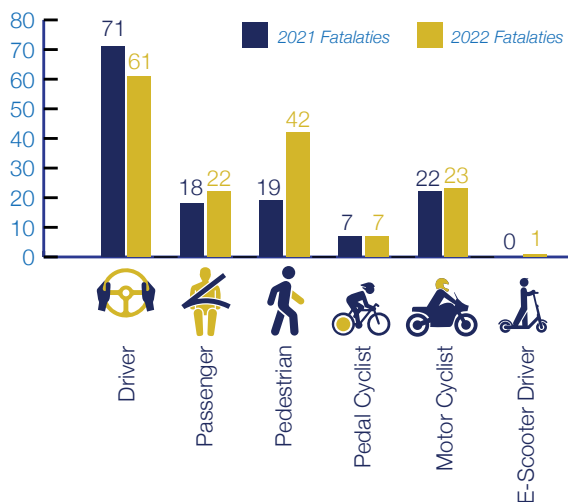
Road User Type:

The road user fatality profile highlighted the following data:

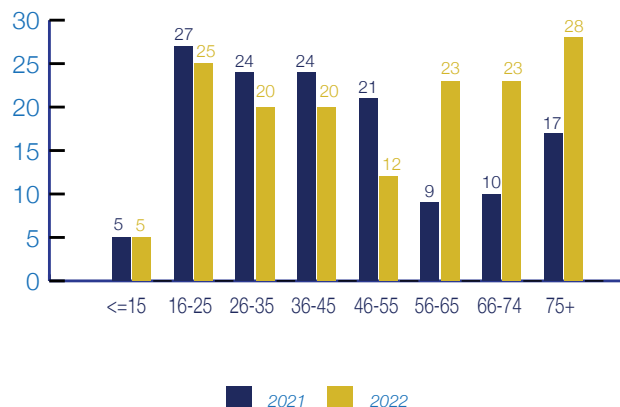
- Pedestrian deaths more than doubled this year, albeit from a record low last year.
- 2018-2022 has seen year-on-year increases in motorcyclist fatalities.
- Almost half (47%) of fatalities involved vulnerable road users compared to 35% in 2021.
- For fatalities, 27% occurred on urban roads and 73% on rural roads in 2022. This is compared to 21% on urban roads on 79% on rural roads in 2021*.



ROAD USER TYPE



FATALITIES BY AGE GROUP



*Note: All data for 2021 and 2022 are provisional and subject to change. An urban road has a speed limit of 60 km/h or less, while a rural road has a speed limit of 80 km/h or greater.

Despite the 14% increase in fatalities in 2022, there has been a decrease of 19 in fatalities for each of the age groups from 16-55. This contrasts with the age groups over 55, which have seen an increase of 38 fatalities. Fatalities for road users over 55 doubled this year when compared to last year.

When combining age group and road user, the largest increase can be seen in pedestrians aged 75 and over. There were 15 pedestrian fatalities in this age group last year compared to 1 in 2021.

KEY ENFORCEMENT DATA DURING 2022 RELATIVE TO TRAFFIC VOLUMES

Lifesaver Offences 2022

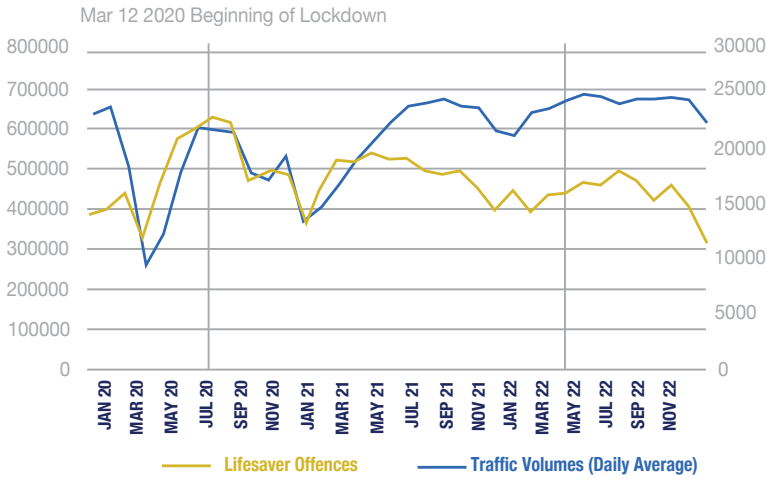
Enforcement levels for lifesaver offences, although down on last year (-10%), still remain in excess of pre-Covid 2019 levels (+6%).

	2019	2020	2021	2022	Change 21/22(%)	Change 19/22(%)
Lifesaver Offences*	185,721	222,623	218,763	197,440	-10%	6%

Traffic Volumes V Lifesaver Offences

Traffic volumes have remained relatively constant since the second half of 2021. However, lifesaver detections have continued on a downward trajectory since March 2021.

TRAFFIC VOLUMES V LIFESAVER OFFENCES



* Lifesaver offences consist of a combination of detections for speed, mobile phones and seatbelts, as well as intoxicated driving arrests.

** Monthly traffic volumes are based on all data available and relate to all vehicle types. Figures for Q4 2022 based on estimates. Figures supplied by Transport Infrastructure Ireland.



PUBLIC AWARENESS ACTIVITY

A number of campaigns were conducted by An Garda Síochána and the Road Safety Authority (RSA) including;

- National Slow Down Days in March, June and December
- Road safety appeals for all Bank Holiday weekends
- Christmas and New Year road safety campaign
- Seatbelt Sherriff Award Ceremony - Child car seat safety
- Make Way Day/Operation Enable
- Tyre safety
- Driving for work seminar
- Light up your bike
- Motorcycle safety
- Pedestrian safety
- Cyclist safety

Crimecall

In 2022, some of the topics covered were driver fatigue, tyre safety advice, railway crossing advice, intoxicated driving, pedestrian safety, and motorcycle safety.

EXAMPLES OF ADDITIONAL ROAD SAFETY OPERATIONS

SlowDown Campaign

Following its launch in June, a number of influencers from sporting, media, cultural, musical and other public backgrounds lent their support by posting road safety messages on their social media platforms encouraging people within their families and communities to “slow down” and change their driving behaviour. The campaign surpassed 8 million in reach across social media channels.




GoSafe Operations

37,044,395	99.63%.	1.6 Vehicles	Highest detections:	
The total number of times vehicles were assessed in safety camera zones	Compliance rates within the safety camera zones	Detections per hour in safety camera zones	120 zone	221 kmph
			100 zone	248 kmph
			80 zone	198 kmph
			60 zone	183 kmph
			50 zone	182 kmph

TECHNOLOGY

In 2022, a new drug testing device, the Securetec Drug Wipe 6S, was adopted. This device is a self-contained piece of drug testing equipment that has numerous benefits including being more mobile, user friendly and tests for a wider range of substances. The use of the device has improved capabilities of Roads Policing Units making our roads a safer place.

CROSS- ORGANISATION SERVICES

		
14,133	3,332	375
MEMBERS	GARDA STAFF (WHOLE TIME EQUIVALENT)	RESERVES
Staffing Level as at 31 December 2022		

over
1.9 MILLION
social media followers
– an increase of 8%



 Over 10,000 mobile devices
deployed by the end of 2022



New uniform
introduced in
August

Over
1,400
Garda personnel signed
up for the organisation's
Fáinne

39% OF INTERNS
HAVE APPLIED
TO BECOME
MEMBERS OF AN
GARDA SÍOCHÁNA

 OVER
549,000

vetting
applications
were processed,
an increase
of 27%

The highest
total fleet of
3,312
in the history
of the
organisation

559,000 incidents created
on PULSE by GISC

KEY ACHIEVEMENTS IN THE DELIVERY OF A POLICING SERVICE FOR OUR FUTURE (APSF0F)

Human Rights

An Garda Síochána continue to embed a human rights-based approach to policing with over 2,000 Garda personnel becoming Human Rights Champions.

Culture and Ethics

The second Culture Audit of An Garda Síochána took place in Q1 and Q2 2022. The final report was published in Q3 2022. Regional focus groups gathered qualitative data in Q4 2022.

In April, the Code of Ethics e-learning module went live on the Learning Management System (LMS).

Schengen Information System (SIS)

Further details on SIS can be found in the National Security and Intelligence section.

Computer Aided Dispatch (CAD)

The CAD 2 Project team prepared the new system, GardaSAFE, for its launch in early 2023.

Extensive training packages were developed call-takers and dispatchers, as well as all Gardaí.

A pilot of the new call transfer procedure was carried out in eight Divisions, and will be rolled out nationally.

Roster and Duty Management System (RDMS)

The RDMS roll-out continued with 14 Garda Divisions and more than 8,000 Gardaí using the system.

Garda Internship Programme

Of the 28 interns in the 2021-2022 programme, 39% have applied to become members of An Garda Síochána.

In December 2022, the internship was shortlisted for a Chartered Institute of Personnel and Development (CIPD) award in the Inclusion and Diversity Category.

Investigation Management System (IMS)

The IMS is now running in eight Divisions having gone live in Meath and Westmeath in 2022.

Mobility

To date, over 11,000 mobile devices have been deployed.

Over 160,000 Fixed Charge Notices (FCNs) were issued in 2022.

A full PULSE Person Search App was released in November 2022 to 10 Divisions.

The Microsoft Teams App was released to all mobile device users.

The Innovation Video Series was released on the Garda LMS.

Garda Occupational Health and Wellbeing (GOHW)

In 2022, the GNWO delivered four pilot Mental Health First Aid (MHFA) training courses. In addition, five MHFA training courses funded by the Health Service Executive (HSE) were delivered to personnel.

A review of the implementation of the psychological supervision and supports procedures was completed for personnel in roles and units with high psychological hazards exposure.

Cybercrime

Scaling up of operations with the allocation of additional staff resulted in a 50% increase in case closures compared to 2021.

Garda Uniform

An Garda Síochána new uniform was introduced in August.

The project won FM Project of the Year – Public Sector at the 2022 Facilities Management Awards, and was shortlisted for Best Manufacturing Procurement Project of the Year and Best Public Sector, Semi-State or Government Procurement Project of the Year at the 2021 National Procurement Awards.



THE OPERATING MODEL

Key Updates on Operations/Activities for 2022

The implementation of the Operating Model has seen significant momentum build throughout 2022 with the phased transition from 28 to 19 Divisions continuing.

Six Divisions - Cork City, Galway, Kerry, Limerick, Mayo/Roscommon/Longford and DMR South Central - are now operating in the functional area structure (Community Engagement, Crime, Performance Assurance and Business Services).

The Mayo/Roscommon/Longford Division was the first to formally amalgamate.

In excess of 30% of all Divisional personnel in An Garda Síochána are now assigned to a functional area.

To support this change, PULSE release 7.8 went live in these Divisions. Over 18 million current and historic records were transferred on PULSE as part of this, ensuring all incidents have a functional area value.

To date, 17 out of 19 Divisions have commenced or fully implemented the Business Services Functional Area. The Waterford/Kilkenny/Carlow Division implemented the final element of the Business Services (General Administration) in November.

Standardisation of the ways of working across the organisation remains a key element of the Operating Model. Six Divisions have commenced the implementation of the standardised performance assurance functional area processes.

GARDA ETHICS AND CULTURE BUREAU (GECB)

By year-end, 96.7% personnel had signed the Code of Ethics Declaration. GECB continue to encourage sign-up through communications and as part of promotion and internal competition vetting processes.

The second Culture Audit of the organisation was conducted by Durham University Business School in Q1 of this year. A Culture Audit Steering Group was established with representatives from Garda personnel associations and unions and, for the first time, representatives from our oversight bodies.

The Culture Audit achieved a response rate of 34%, which is higher than average for such surveys.

The results were published in September 2022 and key findings included:

- High levels of organisation pride and commitment
- Strong alignment between personal values and the values of the Code of Ethics.
- An increase in trust in senior leadership since the 2018 audit.

It identified that there is work to be done to give personnel the support and tools they need to do their jobs efficiently and effectively, to ensure people feel they are treated fairly, and they are being supported in their very challenging and pressurised work.

Focus groups were conducted nationwide from Q4 2022 and will continue into Q1 2023 to inform an implementation plan to address the findings.

GECB reviewed the Garda Decision Making Model policy in 2022 and it has been strengthened to ensure human rights is a central focus in every decision made by personnel across the organisation.

POLICING AUTHORITY LIAISON OFFICE

During 2022, PALO continued to engage with the Policing Authority. This included preparation for monthly Policing Authority meetings with the Commissioner and meetings with the Garda Senior Leadership Team. The Office also co-ordinated the development and publication of the Commissioner's Monthly Report to the Policing Authority.

The office facilitated preparation for eight meetings of the Policing Authority's Policing Strategy and Performance Committee and four meetings of the Garda Organisation Development Committee.

Liaison was also conducted in preparation for 11 Policing Authority meetings with the Commissioner, five of which were held in public.

Over 40 further meetings were organised by PALO between the Policing Authority and various specialist sections across An Garda Síochána. The Office also processed various requests from the Policing Authority including 45 Garda Actions Register requests.

SYSTEM OF INTERNAL CONTROLS

An Garda Síochána maintains and operates an effective system of internal control. This responsibility takes account of the requirements of the relevant provisions of the Code of Practice for the Governance of State Bodies.

Review of Effectiveness

There has been a review of the effectiveness of the system of internal control and this work has engaged the senior management within An Garda Síochána responsible for the development and maintenance of our internal controls.

In this context, An Garda Síochána continuously reviews our system of internal control, arising from revised derogations from/adaptations of the Code requirements for the Garda organisation, agreed with the Department of Justice.

Any system of internal control can provide only reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or would be detected in a timely manner. Maintaining the system of internal control within An Garda Síochána is an evolving process and the system and its effectiveness are kept under ongoing review.

Compliance with the Code of Practice for the Governance of State Bodies

In accordance with the derogations from/adaptations of the Code of Practice for the Garda organisation, An Garda Síochána has continued to progress its compliance with the applicable sections of the Code of Practice in 2022.

An overview of An Garda Síochána's compliance with the agreed reporting requirements, in respect of 2022, is set out below:

Code of Practice for the Governance of State Bodies		AGS Compliance with Department Requirements	
#	Section	Full Compliance	Partial Compliance
1.	Role of the Board	12	-
2.	Role of the Chairperson	1	-
3.	Role of Board Members	1	-
4.	Board Effectiveness	-	-
5.	Codes of Conduct, Ethics in Public Office, Additional Disclosure of Interests by Board and Protected Disclosures	7	-
6.	Business and Financial Reporting	5	1
7.	Risk Management, Internal Control, Internal Audit and Audit and Risk Committees	36	3
8.	Relations with the Oireachtas, Minister and Parent Department	17	7
9.	Remuneration and Superannuation	3	-
10.	Quality Customer Service	4	-

In regards to matters where partial compliance is recorded, work is ongoing to manage compliance in these areas. Examples of such work includes expanding An Garda Síochána's capacity to increase compliance through the establishment of new/expansion of existing functions e.g. new ICT Systems and the hiring of staff with specialist expertise.

In accordance with the requirements and financial reporting disclosures in the Code of Practice for the Governance of State Bodies, An Garda Síochána provides a Comprehensive Report to the Minister for Justice setting out assurance of the Garda organisation's compliance with the Code of Practice and other related matters.

Financial Control Environment

A control environment containing the following elements is in place:

- Financial responsibilities have been assigned at management level with corresponding accountability.
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned.
- Formal procedures have been established for reporting significant control failures and ensuring appropriate corrective action.
- There is an Audit and Risk Committee to advise the Commissioner in discharging responsibilities for the internal financial control system.

Procurement

An Garda Síochána has procedures in place to ensure compliance with current procurement rules and guidelines, and that during the year, An Garda Síochána complied with these guidelines, with the exception of 57 instances (in excess of €25,000) totaling €10,816,917 (ex VAT) as set out below :

- 18 cases to a value of €3,793,864 for towing services without competitive procurement. This service has subsequently been tendered, with a number of contracts in place and others being progressed.
- Two cases to a value of €4,045,511 for translation services without competitive procurement. This service has subsequently been tendered for and a contract is now in place.
- Nine cases to a value of €613,292 in respect of medical services. Some of this service has subsequently been tendered.
- 15 cases to a value of €1,014,800 in respect of equipment where no contract was in place.
- The other 13 cases with a value of €1,349,450 related a variety of purchases without competitive procurement.

An Garda Síochána has provided details of 111 instances of non-competitive procurement in the annual return of Circular 40/2002 to the Comptroller and Auditor General and the Department of Public Expenditure and Reform.

Administrative Controls and Management Reporting

A framework of administrative procedures and regular management reporting is in place including segregation of duties and a system of delegation and accountability, in particular that:

- There is an appropriate budgeting system with an annual budget, which is kept under review by Senior Management.
- There are monthly reviews by senior management, periodic and annual financial reports which indicate financial performance against forecasts.
- A risk management system and Corporate Risk Register operates within An Garda Síochána.
- There are systems aimed at ensuring the security of the ICT systems.
- There are appropriate capital investment control guidelines and formal management disciplines in operation.

Garda Internal Audit Service and Audit and Risk Committee

An Garda Síochána has an internal audit function, Garda Internal Audit Service (GIAS), which operates in accordance with an approved written charter with appropriately trained personnel. GIAS has a legislative basis under the Garda Síochána Act 2005.

GIAS advises the Commissioner in relation to the financial and property controls in place within the Garda organisation. It does this by undertaking thematic audits encompassing issues across the organisation, conducting periodic and systematic audits based on audit procedures, as well as undertaking value-for-money type reviews within An Garda Síochána on behalf of the Commissioner.

GIAS's work is informed by analysis of the financial risks to which An Garda Síochána is exposed and its annual internal audit plans, approved by the Commissioner, are based on this analysis. These plans aim to cover the key controls on a rolling basis over a reasonable period. The internal audit function is reviewed periodically by the Commissioner and the Audit and Risk Committee, with procedures in place to ensure that the reports of the internal audit function are followed up.



Garda Personnel attending the Strategic Leadership Module at the Garda College

The Audit and Risk Committee was established under the Garda Síochána Act 2005, to independently and objectively oversee the system of the internal control in An Garda Síochána, and to evaluate the related risk management arrangements in place.

As part of ongoing systematic reviews of the control environment and governance procedures within An Garda Síochána, the role of the Committee includes overseeing and advising on matters relating to the operation and development of the internal audit function, and reporting to the Commissioner in relation to the operation and development of that function. The Committee meets quarterly and prepares an annual report in accordance with its obligations under the Garda Síochána Act 2005 as amended by the Garda Síochána (Policing Authority Miscellaneous Provisions) Act 2015.

Risk and Control Environment

An Garda Síochána has a formal risk management process which provides a structured approach to risk management with an emphasis on governance, accountability and transparency.

A Risk Champion Network is in place across the Garda organisation to assist with the implementation, coordination, management and support of risk management function.

The Garda Risk Management Unit (GRMU) oversees An Garda Síochána risk management function and Risk Champion Network. The GRMU provides organisation-wide support in terms of communications, training, advice and guidance to all risk managers within An Garda Síochána, with the objective of embedding risk management firmly within the organisation's culture.

The GRMU provides administrative support to the Chief Risk Officer and the Risk and Policy Governance Board and advises them with respect to new and emerging corporate risks. The GRMU has an important role in ensuring organisation-wide compliance with risk management policy by way of audit and quality assurance.

The Risk and Policy Governance Board is chaired by Deputy Commissioner Strategy, Governance and Performance who has been delegated by the Commissioner as the Chief Risk Officer for An Garda Síochána.

The Board is a collective advisory group of key senior managers who oversee and provide strategic direction with respect to risk management and the management of policy in An Garda Síochána. It has responsibility for ensuring that corporate risks are managed and mitigated effectively to enable An Garda Síochána to achieve organisational objectives as outlined in Strategy Statements and Policing Plans.

DPER Public Spending Code

Given the considerable resource limitations within An Garda Síochána Finance Function the 2022 Quality Assurance Process is delayed.

Financial Internal Control Issues

Any weaknesses in the Financial Internal Controls identified in relation to 2022, that require disclosure, are set out in the Appropriation Account.

GARDA INTERNAL AUDIT SERVICE (GIAS)

An Garda Síochána has an internal audit function, Garda Internal Audit Service (GIAS), which operates in accordance with an approved written charter. This charter was updated in 2022 in-line with the Code of Practice for the Governance of State Bodies and the Institute of Internal Audit International Standards.

The mission of GIAS is to enhance and protect organisational value by providing risk-based and objective assurance, advice, and insight. This mission is fulfilled through the provision of independent assurance and consulting services designed to add value and improve An Garda Síochána operations.

In 2022, GIAS undertook a risk based schedule of audit engagements. These engagements were planned to provide an independent assessment of the effectiveness of risk management, control, and governance processes within An Garda Síochána. Through these engagements GIAS worked with An Garda Síochána management to improve process performance. Throughout 2022, GIAS followed up on the implementation of agreed performance improvement actions.

GARDA RISK MANAGEMENT UNIT (GRMU)

In 2022, the Risk Champion Network was revised to reflect new governance arrangements in the Operating Model Divisions.

The Corporate Risk Register captures the principal risks facing An Garda Síochána. In 2022, a number of principal risks were effectively mitigated and de-escalated. These risks related to the delivery of policing services surrounding the exit of the United Kingdom from the European Union (Brexit); the COVID-19 pandemic; and the capacity and capability of the Garda National Cyber Crime Bureau to undertake cybercrime investigations and reduce a backlog in forensic examinations.

Compliance rates in respect of local risk registers have remained consistently high throughout 2022, averaging 93% overall.

During 2022, significant progress was achieved in improving the risk management framework in the organisation. GRMU continued to implement recommendations from an independent review of the risk management framework undertaken by Mazars Ireland. Most notably, the development of a Risk Management IT System, which has entered the build stage of the project.

In 2022, GRMU conducted a half day seminar to key personnel to improve and embed risk management under the Performance Assurance Functional areas in Operating Model Divisions. GRMU also delivered training and briefings to over 300 personnel.

 <p>Sergeants, Inspectors and Senior Management Development Programmes</p>	 <p>Support Staff Briefings</p>	 <p>Risk Management Seminars to Operating Model Divisions</p>	 <p>Risk Register Development Workshops</p>	 <p>Monthly Review Meetings with Corporate Risk Owners / Support Staff</p>
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FINANCIAL MANAGEMENT

An Garda Síochána is financed through the annual estimates process whereby Dáil Éireann approves estimates of receipts and expenditure each year, and gives statutory effect to the estimates in an annual Appropriation Act. As Accounting Officer, the Garda Commissioner is responsible for An Garda Síochána Annual Appropriation Account, which provides details of the outturn for the year against the amount provided by Dáil Éireann, based on the cash amounts of payments and receipts. The prior-year outturn is also shown for comparison purposes.

The annual Appropriation Account is furnished to the Comptroller and Auditor General on or before 31 March each year, who on completion of their audit, presents the account, together with their certificate on the account, to Dáil Éireann and publishes same at <https://www.audit.gov.ie/en>.

The Commissioner signs a Statement of Internal Financial Control (SIFC), acknowledging his responsibility for ensuring that an effective system of internal financial control environment is maintained and operates within the Garda organisation. The SIFC addresses the internal control environment within An Garda Síochána with particular regard to the financial control environment, the framework of administration controls, management reporting and internal control, a statement of compliance with procurement guidelines, and confirmation that an Audit and Risk Committee and internal audit function are in place.

A budget process is in place to support the Commissioner in his responsibility for the proper management, efficient and effective use of public funds. The Finance Directorate monitors An Garda Síochána spend against budgets and provides monthly reports to the Commissioner, Senior Leadership Team and other relevant parties on spend and any associated variances.

In addition, a monthly report of expenditure against profiled budget is submitted to the Department of Public Expenditure and Reform as part of the budgetary monitoring process.

Reopening of Fitzgibbon Street Garda Station



FINANCIAL HIGHLIGHTS 2022

Expenditure and Income	2022 Provisional €'000	2021 Outturn €'000
Pay (Including Superannuation)	1,746,198	1,650,854
Non-Pay	235,782	218,915
Total Current Expenditure	1,981,980	1,869,769
Capital Expenditure	171,214	131,112
Gross Expenditure	2,153,194	2,000,881
Appropriation in Aid (Income)	130,515	122,332
Net Expenditure	2,022,679	1,878,549

Figures in the table above are inclusive of the Garda College

Extract from Appropriation Account

EXPENDITURE AND INCOME	2022	2021
	€'000	€'000
	Provisional Figures *	
Expenditure:		
Salaries and wages	1,320,140	1,252,316
Travel and subsistence	17,733	14,835
Training and development and incidental expenses	28,222	24,030
Postal and telecommunications services	52,391	55,192
Office equipment and external IT services	90,720	77,184
Maintenance of Garda premises	5,878	6,067
Consultancy services and value for money and policy reviews	926	666
Station services	29,642	27,380
Garda Reserve	126	109
Clothing and accessories	21,554	13,891
St. Paul's Garda Medical Aid Society	124	124
Transport	38,751	28,849
Communications and other equipment	26,833	28,814
Aircraft	1,738	3,597
Superannuation, etc.	403,772	377,620
Witnesses' expenses	2,305	2,132
Compensation	19,617	15,075
Witness security programme	600	400
Capital building programme	64,720	46,874
Garda College	27,402	25,726
Total Gross Expenditure	2,153,194	2,000,881
Income (Appropriations-in-Aid)		
Contributions to the Garda Síochána spouses' and children's pension scheme	12,862	12,491
Contributions to the Garda Síochána pension scheme	25,125	24,565
Miscellaneous receipts	18,662	20,770
Garda College receipts	441	341
Firearm fees	9,945	3,466
Safety cameras – certain receipts from fixed charges	14,754	14,624
Receipts from additional superannuation contributions on public service remuneration	48,726	46,076
Total Income	130,515	122,333
Total Net Expenditure	2,022,679	1,878,548

*2022 are provisional unaudited figures and will be audited by the Comptroller and Auditor General.

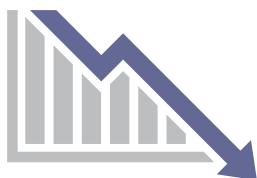
ENERGY MANAGEMENT

Multiple energy saving initiatives were implemented across the organisation including:

- Successfully achieved re-certification to best practice ISO 50001 standard for energy management.
- Integration of 33 new electric vehicles into the Garda transport fleet in 2022.
- Introduction of electric vehicle charge points across several key nationwide locations.
- Improved building fabric insulation upgrades, including the installation of external insulation works on the roof of the Technical Bureau in Garda Headquarters.
- Continued roll-out of upgraded LED lighting at several locations.
- Participated in the OPW's Optimising Power @ Work scheme, which is a State-wide energy conservation campaign.
- Continued implementation of e-learning energy management programme at Garda College.

An Garda Síochána has reduced its total primary energy requirement (TPER) consumption by 98,569 MWh since 2009 - a reduction of 35.8%. A range of efficiency measures, including the ongoing certification to ISO50001, have contributed to cumulative energy savings of €41 million and carbon emissions savings of 43.7% since 2009.

Energy Consumption



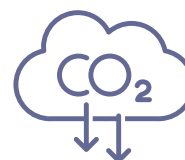
2009 vs 2022
98,569 MWh

Cost Reduction



2009 vs 2022
€3,547,634

CO₂ Savings



2009 vs 2022
27,917 tCO₂

PROCUREMENT

In 2022, a total of:



23 tenders

(13 EU Journal and 10 eTenders) were published by An Garda Síochána.

24

contracts

awarded (12 EU Journal and 12 eTenders).



Eight

contracts

awarded following mini-competitions from the Office of Government Procurement (OGP) Framework Agreements.

Five OGP contract

activations completed.





ESTATE MANAGEMENT

A number of projects/new accommodations were completed or progressed during 2022:

- The completion of Walter Scott House, a new, purpose-built Garda Security and Crime Operations Centre (GSCOC) on Military Road, Kilmainham, Dublin 8.
- An Garda Síochána Command and Control Centre was relocated from Harcourt Square to the new National Train Control Centre building at Heuston Station.
- A new ICT datacentre was completed in Finglas Garda Station to replace the existing datacentre in Block J, Garda Headquarters.
- New accommodation secured for our Fleet Management and for an ICT Distribution Centre, which will be fitted out in 2023.
- The major refurbishment of Block N (an 1840s building) in Garda Headquarters to provide modern office accommodation standards was completed in 2022.
- The Justice PPP project includes the development of two new Garda Stations at Macroom, Co. Cork and Clonmel, Co. Tipperary. During 2022, a project board was formed under the Chair of the Secretary General of the Department of Justice, and with membership from An Garda Síochána, the Department of Justice, the Courts Service, the OPW and the National Development Finance Agency to continue the progression of this project.
- The Longford Garda Station project to provide an extension to the station with upgraded custody facilities and increased office accommodation was completed in Q3, 2022.
- The Navan Garda Station project to provide enhanced custody facilities and additional office accommodation was completed in Q4 2022.
- Bailieborough Garda Station – Development of a new Garda station commenced on site in January.
- Newcastle West Garda Station – Planning lodged for new Garda station in Limerick in Q4, 2022. The Office of Public Works is progressing the procurement phase of the project.
- Cell Refurbishment Programme – refurbishments were completed in Sundrive Road (Dublin), Enniscorthy (Wexford), and Thomastown (Kilkenny) Garda stations.
- The redevelopment of Block J, Garda Headquarters commenced in Q3, 2022. This redeveloped facility will provide accommodation for over 100 staff from Community Engagement, Roads Policing and Youth Diversion Bureaus.



FLEET MANAGEMENT

By the end of 2022, 283 vehicles had been allocated nationwide, bringing the fleet to 3,312.

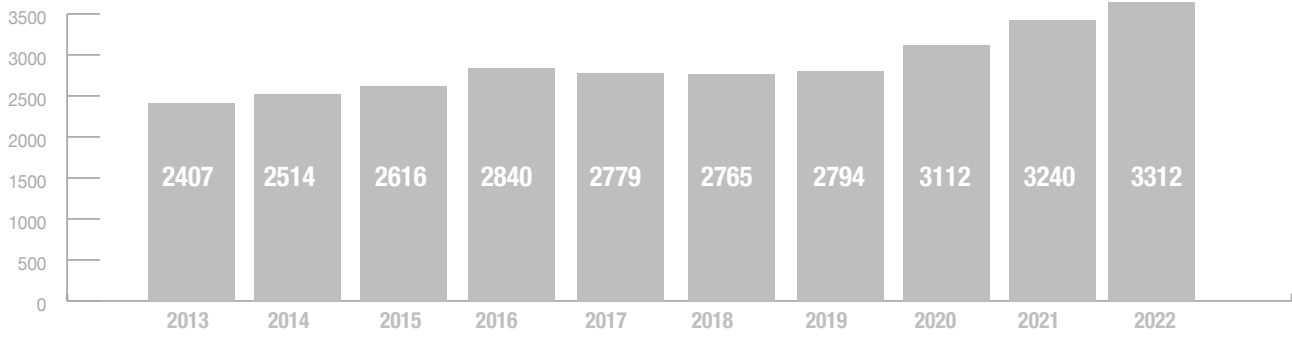
Net increase for 2022 was 72 vehicles.

	Cars	Vans	Motorcycles	4x4's	other	Total
Vehicles Allocated 2022	244	36	1	1	0	282
Vehicles Decommissioned 2022	178	28	0	3	1	210
Garda Fleet as at 31/12/2022	2,517	514	129	99	53	3,312

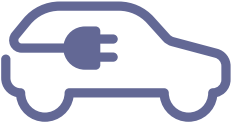





Fleet Strength 2012-2021 +34%

FLEET SIZE



At year-end, of the 3,312 vehicles in the Garda Fleet, 214 (6.5%) were electric or hybrid.

	As at 31 December 2022	Number of vehicles	% of vehicles
	Electric	42	1.3%
	Plug In Electric Hybrid	13	0.4%
	Hybrid Unleaded	43	1.3%
	Mild Hybrid Diesel	116	3.5%
	Total	214	6.5%



GARDA PROFESSIONAL STANDARDS UNIT (GPSU)

GPSU continued to carry out monthly examinations of:

- Cancellation of FCNs to ensure compliance with policy.
- Searches on PULSE of Items of Interest [Vehicle, Persons and Locations].

GPSU oversees compliance by Chief Superintendents, Principal Officers, Superintendents, and Assistant Principals in conducting inspections and reviews in their Division or national section every quarter. A formal process is at an advanced stage on proposed amendments to the online Inspections and Reviews Recording System in order to be user-friendly and in-line with the Operating Model.

Engagement remains ongoing with recently appointed Performance Assurance Superintendents and Regional Chief Superintendents, as part of the continued roll-out of the Operating Model, in order to increase compliance rates and improve the quality of inspection and review submissions.

POLICY AND GOVERNANCE CO-ORDINATION UNIT (PGCU)

During 2022, PGCU worked with policy owners and writers to see new policies or related HQ Directives issue to the organisation.

Some of these documents included:

- Employment of Defense Forces as an Aid to the Civil Power ATCP Form C70.
- Memorandum of Understanding, and associated Data Sharing Agreement between An Garda Síochána and the PSNI.
- Voluntary Antigen Diagnostic Testing (VADT) programme for Garda personnel.
- Professional Boundaries and Abuse of Power for Sexual Gain.
- Management and Use of Covert Human Intelligence Sources (CHIS).
- McCabe Fellowship Programme 2022-2023.

With the introduction of the new Garda uniform, the Uniform and Dress Code within An Garda Síochána policy was updated under the policy trigger mechanism. This document placed further emphasis on our aims of promoting Equality, Diversity and Inclusion within An Garda Síochána.

Throughout the year, emphasis was enhanced around the potential outcomes for breaches of policy within An Garda Síochána such as with the updated Professional Boundaries and Abuse of Power for Sexual Gain policy.

INTERNAL AFFAIRS (IA)

During 2022, 1,233 files were opened relating to discipline and complaints. A total of 45 new suspensions were effected during 2022 culminating in 115 Gardaí being suspended at the end of December 2022.

In addition, during 2022, a total of 456 requests for information/documentation from GSOC were received and managed at the Gearain Office (Complaints Office).

During 2022, a total of 111 new compensation files were opened in respect of Gardaí maliciously injured while on duty. One hundred and twenty nine cases were heard in the High Court and a total of €6,242,050 was awarded. Significant work is ongoing to implement the new Garda Síochána Compensations scheme.

Local Intervention Initiative

Data received from GSOC in 2022 revealed:

- GSOC referred 222 cases to An Garda Síochána for local intervention. Of the cases that were returned:
- 100 were closed as resolved or closed following the intervention process.
- 42 were unsuccessful and were referred back to GSOC for a decision to be made as to the admissibility of the complaint.
- 15 were not resolved and closed without further action.
- 4 were marked as closed without intervention (two complainants did not engage with the process, one complaint was withdrawn, and one complaint was in relation to Garda Staff).

In summary, approximately 54% of cases forwarded to the Local Intervention Inspectors were resolved or closed following local intervention with approximately 2% closed without intervention.

GARDA ANTI-CORRUPTION UNIT (GACU)

Thirteen thousand (13,000) Garda personnel completed a bespoke on-line programme developed by GACU designed to further promote professionalism and integrity in An Garda Síochána, creating awareness of GACU and of existing Garda Anti-Corruption policies.

GACU also delivered briefings nationwide including to Garda personnel attending internal training courses, development programmes, and to student Gardaí.

GACU undertook a number of investigations in 2022 and continues to develop its investigative capacity.

GACU personnel participated in a professional exchange with the PSNI in 2022 (Patten Exchange Programme) and attended a professional development programme facilitated by the New York Police Department (NYPD).







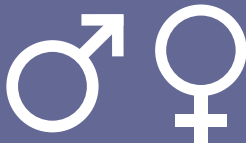
During 2022, GACU continued to strongly contribute to implementing recommendations from An Garda Síochána Inspectorate Report Countering the Threat of Internal Corruption. These recommendations are being implemented under the umbrella of a Joint Implementation Plan developed in partnership by An Garda Síochána and the Department of Justice, which was published by the Minister for Justice.

Work also progressed towards the introduction of Substance Misuse Testing in An Garda Síochána and following engagement with the Department of Justice, legislation was enacted in 2022 to allow for the future introduction of An Garda Síochána (Drug Testing) Regulations.

Ireland was subject of a Fifth Round Evaluation by GRECO (Group of States Against Corruption) in 2022 that focused on 'Preventing corruption and promoting integrity in central governments (top executive functions) and law enforcement agencies'. GACU contributed to the submission to GRECO and represented Ireland at the 91st GRECO Plenary meeting, which took place during 2022 at the Council of Europe, Strasbourg, France.

GACU became a member of the Internal Criminal Investigations Network (ICIN) and the European Partners against Corruption and European contact-point network against corruption (EPAC/EACN) during 2022.

HUMAN RESOURCES AND PEOPLE DEVELOPMENT (HRPD)

<p>38 PROMOTIONS TO OFFICER RANKS</p> <p>6 new Assistant Commissioners</p> <p>10 new Chief Superintendents</p> <p>22 new Superintendents</p> <p>372 newly attested probationer Gardaí were allocated to Training Garda Stations</p> 	<p>507 promotions to the ranks of Sergeant and Inspector</p> <p>102 Promotions to Inspector</p> <p>405 promotions to Sergeant</p>	<p>There were three deployments to the UNFICYP Mission in Cyprus</p> 	<p>A total of 535 Garda staff were recruited and assigned to various administrative and technical roles</p> <p>A further 596 vacancies are being processed at various stages of recruitment</p>
<p>First Aid training was delivered to</p> <p>680 Gardaí / Garda Staff</p> 	<p>7,119 Extraction/Training Days</p> 	<p>There are now circa 8,000 employees live on the RDMS system</p> 	<p>For the first time in the history of An Garda Síochána All Civilian and Garda members transitioned to online payslips</p>
 <p>Total ELearning Courses Completed 36,751</p>	<p>Gender Pay Gap Information published in June</p> 		

Staffing Level as at 31 December 2022

Gardaí	Garda Staff	Reserves
14,133	3,332 (3,125.6 whole time equivalent)	375

RESOURCE ALLOCATION OFFICE**Probationer attestations and allocations**

370 newly attested probationer Gardaí were allocated to Training Garda Stations nationwide, across four Intakes from the Garda College.

Resource Management

Garda Staff Competitions conducts and assists in running a variety of competitions, both internally and externally. In 2022, 40 competitions were run.

WORKFORCE MODERNISATION

The Workforce Modernisation initiative continued in 2022 with a view to identifying additional roles for Garda Staff within the organisation where value could be delivered in terms of freeing Gardaí from roles and functions not requiring their Garda powers, experience or expertise, thus contributing to the availability and visibility of Gardaí to the public.

Thirty eight Garda posts were reassigned to Garda Staff during the year further advancing the commitment to increasing Garda visibility by facilitating Gardaí returning to frontline policing duty. This brings to 882 the number of Gardaí that have been re-assigned to the front-line under this programme.

The National Performance Management Office continued throughout 2022 to oversee, monitor and drive performance management within the organisation. The system in place for performance managing Gardaí, the Performance and Learning Framework (PALF), had a participation rate at the end of December of 85%, and the National Performance Management Office continues to promote and improve the PALF process to increase participation rates in the future.

In addition, work progressed on the development of the IT system to support the performance management for Garda Staff – the civil service-wide Performance Management and Development System. Further testing of the system will take place during Q1 2023, with the phased roll-out to follow.

WORK FORCE PLANNING (WFP) OFFICE

WFP submitted a Workforce Plan to the Policing Authority in July with a follow up report in October that received approval for implementation.

The objective of the Plan is to strategically assess evolving demand and to plan for resourcing to meet the priorities and objectives outlined in Strategy Statement 2022-2024. Also, to develop a strategic approach to workforce planning to support the Commissioner to recruit and fill vacancies ensuring that the right people with the right skills are in the right place at the right cost to support delivery of key strategic objectives.

A quarterly progress report is to be provided to the Policing Authority to ensure transparency and oversight as to the progression of key objectives within the Workforce Plan. The first report is due in January 2023.

GARDA NATIONAL HEALTH AND SAFETY POLICY UNIT

In 2022, the number of personnel recorded as having suffered an occupational injury was 544 compared to 584 in 2021. While the majority of these injuries were of low severity, An Garda Síochána continues to focus on reducing risks that give rise to injurious incidents. The most common causes of occupational injuries are assaults, road traffic collisions, and slips, trips and falls.

EMPLOYEE ASSISTANCE SERVICE (EAS)

The EAS currently has 14 Employee Assistance Officers (EAOs).

- There were 25,896 phone calls made by EAOs during the year to personnel. The calls were made by each Employee Assistance Officer to provide support and share welfare and wellbeing information.
- Inspire Workplace continue to provide an independent and confidential helpline and counselling service to all personnel. There were 4,857 calls to the counselling service and out of this, 4,483 counselling sessions were availed of during 2022.
- The Psychological Support Service ensures that all appropriate personnel have an opportunity to meet with a Psychological Supervisor twice annually. These mandatory sessions are provided by Inspire Wellbeing in conjunction with the Employee Assistance Service.
- One-to-one psychological supervisory support sessions continued during 2022 with a total of 1,172 one-to-one psychological sessions happened in 2022.
- Virtual Group Information Sessions continued during 2022 with a total of 131 attendees nationwide ran across 12 group sessions.

OVERSEAS OFFICE

There were three deployments to the UNFICYP Mission in Cyprus in 2022 which make up the 29th Irish Contingent.

Key Events/Achievements:

- Visit of Minister for State Mr. Martin Heydon TD to Cyprus in March.
- St. Patricks Day, Irish Contingent, March.
- UN Medal Presentations, Cyprus in April and November.
- Visit of Ceann Comhairle Delegation to Cyprus in June.
- Participation of Gardaí in UNPOL Police Officers Course at Police Support Operations Centre, Camp Butmir, Bosnia and Herzegovina in September.
- Overseas Medal Ceremony in November.

Hosting of UNPOL Training STM Architecture Programme

The UNPOL STM Course took place in the Garda Training College in September, which facilitated training in line with UN directives to 20 participants including 12 police officers from nine countries. This initiative between An Garda Síochána and the Department of Foreign Affairs provided funding to train accredited UNPOL instructors who will be utilised to select candidates for upcoming UN deployments for 2023 and beyond. This course has only been run in three other countries since its implementation in 2019.



GARDA COLLEGE

Extraction / Training Days 2022

2022		
School	Section	Extraction/Training Days
Foundation Training	Foundation Training (Trainees)	27,429
Total		27,429
Crime Specialists and Operational Skills Training	Crime Training	2,927
	Driver Training	6,993
	Firearms Training	4,915
	Investigative/Specialist Interviewing	1,011
	Safety Skills/Public Order	9,123
	Forensic Collision Investigation	147
Total		25,116
Leadership Management and Professional Development	Continuous Professional Development	1,791
	Computer Information Technology	310
	Garda Staff Development	1,196
	Digital Learning Hub	36,751
	Leadership Management Development	4,526
Total		44,574
Grand Total		97,119

All figures are subject to change due late returns/notices of amendments.

Foundation Training

A review of the Foundation Training Programme (FTP) was completed in 2022, which resulted in a revision of the delivery models of training. The current Training Programme (2022) was devised over a 16-month period from 2021 and has been adopted and approved by the Garda Executive.

Garda Trainees are attested as Probationer Gardaí on completion of Phase I training and receive their permanent stations. They continue to complete the BA in Applied Policing during this time through nationwide Continuous Professional Development (CPD) schools overseen by Garda College.

Garda Trainee Summary							
Intake Number	211	212	213	214	221	222	Total Attested 2022
No of Class Participants	145	70	101	54	25	89	
Phase 1 Start Date	24/05/2021	19/07/2021	20/09/2021	15/11/2021	09/05/2021	28/11/2022	
Phase 1 End Date	14/01/2022	11/03/2022	19/05/2022	08/07/2022	13/01/2023	28/07/2023	
Date of Attestation	14/01/2022	11/03/2022	19/05/2022	08/07/2022	13/01/2023	28/07/2023	

- 803 Probationer Gardaí are in the system at year-end.
- Since its introduction, 2,508 Gardaí have successfully completed the Foundation Training Programme and were awarded a Level 7 Degree
- The Tutor Garda Training Course was reviewed and amended
- Four Trainees partook in an exchange with the Norwegian Police Service.

Probationer Monitoring

In 2022, the Probationer Office has monitored the development and performance of in excess of 1,300 Probationers. There were 803 Garda Probationers in the Foundation Training Programme as of 31 December 2022. Approximately 800 files were processed through the Probationer Office for direction to Office of the Chief Administrative Officer, throughout 2022.

Leadership, Management and Professional Development

Leadership and Management Development (LMD) Key Highlights for 2022:

- Over 40 senior management personnel graduated from the Garda Executive Leadership Programme (GELP) with a Level 9 Post Graduate Diploma in Leadership in Policing from the Irish Management Institute and accredited by University College Cork.
- Executive Coaching was provided to all recently and newly promoted senior management as part of their Development Programme with 270 coaching sessions facilitated.





Ten participants comprising of Chief Superintendents and Principal Officers promoted during 2021 and 2022 commenced their development programme.

Thirty seven participants comprising of Superintendents and Assistant Principals Officers commenced their development programme and are now enrolled to commence their coaching programme with an external executive coaching provider.



The 102 Inspectors who were promoted in 2022 have commenced their development programme, which was attended by the Commissioner.

Four hundred and nine Sergeants were promoted in 2022 and all have completed their introductory seminar and module one. Module two has commenced.



• Digital Learning Hub (DLH)

The DLH is responsible for developing and recording all of the e-learning content used by the organisation.

The major projects undertaken throughout 2022 include:

- Implementation of the new Learning Management System (LMS) named Garda Education Training System (GETS)
- Development of the Electronic Training Management System (ETMS);
- Securetec Drug wipe 6S training course created on the Garda LMS. It has been completed by 3,067 Gardaí.
- Online training module as part of the new Foundation Training programme. This involved the production of over 30 videos and knowledge checks, and enabled a more blended learning approach to the Foundation Training Programme.
- Development of a new online Tutor Garda training course in collaboration with Foundation Training Garda College

HR DIRECTORATE

Covid-19 Reporting

The HR Directorate managed reporting for Covid-19 related absence that informed operational decisions, particularly in the early part of the year. This reporting has since concluded.

Return to Work Protocols

HR Directorate led on the development and communication of the revised Covid-19 response plan that issued in Q2 and included conditions for return back to the workplace.

Kelio Time and Attendance

The Kelio time and attendance system was upgraded and extended to the DMR for the first time. Along with the upgrade, training on the system was delivered across the organisation.

Resignations/Retirements

The team processed 472 exits for Gardaí and 366, of which 87 were resignations, for staff to date. This is an increase year-on-year.

A formalised streamlining process for the management of ill health retirements has been created to include documented processes, with templates for management and relevant checklists.

Length of Service	Number of Resignations Across Gardaí and Garda Reserves
0-5 years	65
6-10 years	26
11-15 years	33
16-20 years	14
21+ years	2
Total	140

Sick Leave Ready Reckoner for Garda promotion competitions

The sick leave function teamed with a GSAS resource to solve the issue of Gardaí sick leave assessment post-success at PAS competition for promotion. This report provides almost instant information on what Gardaí might have excessive sick leave or light duties arrangements that allows for additional analysis by exception rather than individual applicant assessment.

Garda Internship

Delivered an enduring employment model for future interns to ensure that there is the prospect of securing interns in permanent roles at the end of the programme.

Gardaí and Garda Staff Sickness Absence Section

The tables below show a breakdown and comparison of the number of days lost for both Garda Staff and Gardaí during the years 2013-2022.

Gardaí and Garda Staff whole-time equivalent (WTE) and average days lost are also shown for comparison purposes.

Sick Leave Statistics comparing 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022 Gardaí Only										
YEAR	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Full time equivalent (FTE) strength averaged across the year	13,243	12,927	12,805	12,855	13,281.50	13,843.50	14,236.25	14,491	14,402	14,212.75
Average no. of days lost per sworn member due to ordinary illness and injury on duty	17.91	13.62	12.32	12.76	13.30	14.70	14.60	12.94	14.19	16.59
% change year on year of average days lost per sworn member	6.54%	-23.95%	-9.54%	3.57%	4.23%	10.53%	-0.68%	-11.37%	9.66%	16.91%
No. of days lost due to ordinary illness	198,975	139,937	112,999.50	113,865.50	122,242	139,895.50	145,365	127,100.50	132,543.50	160,390.00
% change year on year – ordinary illness	2%	-29.67%	-19.25%	0.77%	7.36%	14.44%	3.90%	-12.56%	4.28%	21%
No. of days lost due to injury on duty	38,249	36,145	44,864.50	50,215	54,317.50	62,996.50	61,942	62,147.50	71,761	75,352.5
% change year on year – injury on duty	15%	-5.50%	24.12%	11.93%	8.17%	15.98%	-1.67%	0.33%	15.47%	5%
Total number of days recorded	237,224	176,082	157,864	164,080.50	176,559.50	202,892	207,307	189,248	204,304.50	235,742.5
% change year on year – Total number of days recorded	4%	-25.77%	-10.35%	3.94%	7.61%	14.91%	2.18%	-8.71%	7.96%	15.39%

The total number of sick days recorded on SAMS are the number of calendar days that staff are absent, and may include weekends and rest days.

Sick Leave Statistics for 2013 as recorded on SAMS and reported @ 03.02.2014
 Sick Leave Statistics for 2014 as recorded on SAMS and reported @ 04.02.2015
 Sick Leave Statistics for 2015 as recorded on SAMS and reported @ 03.02.2016
 Sick Leave Statistics for 2016 as recorded on SAMS and reported @ 01.02.2017
 Sick Leave Statistics for 2017 as recorded on SAMS and reported @ 06.02.2018
 Sick Leave Statistics for 2018 as recorded on SAMS and reported @ 05.02.2019
 Sick Leave Statistics for 2019 as recorded on SAMS and reported @ 05.02.2020
 Sick Leave Statistics for 2020 as recorded on SAMS and reported @ 05.02.2021
 Sick Leave Statistics for 2021 as recorded on SAMS and reported @ 04.02.2022
 Sick Leave Statistics for 2022 as recorded on SAMS and reported @ 07.02.2023

**Sick Leave Statistics comparing 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022
 Garda Staff Only**

YEAR	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
FTE Garda Staff averaged across the year	2039.77	2042.36	2090.40	2071.66	2193.72	2361.64	2797	3096.71	3259.85	2913.85
Average no. of days lost per Garda Staff due to illness	12.35	12.11	12.09	12.41	11.88	11.83	11	8.81	9.19	15.84
% Change year on year of average days lost per Garda Staff	N/A	-1.94%	-0.17%	2.65%	-4.27%	-0.42 %	-7.02%	-19.91%	4.31%	72.36%
Total number of days recorded*	25,193	24,741	25,267	25,716	26,054	27,941	30760.42	27,286.71	29,957.20	46,151.00
% change year on year	N/A	-1.79%	2.13%	1.78%	1.31%	7.24%	10.10%	-11.29%	9.79%	54.06%

*The total number of days recorded on PeopleSoft (HRMS) shows the actual working days lost. The figures shown are for Garda Staff excluding Industrial Staff. Weekends and adjustments for employees on work-sharing patterns are discounted. HRMS was used for reporting purposes for all years prior to 2022.

*For 2022 the figures are extracted from Sick Absence Management System (SAMS) and show the total number of sick days recorded on SAMS. These figures are the number of calendar days that staff are absent and may include weekends and rest days. The figures shown are for Garda Staff excluding Industrial Staff.

HRMS was run for comparison purposes, actual working days lost for 2022 is 30,681 excluding Industrial Staff. Comparing HRMS 2021 against HRMS 2022 the percentage change year on year is 2.41%.

Sick Leave Statistics for 2013 as recorded on HRMS and reported @ 03.02.2014
 Sick Leave Statistics for 2014 as recorded on HRMS and reported @ 04.02.2015
 Sick Leave Statistics for 2015 as recorded on HRMS and reported @ 03.02.2016
 Sick Leave Statistics for 2016 as recorded on HRMS and reported @ 01.02.2017
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 Sick Leave Statistics for 2020 as recorded on HRMS and reported @ 05.02.2021
 Sick Leave Statistics for 2021 as recorded on HRMS and reported @ 04.02.2022
 Sick Leave Statistics for 2022 as recorded on SAMS and reported @ 07.02.2023

Commentary Sick Absence 2022

Sick absence is broadly categorised as injury on duty (Gardaí only) and ordinary illness (Gardaí and Garda staff).

In 2022, there was an increase in ordinary illness sick absence for both Gardaí and Garda Staff.

Comparing 2022 to 2021, year-on-year ordinary illness days have increased significantly for both Gardaí by 21% and by 54.06% Garda Staff.

Garda Staff reporting for 2022 was extracted from SAMS, while all prior years are from a different HR management system (HRMS). While HRMS was not used for reporting purposes the report was run to establish actual days lost (excluding Industrial Staff), which was 30,681 days. Comparing like with like HRMS 2021 against 2022 ordinary illness actual working days lost for Garda Staff has increased by 2.41%.

Since the start of the Covid-19 pandemic in 2020, covid related absence was not recorded as sick absence leave, it was instead recorded as special paid leave and applied in certain circumstances. From July 2022, the recording of covid related absence moved from Special Paid Leave to Sick Absence Leave beyond a seven-day period of absence. This is likely a contributory factor to the sickness absence increases in ordinary illness in 2022.

Instances of Sick Absences

- The number of instances of ordinary illness sick absence this year for Gardaí was 18,544, which reflects a 28.44% increase from 14,438 in 2021.
- For Garda Staff, the number of instances was 4,777 in 2022, which shows an increase of 30.16% from 3,670 in 2021.
- Injury on duty sick absence instances for Gardaí was 562 in 2022, which shows a slight decrease of 3.27% from 581 in 2021.

The Number of Gardaí/Garda Staff Absent

Concerning the number of Gardaí/Garda Staff availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances.

- The number of Gardaí that availed of sick absence (ordinary illness) in 2022 was 7,721, which reflects a 15.07% increase from 6,710 in 2021.
- For Garda Staff, the number that availed of sick absence in 2022 was 1,961, which shows a marginal increase of 12.51% from 1,743 in 2021.
- The number of Gardaí that availed of injury on duty sick absence in 2022 was 283, which reflects an 8.12% decrease from 308 in 2021.

LTR – Lost Time Rate – Gardaí

Year	No. Of days Sick Absent	No. Of days Sick Absent adjusted 5/7	Whole Time Equivalent (WTE)	Standard Working Year	Standard Working Year * WTE	LTR	Commentary
2022	160,390.00	114,564.29	14,212.75	229	3,254,719.75	3.52%	The Lost Time Rate for 2018, as calculated by DPER, was 3.2%.
2021	132,543.5	94,673.93	14,402.00	229	3,298,058.00	2.87%	
2020	127,100.5	90,786.07	14,628.00	229	3,349,812.00	2.71%	
2019	145,365	103,832.14	14,236.25	229	3,260,101.25	3.18%	

Note 1 Sick absence for Gardaí is recorded on SAMS as the number of calendar days that they are absent and may include weekend or/and rest days. To estimate the working days lost, the number of sick absence days recorded is adjusted by a factor of 5/7.

Note 2 The LTR figure is calculated using only the ordinary illness absence.

Note 3 Standard working year = 229 days (365 minus weekends, public holiday and 22 days annual leave)

Note 4 LTR Formula, (Days recorded as sick absence * 5/7) / (Standard Working Year * WTE) * 100 = LTR %

Note 5 Whole time equivalent does not factor other leave types such as maternity, career break etc.

LTR – Lost Time Rate – Garda Staff

Year	No. Of days Sick Absent	Whole Time Equivalent (WTE)	Standard Working Year	Standard Working Year * WTE	LTR	Commentary
2022	46,151.00	2,913.85	229	667,271.65	4.94%	The Lost Time Rate for 2018, as calculated by DPER, was 5.2%.
2021	29,957.20	3,259.85	229	746,505.65	4.01%	
2020	27,286.71	3,096.71	229	709,146.59	3.85%	
2019	30,760.42	2,797.00	229	640,513.00	4.80%	

Note 1 All years prior to 2022 were extracted from HRMS on an actual basis. The 5/7 adjustment to the 2022 SAMS figures shows days lost at 32,965 days while HRMS shows 30,681 days. In 2022, SAMS data was used to be consistent with Gardaí reporting and to align to monthly reporting.

Note 2 Standard working year = 229 days (365 minus weekends, public holiday and 22 days annual leave)

Note 3 Whole time equivalent does not factor other leave types such as maternity, career break etc.

GARDA NATIONAL RESERVE SUPPORT UNIT

The action plan for the Garda Reserve Strategy is supported through the establishment of an Implementation Group. This group met throughout 2022 and delivered the following:

- engaged with the Department of Justice and the Public Appointments Service to ensure that the next recruitment campaign is inclusive to diverse and underrepresented groups with the intention of removing perceived barriers.
- completed a review of the prescribed training for Garda Reserves.
- established a Garda Reserve Strategy Oversight Committee to support the direction and rejuvenation of the Garda Reserve Programme.
- issued 28 Certificates of Appreciation for Reserve Gardaí who successfully completed 10 years of service within An Garda Síochána.

GARDA OCCUPATIONAL HEALTH AND WELLBEING (GOHW)

GOHW also provided advice and support at a corporate level to the organisation.

Key updates operations/activities for 2022 include:

- The GNWO delivered four pilot Mental Health First Aid (MHFA) training courses. In addition, five MHFA training courses funded by the Health Service Executive (HSE) were delivered to personnel.
- The Menopause Steering Group concluded the development of the Menopause Guidance document. The document was circulated to the GOHW Health and Wellbeing Stakeholders Forum.
- GOHW, GNCSIS and STOC developed and drafted a guidance and procedure document for the management, psychological supervision and support post-firearms discharge events that was presented to the Garda Executive.
- A review of the implementation of the psychological supervision and supports procedures for personnel in roles and specialist units with high psychological hazards exposure was completed in partnership with Inspire Wellbeing and the Garda Employee Assistance Service.
- GOHW created regular, dedicated occupational health and wellbeing content/features for the organisation's internal e-zine, Newsbeat.

INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

ICT provide 24/7/365 support to the organisation which resulted in over 115,000 support tickets logged across all ICT teams in 2022, an increase of approximately 15% on 2021 volumes.

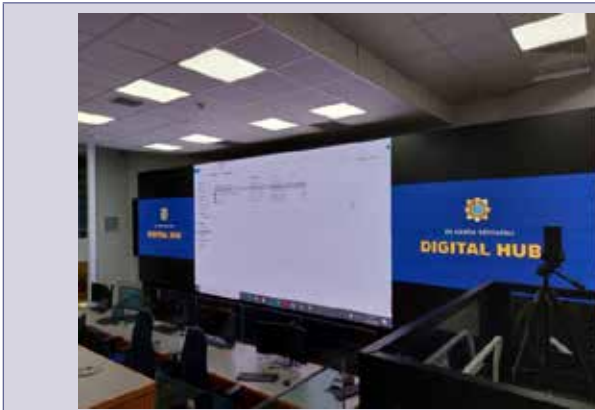
In addition, ICT supported and deployed the release of 33 live applications and services in 2022. These deployments included two major PULSE releases, Investigation Management System (IMS) releases, and three large updates to PULSE to support the roll-out of the Operating Model.

A key deliverable in 2022 was the commissioning and migrating of one of the Garda Data Centres to a new location. As a result of in-depth planning and detailed risk mitigation, the physical movement of critical Garda ICT infrastructure occurred without any disruption to services for end-users and without any unplanned downtime.

Key activities:

- 1,420 additional advanced mobility devices were deployed to frontline members. This brought the total deployment of devices to over 10,000 devices by the end of December.
- The Roster and Duty Management System (RDMS) is now live in the DMR South Central, DMR North Central, DMR South, DMR West, DMR East, Galway, Limerick, Cork City, Cork County and Kerry Divisions
- The Investigation Management System (IMS) is now live in Waterford, Wexford, Kilkenny / Carlow, Tipperary, Clare, Wicklow and Meath / Westmeath Divisions.

- The development of Computer Aided Dispatch (CAD2) continued. This involves a complete overhaul of the existing emergency call handling and regional command and control ICT system.
- Throughout 2022 planning for SIS Recast, the next iteration of SIS, continued. This will result in enhanced security for people and improved effectiveness in law enforcement co-operation in Ireland and across EU Member States. It is expected to go live in Q1 2023.
- A newly commissioned Garda Digital Innovation Centre, which is a centre to advance innovation in digital policing in An Garda Síochána was utilised extensively in 2022, hosting innovation sessions, senior Garda management meetings, and visits from Government and oversight.



Garda Digital Information Centre



Testing new CAD2 system

- ICT continue to provide and enhance support to personnel across the organisation, both in the workplace and working remotely, to enable personnel to access Garda information systems in a secure manner.

GARDA LEGAL

Employment Law

The office of the Head of Employment Law provided legal advice about a large range of employment law issues to the Garda organisation on areas such as bullying and harassment cases, protected disclosure issues, and sick leave disputes.

Civil Legal

The Head of Civil Legal managed all civil litigation involving the Garda Commissioner, together with providing legal advice concerning administrative, employment and regulatory law issues, including key organisational projects. The Civil Legal Office also provided legal advice on a broad range of legal issues including data protection and Freedom of Information. The section dealt with 542 new litigations and 136 new corporate advisory matters in 2022.

Crime Legal

The Divisional Office provides a central point of contact for a wide range of justice partners from the Irish Prison Service; Parole Board; Mental Health Review Board; Departmental requests for information; Hague Convention requests; Maintenance Act enquiries and historical requests.

2022 Type of Request	2022 Number of Requests
Requests from the Department of Justice	66
Mental Health (Criminal Law) Review Board	15
Transfer of Sentenced Person	35
Parole Board Requests	158
Maintenance Act Enquiries	52
Hague Convention Access Application	43
Requests for Historical Files	15
Total	384

Legal Section

The Legal Section provided legal advice and guidance to operational personnel on a myriad of issues ranging from legislative enforcement and guidance, together with policy development and information on decisions from the Superior Courts.

The section also monitored and assessed developments within the legal environment that impact operational policing. It prepared HQ Directives on new legislation and decisions of the courts that impact on the work of An Garda Síochána.

During 2022, the section provided submissions on a large number of heads of bills impacting on policing, for example:

- Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022;
- Gambling Regulation Bill 2022;
- Protection of Accident Victims from Non-Consensual Recording of Images Bill 2022;
- General Scheme of Sale of Alcohol Bill;
- General Scheme of the Health (Termination of Pregnancy (Safe Access Zones)) Bill 2022;
- Criminal Justice (Miscellaneous Provisions) Bill 2022;
- Garda Síochána (Recording Devices) Bill 2022;
- Policing, Security and Community Safety Bill;

Legacy Section

The Legacy Section continued to liaise with the Chief States Solicitor's Office throughout 2022 in cooperating with the Coroner's Service for Northern Ireland. This section continued to co-ordinate responses and provide assistance and documentation, to Northern Irish authorities, as legislation permits.

Mutual Assistance Section

In 2022, the section received and processed 1,352 new applications for mutual assistance from Garda Divisions seeking evidential material from outside jurisdictions in respect of ongoing criminal investigations. The section also received 754 incoming requests for assistance from other jurisdictions in respect of criminal investigations being carried out by overseas police services. This was a 15% increase in requests processed compared to 2021.

Establishment of three new Joint Investigation Teams (JITs) was co-ordinated by the section and ongoing assistance provided to the JITs and Eurojust for international investigations. An Garda Síochána is currently participating in a total of nine Joint Investigation Teams with our European partners in respect of serious criminal investigations with a cross-border dimension.

Firearms Policy Unit (FPU)

Throughout 2022, FPU continued to engage with the Revenue Commissioners in respect of items of interest seized by Customs at various delivery hubs in the State.

FPU continued to monitor the outsourced firearm certificate print and payment process by working closely with the Garda ICT Section.

FPU assisted in providing information and advices to the newly established Firearms Expert Committee chaired by the Department of Justice.

FPU also provided advice to Chief Superintendents and Superintendents regarding District Court appeals of refusals to grant firearm certificates, shooting range authorisations, and revocation of firearm certificates and authorisations.

Through constant monitoring of the firearm reports on PULSE, FPU assisted Gardaí with these reports to ensure an efficient and effective firearms licensing system. There are approximately 194,000 firearms licensed throughout the jurisdiction.

DATA PROTECTION UNIT (DPU)

Key activities included:

- Processing of 4,934 subject access requests from data subjects
- Development of a revised Data Protection Code of Practice for An Garda Síochána for consultation with the Data Protection Commission
- Advice and guidance to the organisation on data protection issues, including the development of data sharing

agreements and data protection impact assessments

- Contributing ongoing advice and support on a range of data protection issues related to the Garda Síochána (Recording Devices) Bill and its proposals to create a legal basis for both An Garda Síochána use of devices (including ANPR cameras, drones and body worn cameras) and for processing activities related to footage collected from these devices and other sources.
- Ongoing recruitment and training of new staff within the unit including the establishment of the unit’s Policy, Audit and Compliance section.

FREEDOM OF INFORMATION OFFICE (FOIO)

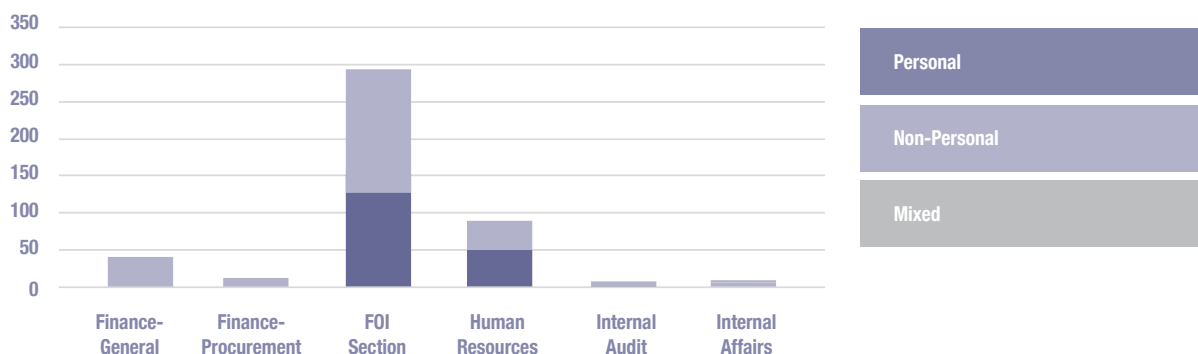
In 2022, FOIO received 452 Freedom of Information (FOI) requests. The majority of these requests were submitted by journalists (110), and members of the public (237). The remaining requests were submitted by clients/employees (53), academics (13), solicitors (17), business/interest groups (19), and public representatives (3).

Of the 452 requests received, 451 were acknowledged within the specified 10 working day limit with 14 issued past their due date. Ten of the 452 requests have been carried into 2023.

The FOI Office issued 459 decisions in 2022 (including 17 requests carried over from 2021).

In 2022, 381 requests for assistance that fell outside the scope of the FOI Act were received and dealt with by the FOIO which are categorised as non-eligible FOI requests.

2022 Request Types



FOIO publishes decisions made on requests for non-personal information in the FOI Decision Log section on the Garda website. The website also includes a publication scheme where frequently sought information is made available to the public.

In addition, FOIO is responsible for managing An Garda Síochána responsibilities under the Access to Information on the Environment Regulations. Seven such requests were received in 2022; four of these came from journalists, one each came from interest groups, members of the public, and solicitors. Two of these requests were granted in full, three part granted, and two refused.

GARDA INFORMATION SERVICES CENTRE (GISC)

During 2022, GISC created nearly 559,000 incidents on the PULSE system on behalf of Gardaí, as well as hundreds of thousands of updates to existing incidents.

GISC also performs data quality control reviews on PULSE incidents to ensure the incidents are correctly classified and are correctly recorded to the required standard. In 2022, GISC performed this task nearly 1.3 million times.

GISC played a key role in enhancing the Data Quality Framework and the Data Ecosystem within An Garda Síochána through the delivery of An Garda Síochána Data Quality Action Plan, building on the successes of previous years.

This included delivery on several critical actions:

- Commencement of a project involving the introduction of a comprehensive review system of PULSE crime incidents to ensure compliance with the Crime Counting Rules.
- Publication since June 2022 of data quality metrics on the Garda website that are intended to inform users of crime statistics about the quality of the underlying PULSE data, including metrics on crime incident creation, reclassification,

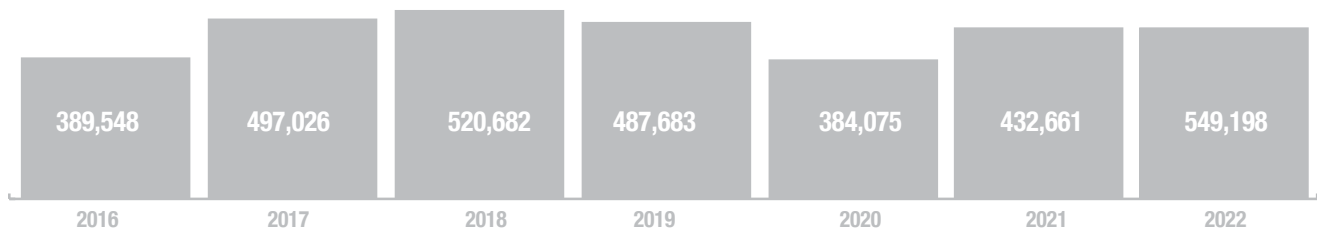
and invalidation.

- Initiation of a programme of additional data coherency checks on key data fields on PULSE aimed at improving data quality.
- Coordinating and managing a pilot programme within the Galway Division to change incident detections from a detected/not detected conclusion to an outcome based system. GISC is leading on the recording of crime outcomes (not just sanctions) for wider insights into the results of investigations.

GARDA NATIONAL VETTING BUREAU (GNVB)

The demand for Garda vetting and the services of GNVB increased significantly in 2022 with vetting applications up 27% on the previous year.

The total number of vetting applications received in the past seven years at GNVB:



Key GNVB achievements in 2022

- GNVB received the highest ever number of vetting applications in 2022 with 549,198 vetting applications being received. All vetting applications received were electronic.
- The total number of relevant organisations (who have employees, members or volunteers that require vetting) registered with GNVB in 2022 reached an all-time high of 26,919.
- In 2022, 42% of vetting applications received were completed within five working days and 2.5% of these applications were completed within 24 hours. The average turnaround time for all vetting applications in 2021 was seven working days. There continues to be no delays in processing vetting applications, although those involving potential specified information take significantly longer than the average to complete.
- Bulk upload of e-applications facility expanded, enabling more organisations to create large numbers of applications simultaneously.
- In 2022, 385 new vetting applications were referred to the Specified Information Team. (Specified information is information that reasonably suggests a bona fide concern that the individual may harm a child or vulnerable person).
- As designated Central Authority for Garda Criminal Records in Ireland within the European Criminal Records Information Systems (ECRIS) Framework, GNVB is fully connected with all 27 EU Member states and handled over 37,000 ECRIS requests and notifications from other countries.

PROMOTING THE IRISH LANGUAGE - IRISH LANGUAGE OFFICE

Labhair í. Is linn í

In March, the Commissioner launched the 'Labhair í. Is linn í' initiative to support, increase and promote the use of the Irish language within the organisation and the wider community.

Three pin badges, the Gold Fáinne, the Silver Fáinne and the Cúpla Focal Fáinne were specially developed for An Garda Síochána by Conradh na Gaeilge. They can be worn by all personnel who wish to show their willingness to use whatever level of Irish they have. Over 1,400 people have signed up to wear one.

An Garda Síochána Irish Language Strategy 2022 – 2025

The third strategy was launched in March alongside the Fáinne to demonstrate the dedication to providing Irish language services to members of the public and our commitment to fully complying with all our statutory language obligations.

The strategy aims to support, increase, and promote the use of the Irish language in An Garda Síochána and facilitate

genuine language choice to our Irish-speaking users by actively offering and promoting our bilingual services.

Three strategic areas have been identified as part of this strategy:

- Recruitment and workforce planning
- Irish language development and awareness
- Irish language promotion and engagement

Through the implementation of our Irish Language Strategy we continue to focus on strengthening our Irish language services through recruitment, training and promotion of the language in order to provide a policing service that supports communities and staff who wish to engage through the medium of Irish.

Irish Language Strategic Working Group

The Irish Language Strategic Working Group continued to meet throughout 2022 under the chair of Deputy Commissioner, Policing and Security. This group:

1. Promotes the value and importance of the Irish language across the organisation and to further progress work on a tactical level;
2. Oversees the implementation of the organisation's Irish language strategy and provides consistent leadership and accountability for all aspects of the Irish language in An Garda Síochána;
3. Is a forum whereby issues raised internally relating to the Irish Language can be resolved collaboratively.

Irish Language Strategic Working Group - Allocations Subgroup

A sub-group of the Irish Strategic Working Group was also established in 2022. The purpose of this sub-group is to:

1. Make recommendations to the Irish Strategic Working Group on the development of Divisional Bilingual Workforce Plans based on legal obligations and local linguistic community profiles to ensure that An Garda Síochána meets the needs of all of our Irish-Speaking service users.
2. Review current allocations processes and associated HQ Directives relating to Gaeltacht Stations.
3. Propose revisions to processes relating to allocations to Gaeltacht Stations, and to incorporate Gaeltacht Service Stations, to the Irish Language Strategic Working Group.
4. Consider ways to encourage personnel to apply for inclusion on the Irish Language Proficiency Panel.

Irish Stream Recruitment

The 2022 Garda Trainee Recruitment Competition maintained the Irish stream recruitment and saw an increase in applicants coming through. The final numbers commencing in the Garda College from the Irish stream will be available toward the end of 2023.

OFFICE OF CORPORATE COMMUNICATIONS (OCC)

OCC worked closely with numerous sections/units throughout the organisation to provide the public with crime prevention and public safety advice, appeal for information to aid investigations, and highlight the great work of the organisation.

For the Garda centenary, the wide array of national and local events were promoted along with organising the live broadcast of the Dublin Castle Centenary Event.

Activities included:

- Issuing nearly 2,000 press releases
- Handling over 15,000 media queries
- Organising media briefings on major initiatives and crimes such as the international enforcement action against the Kinahan TCO
- Running impactful public information campaigns such as #Slowdown, and Lock Up and Light Up
- Working with RTE to deliver Crimecall, one of the most watched programmes in the country, playing an important role in tackling and preventing crime, and in assisting high-profile investigations
- Publishing over 100 editions of our internal newsletter, which is read by over 60% of the organisation on a bi-weekly basis, and 276 portal notices were issued through the intranet (internal portal).



An Garda Síochána Crime Prevention

-  LOCK ALL DOORS AND WINDOWS
-  TURN ON SOME LIGHTS
-  USE AN ALARM
-  DON'T KEEP LARGE AMOUNTS OF CASH
-  STORE KEYS AWAY FROM WINDOWS AND LETTER BOXES

IF YOU
LOVE IT,
LOCK UP
AND
LIGHT UP



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

- Producing over 115 video content in-house for both internal and external communications on topics such as domestic abuse, fraud, and historic crimes that had millions of on-line views.
- Thirty-two photo calls and events were attended, as well as 14 audio/visual setups.
- Delivering content and engagement across our 21 national and local social media channels

Social Media

An Garda Síochána had a social media following of over 1.9 million by the end of 2022, an increase of 8% from 2021:

				
Facebook 386,204	Regional Facebook 485,092	Twitter @gardainfo 260,151	Twitter @gardatrafic 582,171	Instagram 177,008

Website

During 2022, Corporate Communications worked closely with sections across the organisation to keep the Garda website up-to-date and promote key campaigns and projects including:

- the Garda National Community Engagement Bureau and ICT Section to provide download information for the Property App.
- the Centenary subcommittee for the development of the Photo Archive.

GARDA SÍOCHÁNA ANALYSIS SERVICE (GSAS)

In line with the recommendations contained in the Commission on the Future of Policing in Ireland to significantly expand GSAS, a key focus in 2022 was on recruitment and workforce planning.

In February two competitions were launched seeking to fill vacancies for Analysts (EOs) and Senior Analysts (HEOs). The former was featured in an Irish Times article examining the work of GSAS published in March that contributed to over 1,000 candidates applying. In August and September, 13 new Senior Analysts started their roles and by the end of the year the first group of new Analysts had their induction training start dates confirmed for early January 2023.

Key contributions to proactive publication of data in 2022:

- the release of information on hate related incidents and discriminatory motives in August;
- the publication of the milestone report on Domestic, Sexual and Gender Based Violence in September

GSAS Senior Analyst Suzanne Lindsay won three significant awards in 2022: Analytics Institute Social Impact Award, Europol Crime Analyst of the Year Award, and Dublin City University Alumni Award.

Garda Research Unit

Key activities in 2022:

- launched the results of the Online Garda Survey 2020 in August
- the full results of the Public Attitudes Survey (PAS) 2021 in November. PAS 2021 was the first with an increased sample size to facilitate the provision of further insight on perceptions of the organisation – work was undertaken to establish baseline results for comparison with future survey sweeps.

STATISTICS

In the following section, we present annual data from 2022 compared with the three-year strategy periods of 2019 to 2021 and 2016 to 2018. It should be noted that the figures presented below are operational and subject to change.

The Covid-19 pandemic in 2020 presented a unique set of circumstances, which make comparisons with other strategy periods difficult. The Covid-19 policing response included increased patrols, checkpoints and community engagements. At the same time, changes in public life and the operation of businesses affected the opportunities for crime to occur.

Recorded Incidents of Burglary

2019-2021 average: 983/month

2022 average: 762/month

Difference between the
2021 and 2022 results: +756 (+9.0%)

Burglary Incidents Marked as Detected*

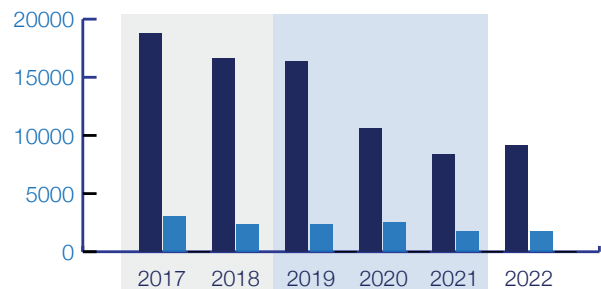
2019-2021 average: 186/month

2022 average: 150/month

Source: Operational PULSE Data ICCS Types: 0711, 0712

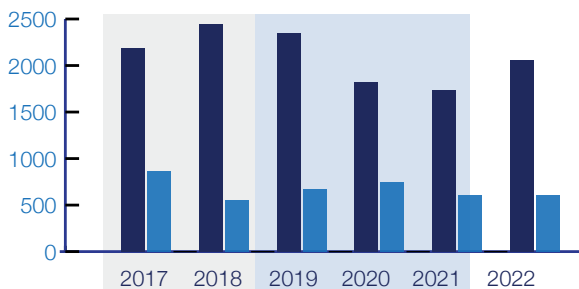
*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

BURGLARY



Incidents	18,770	16,626	16,415	10,584	8,392	9,138
Detections	3,021	2,393	2,385	2,559	1,768	1,805
	2016-2018 Strategy Period		2019-2021 Strategy Period		2022-2024 Strategy Period	

ROBBERY



Incidents	2,185	2,449	2,346	1,819	1,733	2,053
Detections	865	557	667	745	605	608
	2016-2018 Strategy Period		2019-2021 Strategy Period		2022-2024 Strategy Period	

Recorded Incidents of Robbery

2019-2021 average: 164/month

2022 average: 171/month

Difference between the
2021 and 2022 results: +320 (+18.5%)

Robbery Incidents Marked as Detected*

2019-2021 average: 56/month

2022 average: 51/month

Source: Operational PULSE Data ICCS Types: 0611, 0612, 0613, 0621, 0631

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

Recorded Incidents of Assault

2019-2021 average: 1,633/month

2022 average: 1,888/month

Difference between the 2021 and 2022 results: +3,176 (+16.3%)

Assault Incidents Marked as Detected*

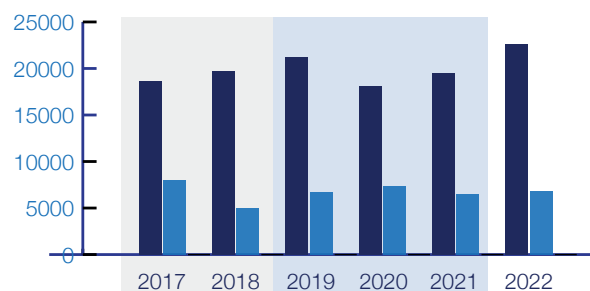
2019-2021 average: 593/month

2022 average: 569/month

Source: Operational PULSE Data ICCS Types: 0311, 0312, 0321, 0324, 0331, 0333, 0334, 0335

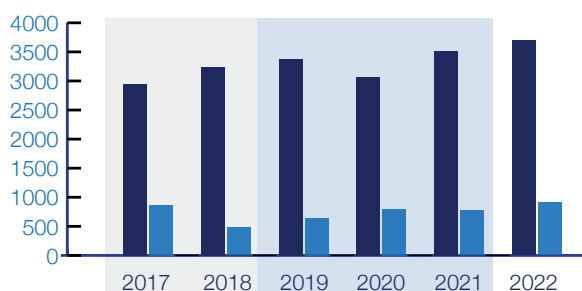
*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

ASSAULT



	2017	2018	2019	2020	2021	2022
Incidents	18,631	18,724	21,186	18,120	19,478	22,654
Detections	8,033	5,043	6,693	7,412	6,524	6,833
	2016-2018 Strategy Period		2019-2021 Strategy Period		2022-2024 Strategy Period	

SEXUAL CRIME



	2017	2018	2019	2020	2021	2022
Incidents	2,952	3,242	3,384	3,074	3,517	3,696
Detections	868	479	649	800	772	911
	2016-2018 Strategy Period		2019-2021 Strategy Period		2022-2024 Strategy Period	

Recorded Incidents of Sexual Crime

2019-2021 average: 277/month

2022 average: 308/month

Difference between the 2021 and 2022 results: +179 (+5.1 %)

Sexual Crime Incidents Marked as Detected*

2019-2021 average: 62/month

2022 average: 76/month

Source: Operational PULSE Data ICCS Subgroup: 021, 022

*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

Incidents of Sale and Supply of Drugs Marked as Detected*

2019-2021 average: 369/month

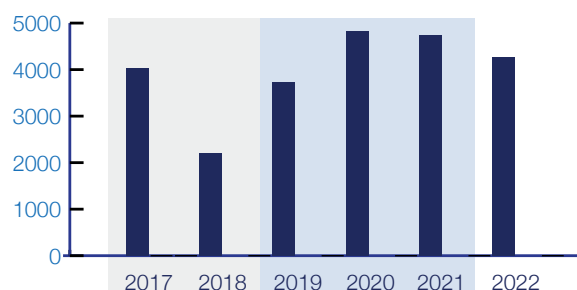
2022 average: 355/month

Difference between the 2021 and 2022 results: -479 (-10.1%)

Source: Operational PULSE Data ICCS Types: 1011, 1012, 1021

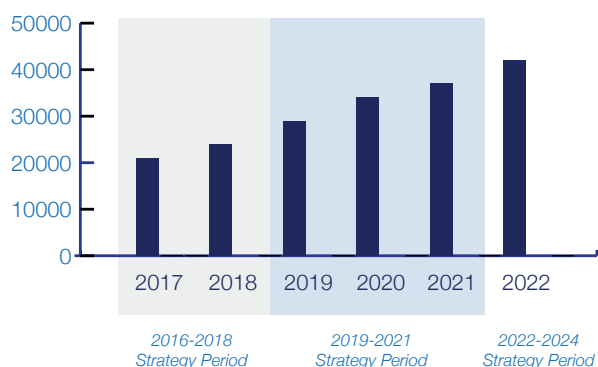
*The introduction of PULSE 7.3 on 25 February 2018, with new processes being introduced as to how incidents are recorded as detected on PULSE, has affected detection figures. Detections data from before and after the PULSE upgrade should not be compared.

DETECTED SALE AND SUPPLY OF DRUGS



	2017	2018	2019	2020	2021	2022
Detections	4,024	2,196	3,730	4,833	4,736	4,257
Incidents	21,494	23,579	29,199	33,510	37,656	42,587
	2016-2018 Strategy Period		2019-2021 Strategy Period		2022-2024 Strategy Period	

DOMESTIC ABUSE INCIDENTS



Recorded Incidents of Domestic Abuse

2019-2021 average: 2,788/month

2022 average: 3,549/month

Difference between the 2021 and 2022 results: +4,931 (+13%)

Comment: This crime type is seen as potentially underreported and an increase is seen as a "desirable correction".

Source: Operational PULSE Data. Non-Crime Type: Domestic - No Offence Identified

Other: Incident with the MO Domestic Abuse

Domestic Abuse Calls

Domestic abuse data for 2022 compared with 2021

DA Figures	2021	2022	% Change
Domestic Abuse Calls	49,477	53,737	+9%
Charges for DVA Orders Breached	4,268	4,333	+2%
Charges Created - All DA Incidents	9,065	11,239	+24%
DVA Order Issued	11,474	11,954	+4%

Please note in the table opposite 'Domestic Abuse Calls' is defined as:

- Any incident type of Breach of Interim Barring Order, Breach of Protection Order, Breach of Barring Order, Breach of Safety Order, Breach of Emergency Barring Order or Domestic Dispute - No Offence Disclosed (the latter in non-crime); and
- Any incident type with a recorded motive of 'Domestic Abuse'; and
- Any incident type recorded on PULSE which were the result of a call for assistance where the type was 'DVSA' (Domestic Violence/Sexual Assault).

Traffic Collisions - Fatalities

2019-2021 average: 12/month

2022 average: 13/month

Difference between the 2021 and 2022 results: +20 (+15%)

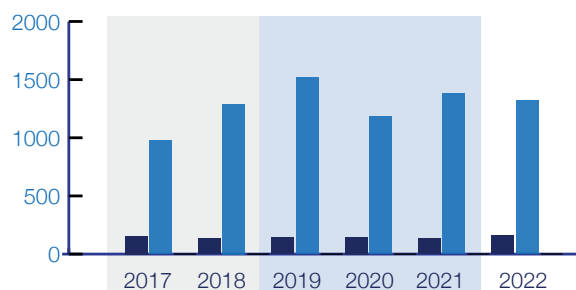
Traffic Collisions - Serious Injuries

2019-2021 average: 113/month

Difference between the 2021 and 2022 results: -60 (-4%)

Source: Operational PULSE Data

TRAFFIC COLLISIONS F&SI

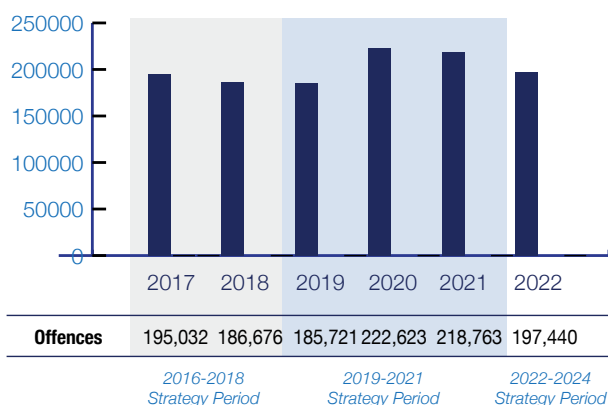


	2017	2018	2019	2020	2021	2022
Fatalities	155	135	140	147	137	157
Serious Injuries	980	1,291	1,519	1,182	1,378	1,318

2016-2018 Strategy Period 2019-2021 Strategy Period 2022-2024 Strategy Period



TRAFFIC LIFESAVER OFFENCES



Traffic Lifesaver Offences

2019-2021 average: 17,420/month

2022 average: 16,453/month

Difference between the 2021 and 2022 results: -21,323 (-10%)

Source: Operational PULSE and FCPS Data

Behaviour Warnings and Contracts (ASBO)

2019-2021 average: 103/month

2022 average: 61/month

Difference between the 2021 and 2022 results: -403 (-35.4%)

Comment: In 2019 and 2020 and 2022 there were no Good Behaviour Contracts recorded

Behaviour Orders (ASBO)

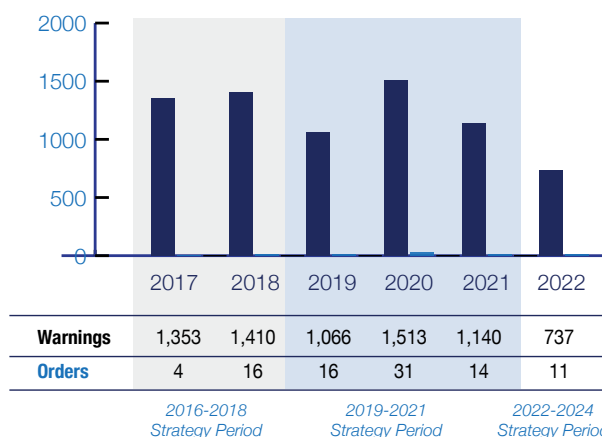
2019-2021 average: 1.7/month

2022 average: 0.9/month

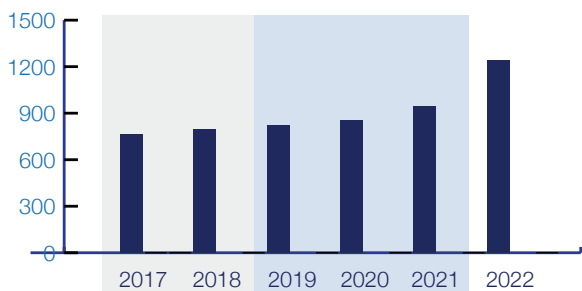
Difference between the 2021 and 2022 results: -3

Source: Operational PULSE Data. PULSE Types: Behaviour Warnings (Children), Behaviour Warnings (Adults), Good Behaviour Contracts, Civil Orders (adults), ASBO (Only) Offences.

BEHAVIOUR WARNINGS AND ORDERS (ASBO)



SECTION 12 CHILDCARE ACT INVOKED



Incidents	766	794	820	855	943	1,240
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2016-2018
Strategy Period

2019-2021
Strategy Period

2022-2024
Strategy Period

Removal of a Child to Safety (Section 12 Child Care Act)

2019-2021 average: 73/month

2022 average: 103/month

Difference between the
2021 and 2022 results: +297 (+31.5%)

Source: Operational PULSE Data. PULSE Type Section 12
Childcare Act Invoked

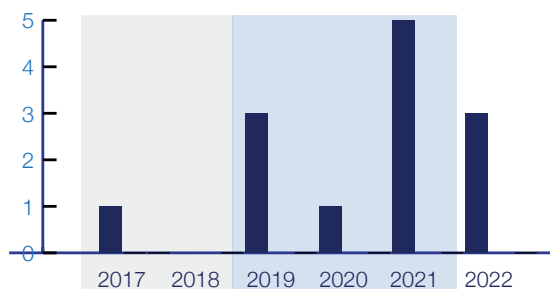
Deaths in Garda Custody

2019-2021 average: 3.0/year

2022 average: 3.0/year

Source: An Garda Síochána Internal Affairs

DEATHS IN GARDA CUSTODY



Deaths	1	0	3	1	5	3
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2016-2018
Strategy Period

2019-2021
Strategy Period

2022-2024
Strategy Period



GARDA ONLY DRUG SEIZURES 2022 – Full Year

Category	grams/mls/ Plant	Tbls/Sqr/Caps	Value
Anabolic Steroids	42	3,039	€1,823
Benzodiazepine	1,089	655,312	€821,348
Cannabis Herb	1,334,057	1	€26,681,141
Cannabis Plants*	5,598		€4,478,400
Cannabis Resin	141,369	1	€848,215
Cathinone	2,184	202	€110,214
Cocaine	268,696	1	€18,808,694
Hallucinogen	8,402	8,035	€1,046,760
Diamorphine	61,260	1	€8,576,424
Mixing Agents	211,332	1,137	€105,666
NPS	8	5	€397
Opioids Other	4,426	499	€875
Phenethylamine**	31,178	59,000	€1,528,645
Piperazine		8	€40
Sleeping Agent	67	48,169	€96,338
Solvent	8,430		€8,430
Synthetic Cannabinoid	5,013	2,204	€113,476
			€63,226,886***

Garda Only Drug Seizures 2022

Quantities of drugs tabulated in the above table are provided by Forensic Science Ireland (FSI) on the basis of records maintained by the laboratory relating to quantities of drugs analysed at the laboratory.

* Cannabis plants are calculated based on figures recorded on PULSE as not all plants seized are routinely sent to the FSI.

** Phenethylamines include ecstasy (MDMA) and other similar related drugs.

*** This total figure is based on Garda only seizures as recorded by FSI and PULSE. The Garda National Drugs and Organised Crime Bureau (GNDOCB) figure may differ for a number of reasons, such as the inclusion of seizures outside of the remit of FSI and PULSE; GNDOCB report based on seizure data, FSI based on analysis date; weights/quantities may differ once confirmed by FSI.

All figures are provisional, operational and subject to change as of 01/03/2023.

SECTION 25 OF THE GARDA SÍOCHÁNA ACT, 2005 MINISTERIAL DIRECTIVES

Under Section 25(1) of the Garda Síochána Act, 2005, following the approval of the Government, the Minister for Justice may issue to the Garda Commissioner written directives concerning any matter relating to An Garda Síochána. In 2022, there was one Ministerial Directive issued.

SECTION 41 OF THE GARDA SÍOCHÁNA ACT, 2005

Under Section 41 of the Garda Síochána Act, 2005, the Garda Commissioner provides information to the Minister for Justice on matters relating to significant developments on the policing or security of the State. In 2022, there were 12 reports made by the Garda Commissioner's Office.

SECTION 22 OF THE PROTECTED DISCLOSURES ACT, 2014

Under Section 22 of the Protected Disclosures Act, 2014, each body is required to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken (if any). This report must not result in persons making disclosures being identifiable.

This annual report of An Garda Síochána covers the period from 1 January 2022 to 31 December 2022.

There have been 15 protected disclosures made to An Garda Síochána in the period covered by this report. The disclosures are outlined as follows:

- Eight are under investigation.
- Three are at assessment stage.
- Two have been referred to another policy area.
- Two have been referred to the Minister.