



**An Garda Síochána**  
**Monthly Report to the Policing Authority**

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

**March 2021**

# An Garda Síochána

Oifig an Choimisinéara  
Gnóthaí Corparáideacha  
An Garda Síochána  
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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear Helen

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

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I am pleased to provide the third monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of February 2021, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to keep you advised of progress in this area through our various reports.

Yours sincerely

**JOHN DOLLARD**  
**CHIEF SUPERINTENDENT**  
**OFFICE OF THE COMMISSIONER**

**March 2021**

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

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## Message from the Commissioner

In the twelve months since COVID-19 first emerged in Ireland, Garda personnel have exhibited the very best of our organisation. They quickly adapted to a challenging and ever evolving environment despite the significant impact of the pandemic on their professional and personal lives. Our members and staff have worked to keep people safe by utilising our tradition of policing by consent. The judicious use of the 4Es has maintained and enhanced trust in An Garda Síochána. Our focus on supporting the most vulnerable in society has shown once again that An Garda Síochána has a strong and resilient bond with communities.

Compliance with public health regulations remains consistently high. We must thank the public for that. For those who are not adhering to the regulations, we ask them to consider the potentially devastating impact that they are having not just on themselves, but everyone they come into contact with including their loved ones, friends and colleagues.

This period has not been without its challenges and in light of a number of organised protests, An Garda Síochána put in place extensive and comprehensive policing operation(s) to keep people safe.

The subsequent events that took place in Dublin City Centre on Saturday, 27 February 2021 were especially demanding on the members of An Garda Síochána. The number arrested as part of the graduated response, as well as the calm returning of the city quickly afterwards are a reflection of the true diligence and professionalism of each of the Gardaí involved. Those that suffered injury while on duty remain at the forefront of our thoughts as they fully recover.

While working to help ensure a reduction in the transmission of the COVID-19 virus is our policing priority, work also continued across a variety of areas to prevent and detect crime. For example, this month, in conjunction with Transport Infrastructure Ireland and the Road Safety Authority, Ireland's first Mainline Motorway Average Speed Safety Camera system was introduced. This system when operational will ultimately save lives and make the country's roads safer for all. In recent weeks too, the Garda National Economic Crime Bureau (GNECB) launched its information campaign aimed at highlighting the prevalence of several targeted, fraud related crimes such as online shopping fraud which has steadily increased during COVID-19.

Ireland has now established its connection to the Schengen Information System and as of 15 March 2021, An Garda Síochána is utilising its access to the real time police data and intelligence of European counterparts. This development means that the service can now swiftly deal with issues of serious crime with potential links to other European countries.

The Garda National Drugs and Organised Crime Bureau (GNDOCB) and Divisional Drug Teams also continued to make considerable seizures of drugs, cash and firearms throughout February and March. All of this extensive work, along with the day-to-day operations of An Garda Síochána, continue to strengthen our strong connection with communities nationwide. It is our aim that this bond only continues to prosper long after the COVID-19 crisis has passed.

**JA HARRIS**  
**COMMISSIONER**

## 1. Update on the National Policing Plan for COVID-19

As outlined in previous reports, the operational policing response to the COVID-19 pandemic remains the current number one priority for An Garda Síochána. Nationwide checkpoints and high visibility patrols at public amenities, introduced under Operation Fanacht, are being maintained across the country and Garda personnel continue to retain a close relationship with the communities we serve by seeking and supporting those who are vulnerable at this time.

Whilst the vast majority of people are complying with the public health regulations, An Garda Síochána is consistently finding groups gathering (at house parties, social gatherings, exercise etc.) in breach of regulations. These breaches present a risk to the individuals involved, their families and loved ones. An Garda Síochána continues to adopt its graduated policing response, the 4Es, to Engage, Explain, Encourage and Enforce when engaging with the public. However, An Garda Síochána can, and will, issue Fixed Payment Notices for breaches of COVID-19 public health regulations where appropriate to do so.

As we start to emerge from the third surge of COVID-19, decisions have been made in respect of some emergency measures taken in 2020 and 2021. For example, a number of training activities are due to recommence later this month subject to strict guidelines, including firearms and driver training. The training of student Gardaí will also recommence, with one class returning to the Garda College, Templemore. A decision has also been made not to seek further extensions of service in respect of members who are required to retire on age grounds.

Our focus, as has been the case since the beginning of the pandemic, remains to keep people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

### **Operation Fanacht**

Where a member of An Garda Síochána reasonably suspects that an individual is in breach of travel regulations, a Fixed Charge Notice (FCN), may issue. Gardaí can also issue people with a fine for organising a party in their house or for attending such a gathering. As of 15 March 2021, records indicate that 10,256 Fixed Payment Notices (FPNs) have issued, relating to leaving home without a reasonable excuse. In addition, as of 15 March 2021, there have been 1,677 fines recorded relating to attending events in dwellings and 471 relating to those who have organised events (dwellings and non-dwellings).

Throughout February 2021, An Garda Síochána maintained its presence at airports and ports, through the continuation of co-ordinated checkpoints on access roads. As of 15 March 2021, there have been 532 fines recorded relating to non-essential international travel at airports and ports and 187 fines issued relating to persons not ordinarily resident travelling into the State.

### **Operation Treoraím**

Under Operation Treoraím, An Garda Síochána is continuing to conduct checks of retail premises across the country to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so. Directions to prosecute in respect of alleged breaches by a number of retail outlets have been received from the law officers. As of 6 March 2021, records indicate that there have been 160 potential breaches by retail premises and in each case, files will be submitted to the Law Officers.

## **Operation Navigation**

Operation Navigation commenced on 3 July 2020, to ensure that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. Where potential breaches of the public health regulations are identified, and a person does not come into compliance with the regulations, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed. As of 6 March 2021, 420 incidents relating to breaches of regulations relating to licensed premises have been recorded.

## **Operation Faoiseamh**

Operation Faoiseamh continued throughout February 2021, with the Garda National Protective Services Bureau and the Divisional Protective Service Units providing an enhanced level of support, protection and reassurance to victims of domestic abuse. An Garda Síochána continues to remind persons subject to domestic violence that travel restrictions do not apply in such cases or in circumstances where there exists a need to escape a risk of harm. In addition, appeals continue to be made to anyone who may have been the victim of an incident of sexual or domestic crime to report the incident to Gardaí, irrespective of whether or not the victim may have been in breach of public health regulations, for instance by attending a house party.

***\*all data provided is provisional, operational and liable to change.***

## 2. Finance

The overall financial position at the end of February 2021 shows a total net expenditure of €289.8m, which is €2m more than the profiled spend of €287.8m. The over spend is due to a combination of a capital over spend of €6m, offset by additional Appropriations of €1.6m and other net current under spends of €2.4m.

The Capital overspend primarily relates to IT expenditure and the main reason for the overspend is that some payments were accelerated in order to ensure infrastructure was in place in advance of dependent projects. As a result, there will be a corresponding reduction in IT spend in the months going forward.

The expenditure on the salaries element in February 2021 was €87.9m and a year to date spend of €179.5m, which results in an over spend of almost €0.8m for the year to date. As there is an offsetting saving of just over €0.3m for the Garda College salary subhead, the net salaries overrun is €0.5m. The expenditure on overtime for the year to date (including the Garda College) is €16.7m, which is €0.6m or 3.7% over the profiled budget.

As the COVID-19 pandemic remains in 2021, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19 at the end of February 2021 stands at €0.9m. At the direction of the Commissioner, the revised contingency roster which was introduced in 2020 in order for An Garda Síochána to meet the policing needs of the country during the pandemic will remain in place until the end of September 2021. The overall expenditure in 2021 will be reflective of the impact of the COVID pandemic.

### **Estate Management February 2021**

#### **Development of the new purpose built Garda facility at Military Road**

The project commenced in mid-February 2020 with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements. The current phase of excavation/ground works will be ongoing for a number of months with the project continuing through the current public health restrictions. Military Road will not accommodate all Garda Bureaus based at Harcourt Square and OPW is developing proposals regarding how the 'shortfall' in accommodation will be met. Funding will also be required to meet the accommodation needs of the Bureaus that will not be accommodated in Military Road.

#### **PPP Bundle**

A PPP project to build three Garda Stations at Macroom, Clonmel and Sligo was announced by the Minister for Justice in October 2015. Due to its changed status under the new Garda Operating Model, Sligo has been withdrawn from the PPP. Agreement has been reached between An Garda Síochána, the OPW and the Department of Justice, confirming OPW's role as the contracting authority on behalf of An Garda Síochána.

Planning applications for both Clonmel and Macroom have been lodged. Ongoing engagement between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency is taking place in order to set up the Justice PPP Bundle.

## Developments in February 2021

The below projects have been paused due to government restrictions. The dates below reflect the originally targeted completion dates. Revised dates will be developed on the lifting of public health restrictions.

- **Fitzgibbon Street Garda Station:** Substantial completion and handover of the station is expected in late Q1/early Q2 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of station is expected to be complete in Q2 2021 with Phase 3 (linking Phases 1 and 2) complete in Q3 2022.
- **Longford Garda Station:** The project continues to enhance custody facilities and completion is projected for Q4 2021.
- **Sligo Garda Station:** Work is ongoing to enhance custody facilities and completion is expected in Q3 2021.

A range of other projects are in earlier stages of development and continue to be progressed in conjunction with the OPW. These include:

- **Bailieboro Garda Station:** The full design team is in place. Planning has been completed and approved. OPW has issued tenders and the date for return of same has been extended due to COVID-19 emergency measures.
- **Drogheda Garda Station PEMS & Locker Room:** The OPW advised that the design team is finalising the tender package.
- **Naas Garda Station PEMS:** Part 9 planning permission was granted on 27 August 2019 and enabling works will form part of the overall contract.
- **Tallaght Garda Station PEMS:** The design team has been appointed and preparatory works and site surveys are underway. Tender documents are being prepared.
- **Cell Refurbishment Programme:** The full schedule of works for the 2020/2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW.

The ongoing progress being made in the range of Garda accommodation projects is subject to the government public health measures that are implemented at any given time. The current restrictions will impact on the delivery of certain projects and this is the subject of ongoing engagement with the OPW at the present time.



### 3. Human Resources and People Development (HRPD)

- The Garda strength as at 28 of February 2021 stood at 14,521 (14,478 WTE) and for Garda staff at 3,362 (3,124.2 WTE). A full breakdown by rank, grade and gender is outlined below.
- Medicals and PCTs are on hold due to the COVID restrictions for Garda Trainee Applicants.
- Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.

#### Garda Strengths

Rank	At 28 Feb 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	1	50%	1	50%	2
Assistant Commissioner	8	5	63%	3	37%	8
Chief Superintendent	46	37	80%	9	20%	46
Superintendent	168	148	88%	20	12%	168
Inspector	437	357	82%	80	18%	437
Sergeant	1,967	1,514	77%	453	23%	1,965
Garda	11,892	8,462	71%	3,430	29%	11,851
<b>Total</b>	<b>14,521</b>	<b>10,525</b>	<b>72%</b>	<b>3,996</b>	<b>28%</b>	<b>14,478</b>

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	58	26	45%	32	55%
Work-sharing	44	1.5	3%	42.5	97%
Secondments (Overseas etc.)	13	10	77%	3	23%
Maternity Leave	89	N/A	0%	89	100%
Unpaid Maternity Leave	31	N/A	0%	31	100%
Paternity Leave	21	21	100%	N/A	N/A
<b>Available Strength</b>	<b>14,265</b>	<b>10,466.5</b>	<b>73%</b>	<b>3,798.5</b>	<b>27%</b>

Garda Reserves Strength as at 28 February 2021	Total*	Male	%	Female	%
	<b>476</b>	345	72%	131	28%

\*Equates to 88 full-time members

#### Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	59	58.4	36	61%	23	39%
Administrative **	2,929	2,833	783	27%	2,146	73%
Industrial / Non Industrial	374	232.8	117	31%	257	69%
<b>Total</b>	<b>3,362</b>	<b>3,124.2</b>	<b>936</b>	<b>28%</b>	<b>2,426</b>	<b>72%</b>

Of which	Total	Male	%	Female	%
Maternity Leave	23	N/A	0%	23	100%
Unpaid Maternity Leave	7	N/A	0%	7	100%
Paternity Leave					
<b>Available Total</b>	<b>3,332</b>	<b>936</b>	<b>28%</b>	<b>2,396</b>	<b>72%</b>

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

\*\* Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	<b>319</b>	9	3%	310	97%

\*\*\* Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Career Breaks****	Total	Male	%	Female	%
	<b>31</b>	8	26%	23	74%

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

#### Garda members reassigned to operational duties as at 28 February 2021

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	1	1	17	20
<b>Total</b>	<b>0.05</b>	<b>11.5</b>	<b>27</b>	<b>109</b>	<b>618</b>	<b>766</b>

#### Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	3	75%	1	25%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	1	100%	0	0%
PO	20	20	8	40%	12	60%
AP	72	72	32	44%	40	56%
HEO	123	122	51	41%	72	59%
AO	16	16	7	44%	9	56%
EO	755	745.4	204	27%	551	73%
CO	1,937	1,851.6	476	25%	1,461	75%
<b>Total</b>	<b>2,930</b>	<b>2,834</b>	<b>784</b>	<b>27%</b>	<b>2,146</b>	<b>73%</b>

#### Parental Leave

01.02.2021 – 28.02.2021	Garda Members	Garda Staff
	93	75

#### Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
<b>73</b>	67	92%	6	8%

Notes: Suspension data for Garda staff as at 28 February 2021 and Garda members as at 3 March 2021.

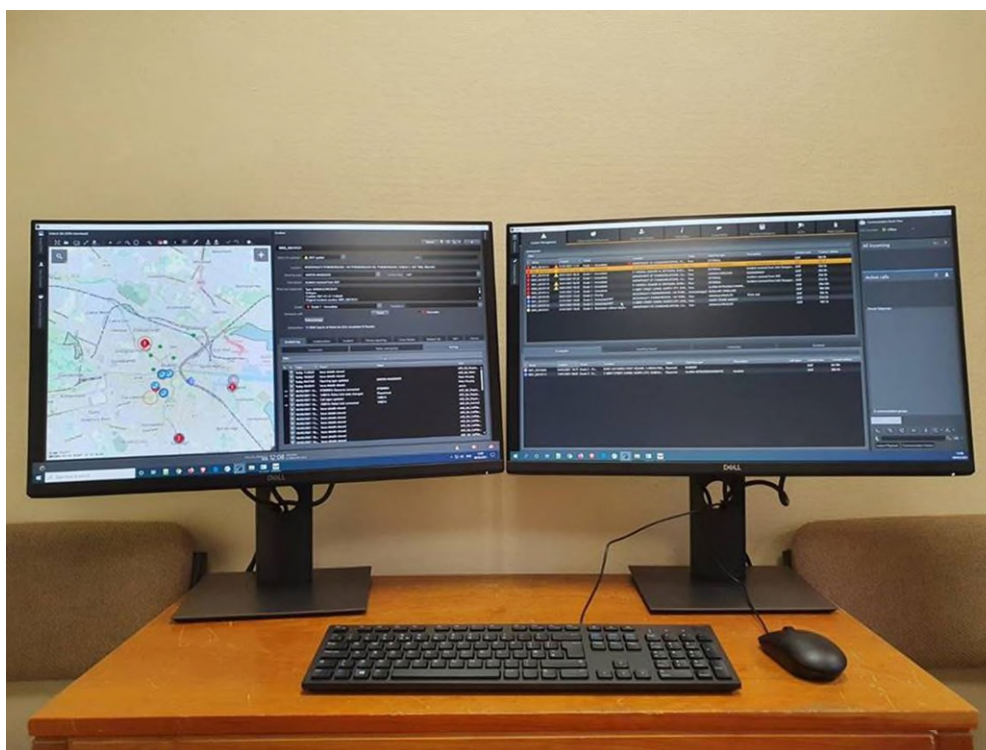
\*The total figure includes Garda members and Garda staff, including Probationers

## 4. Information and Communications Technology (ICT)

COVID-19 Level 5 restrictions are still in place and while demand for ICT remains high, ICT continues to deliver solutions and support personnel throughout the organisation to enable accessing Garda information systems remotely in a secure manner.

**Schengen (SIS II):** As advised previously, the deployment date was confirmed by the EU Commission as 15 March 2021 and was approved at the Council of Ministers in November 2020. Deployment planning continued targeting this date. A SIS Communications Plan is in progress and the e-learning training plan, which was launched in February 2021, is continuing. Analysis of design of the next iteration of SIS (Recast) is progressing in parallel.

**Computer Aided Dispatch 2 (CAD 2):** The first two design Sprints have taken place with the supplier Saab to configure and adapt its product to suit An Garda Síochána requirements. Test machines have been installed in each of the four emergency control rooms in Dublin, Waterford, Cork and Galway to allow the current CAD operators to view the new system but more importantly to obtain feedback and suggestions for the project team on the design and configuration.



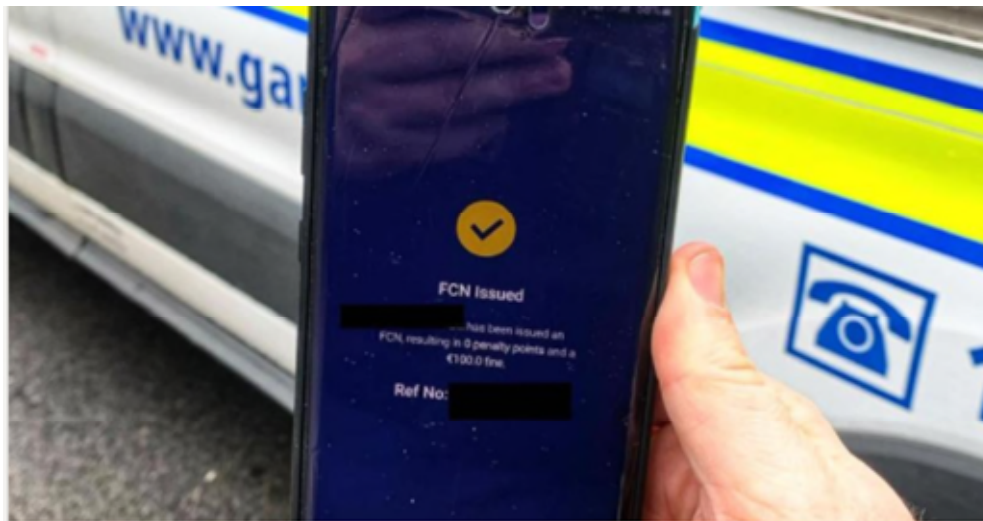
**Figure 1** Saab's SAFE system – test machine running in Dublin

**Roster Duty Management System Deployment (RDMS Deployment):** Planners went live in Cork on 14 December 2020 and members' go-live date is set for 22 March 2021. As previously reported, go-live was scheduled for 22 February 2021 but was postponed due to local issues with the Representative Associations surrounding the installation of RDMS kiosks and COVID-19 restrictions. This led senior management within the Division to defer go-live until 22 March 2021. COVID-19 restrictions are continuing to hamper roll-out. A draft rollout plan for 2021 is under discussion.

**Investigation Management System Deployment (IMS Deployment):** The rollout of IMS has been paused due to COVID-19 restrictions. There are no new dates for Clare and Wicklow roll-out. Training is also currently suspended.

**Mobile Device Deployment:** An Garda Síochána has now 2,500 frontline members with Mobile Data Stations. Over 75,000 Fixed Charge Notices (FCN) have been issued using mobile devices since the FCN project went live in June 2020.

To date, all Roads Policing and all Community Policing members have Mobile Data Stations, with a large number of devices in specialist and regular units.



**Operating Model:** ICT is providing guidance and advice to the centralised Operating Model team. As previously advised, the deployment of Operating Model Release 1 (prioritised applications) was completed in mid-October 2020. Further Operating Model releases are being planned/designed which will require ICT alignment and ICT releases. As a result of unconfirmed/un-clarified scope, the ability to adapt multiple systems in a timely fashion, will be impacted.

## 5. Corporate Communications

### Engagements

Again, during the month of February 2021, the Office of Corporate Communications published significant content, highlighting varied policing activities through a range of measures such as press releases, interviews, media queries, internal weekly Newsbeat and COVID-19 official update publications, as well as social media posts.

As Level 5 of the Government's Living with COVID-19 Plan continued, An Garda Síochána maintained its ongoing high visibility policing operation in support of public health measures. As always, the focus of An Garda Síochána was on keeping people safe through a wide-range of operational activities.

Other varied high-level communications during the month of February 2021 focused on issues such as:

- A policing operation put in place in response to a public order incident arising from a protest organised in Dublin City Centre.
- The appointment of Anne Marie McMahon to the role of Deputy Commissioner, Policing and Security and Dr. Shawna Coxon to the role of Deputy Commissioner, Strategy, Governance and Performance in An Garda Síochána.
- 12 February 2021: The Commissioner appeared on the Late Late Show.
- The appointment of Patrick Clavin to the role of Assistant Commissioner.
- The introduction of further COVID-19 related Fixed Payment Notices (FPNs) for non-essential travel restrictions, including emphasis on new cross-border travel element.
- The #GardaJerusalema dance challenge video, posted/tweeted across social media. The video, which was designed to lift public spirits and encourage safe communal had a reach of over 10 million on social media in the first 24 hours. We also shared a compilation video of the public's response to the dance challenge.



- **Organised Crime:** numerous press releases published on various types of organised crime including drug and cash seizures with a combined value of approx. €27.5m for the month of February 2021. These seizures included Cocaine valued at €12m seized by the Garda National Drugs and Organised Crime Bureau and Revenue Joint Operation in Ringaskiddy Port, Co. Cork and an €8.2m Cocaine and Cannabis herb seizure by the Garda National Drugs and Organised Crime Bureau in Kildare.
- **Internal Communications:** Weekly Newsbeat and COVID-19 publications with a readership of over 12,500 for the month of February, focusing on critical organisational messaging.

### Media Briefings and Interviews

- The Garda Commissioner provided a media briefing following the policing operation in response to a public order incident arising from a protest organised in Dublin City Centre.



- Assistant Commissioner Organised and Serious Crime, John O'Driscoll held a media briefing in relation to An Garda Síochána ongoing response to organised crime.
- Detective Chief Superintendent Garda National Protective Services Bureau, Declan Daly of the provided an interview to the Irish Times, Sunday Mirror and Sunday Times on the establishment of the Organised Prostitution Investigation Unit.
- Assistant Commissioner, Organised and Serious Crime also participated in an interview on RTÉ Primetime for a documentary on the Kinahan Organised Crime Group.
- Superintendent Press Office, Liam Geraghty gave a media briefing following the discovery of two bodies in Mitchelstown. Co. Cork.

- Sergeant Carmel Griffin participated in an interview with the Irish Independent on a series of missing person cases.
- Inspector Jason Miley participated in an interview with Ms. Maeve Sheehan, Sunday Independent, to discuss the Terenure College abuse convictions.

## Launches and Initiatives

- During the month of February 2021, An Garda Síochána continued to highlight the Government COVID-19 health and safety advice in press releases and on social media.
- Ongoing road safety advice issued to the public around the dangers of speeding and drink and drug driving.
- An Garda Síochána warned about the increasing incidents of 'romance fraud'.

## ROMANCE SCAM

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

### WHAT ARE THE SIGNS?



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



Their messages are often poorly written and vague.



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



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



First they gain your trust. Then they ask you for money, gifts or your bank account/credit card details.



If you don't send the money, they may try to blackmail you. If you do send it, they will ask for more.



### WHAT CAN YOU DO?

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

### ARE YOU A VICTIM?

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






#CyberScams

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## Press Office

- During the month of February 2021, numerous press release updates were provided on key data under Level 5 restrictions in support of public health measures to reduce the spread of COVID-19.
- Approximately 147 press releases were issued by the Press Office and hundreds of press queries were handled during the month on a range of criminal justice issues.

## Corporate Communications

The Corporate Communications team continued to support An Garda Síochána in its graduated policing response, encouraging public compliance with public health measures and highlighting Government advice to the public to reduce the spread of COVID-19. The team continued to engage with our continuously growing 1.6m social media followers, as well as retaining our close connection with our community. We continued to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such as #HoldFirm #StaySafe #HereToHelp #StaySafeStayHome.

This has included:

- Regular updates shared on our social and digital media channels, including the various public health measures;
- Raising awareness of the high visibility, nationwide policing plan across the country in support of the public health regulations and the Government's Level 5 Plan for Living with COVID-19;
- Promoting the 4Es approach of engage, explain, encourage, and only where provided for and as a last resort, enforcement;
- Promoting the COVID Tracker app and subsequent updates to it;
- Supporting the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19;
- Sharing images of Gardaí, highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies.





Throughout February 2021, our social media audience was updated on the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, which included:

- Providing updates and information on 'Operation Fanacht' checkpoints.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4Es approach across social media platforms.



- The sharing of updates/details in respect of the introduction of COVID-19 related Fixed Payment Notices (FPNs) for non-essential travel restrictions, including emphasis on the new cross-border travel element.
- The sharing of the segment from RTÉ Crimecall on 25 January 2021 in respect of coercive control and an appeal to the victims of domestic abuse to come forward.
- The sharing of the details of the Garda confidential line/Crimestoppers telephone numbers and the statistics of seizures by the Garda National Drugs and Organised Crime Bureau.
- Awareness raising of the online form on garda.ie for use to declare a theft of property not exceeding the value of €1,000.
- Details of the Garda National Vetting Bureau in respect of vetting applications since March 2020.
- Appeal to dog owners to ensure they control their dogs following reports of dogs worrying livestock.
- The sharing of weather warnings and related road safety advice as well as reiterating the #BeWinterReady campaign and assistance for the older and vulnerable members of the community.

- Raising awareness with the release of a drink and dangerous driving related video following conviction for the offence.
- Appeals for information relating to crime and requests for help from the public.
- The sharing of 'No ifs....no buts....IT'S A CRIME' infographic for Safer Internet Day on 9 February 2021.

**Safer Internet Day 2021** | Tuesday 9 February

**Garda National Cyber Crime Bureau**

**CYBERBULLYING**  
Persistently watching or messaging to or about another person to cause them distress or upset.  
**\*STOP - IT'S A CRIME**

**INTIMATE IMAGES**  
Taking, sending or posting intimate images or videos of another person without their consent.  
**\*STOP - IT'S A CRIME**

**OFFENSIVE MESSAGES**  
Sending or posting distressing or offensive messages to or about another person which hurts or upsets them.  
**\*STOP - IT'S A CRIME**

\*Harassment, Harmful Communications & Related Offences Act 2020.

#GNCCB  
[www.garda.ie](http://www.garda.ie)

- The sharing of 'Lets Sympathise Safely' infographic in collaboration with the local authorities to highlight the COVID-19 restrictions around attendance at funerals, wakes, burials or cremations.

## Let's Sympathise Safely

Here are some ways that you can safely sympathise with the bereaved:

- **Online condolence books**
- **Sympathy cards**
- **Emails**
- **Text Messages**
- **Social Media Messages**
- **Phone Calls**

#stayhome #staysafe #holdfirm

## **Internal Communications**

### **COVID-19 digital communications**

The Internal Communications Unit continued to focus on COVID-19 during February 2021. The COVID-19 email updates continued on a daily basis throughout the month, and maintained a steady daily readership of approximately 12,500 personnel. The Garda Portal and screensavers continued to be updated with COVID-related content.

#### **Key updates delivered to personnel included:**

- Wellbeing and mental health supports.
- Reminders about current regulations.
- Updates on the COVID-19 Fixed Payment Notices.
- Information on social distancing in Garda station canteens and kitchens.
- Reminders of how COVID-19 is spread.
- Promotion of good ventilation in shared offices.
- The importance of human rights during a pandemic.

#### **Feedback from personnel**

The daily COVID-19 email update continues to receive positive feedback from personnel. Some verbatim comments received in February 2021 include:

- “I just want to say thank you. Internal Comms has been really excellent during these difficult times. Great work. Thank you.”
- “I always love the witty pictures included in these emails, they’re good for lessening the anxiety!”
- “Your refreshing updates are keeping us on our toes, thanks.”

## **6. Progress update on embedding the Code of Ethics**

Following the completion of the validation of the Code of Ethics database, which indicated that 90% of the organisation attended a Code of Ethics workshop and 91% signed the Code of Ethics declaration, the Garda Ethics and Culture Bureau (GECB) provided 67 Divisional Officers/section heads with a list of personnel who have not signed. They have been requested to encourage personnel who have not signed to do so and to provide GECB with the reason for not signing. This will enable an analysis of the ‘reasons’ data and facilitate the development of an action plan to address the concerns or worries being raised.

## **7. Implementation of Cultural Change**

### **Culture Reform Programme**

As outlined in previous reports, the mini-tender competition is proceeding (value under €25,000) for the second cultural audit. The deadline for clarifications was extended due to ongoing Level 5 COVID-19 restrictions in place across the country. One tender response is currently being assessed according to the Most Economically Advantageous Tender (MEAT) award criteria system.

## 8. Risk Management

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

A meeting of the Risk and Policy Governance Board took place on 18 February 2021, with the next meeting scheduled for 19 May 2021. Superintendent, GRMU held ten meetings with Corporate Risk Owners and/or support staff via video conferencing, assisting in reviewing their risks.

During the month of February 2021, Superintendent GRMU facilitated a risk register development workshop surrounding the vetting function capacity in An Garda Síochána. He also met with the Strategic Transformation Office to progress risk management integration in the new Operating Model. GRMU held two support staff briefings via video conference.

A detailed 'Implementation Plan' to enhance the risk management framework has been completed and the GRMU continues to provide support and guidance to risk managers and support staff via video and teleconferencing.

## 9. Use of Force

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

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

### **Comparison of data for January 2021 and February 2021**

- The use of force has seen an increase in February 2021 when compared with January 2021.
- There were 98 recorded uses of force in February 2021, compared with 70 recorded incidents in January 2021.
- The use of incapacitant spray has seen a noticeable increase, with 78 uses of incapacitant spray in February 2021, compared with 56 uses in January 2021.
- The use of batons has also seen a noticeable increase with 17 uses in February 2021, compared with 10 uses in January 2021.
- The use of Taser has reduced, with one use in February 2021, compared with two uses in January 2021.
- There were two incidents in which a firearm was discharged in February 2021 and this is the same amount of discharges as January 2021. In addition, February 2021 has also seen an animal (dog) subject to lethal force. In January 2021, an animal (dog) was also subject to lethal force.
- The types of incidents in which there was a use of force has also remained quite consistent.
- Public order incidents/drug related incidents and traffic related Incidents accounted for the top three types of incidents in which there was a use of force in February 2021. Public order incidents/drug related Incidents and traffic related incidents were also in the top three in January 2021.

- Regarding days of the week in which force was used, Friday has seen a decrease of 9% which made Saturday the day with the highest levels of force uses being recorded.
- Cork City, again, recorded the highest levels of force use, at 12%.

## 10. Crime Trends

### National Overview

Long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. This downward trend resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic.

**COVID-19:** Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, including ceased operation of all non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of ‘lockdown’ level restrictions (Level 5 as per the Plan for Living with COVID-19<sup>1</sup>) such as April 2020, late October to the end of November 2020 and the current Level 5 restrictions (introduced on 22 December 2020) appear to have an impact on many types of crime.

### Data Quality Assurance

An Garda Síochána continues to take a full data lifecycle approach to the reporting on COVID-19 operations and enforcement actions, with key metrics published weekly. We will continue to refine the external publications as the lifecycles continue to evolve. Use of force is also being reported monthly as a new and more detailed baseline is developed, following the introduction of a new use of force data capture process in October 2020.

The priority data quality actions for 2021 are in progress. The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. As is the case in other jurisdictions, it is likely that better outcomes insights will indicate wider challenges beyond the immediate control of investigators or An Garda Síochána generally. These in turn will suggest and/or inform initiatives to improve detection rates. A pilot based on manually assessing outcomes for one crime type is underway which will inform the full approach to capturing investigation outcomes. The second priority for 2021 is the implementation of recording of victim:offender relationships, with associated validation to further enhance the early identification of domestic abuse cases. The main risk to these and other data quality improvements in PULSE continues to be the possibility of significant 2021 requirements to support the EU mandated phase 3 of the Schengen Information System (Phase 2 goes live in mid-March 2021).

Regular meetings with the CSO continue. The CSO plans to carry out an updated review of the quality of recorded crime statistics in 2021, which will take place in Q2 2021.

***Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO’s quarterly publications of crime trends and in their annual reports.***

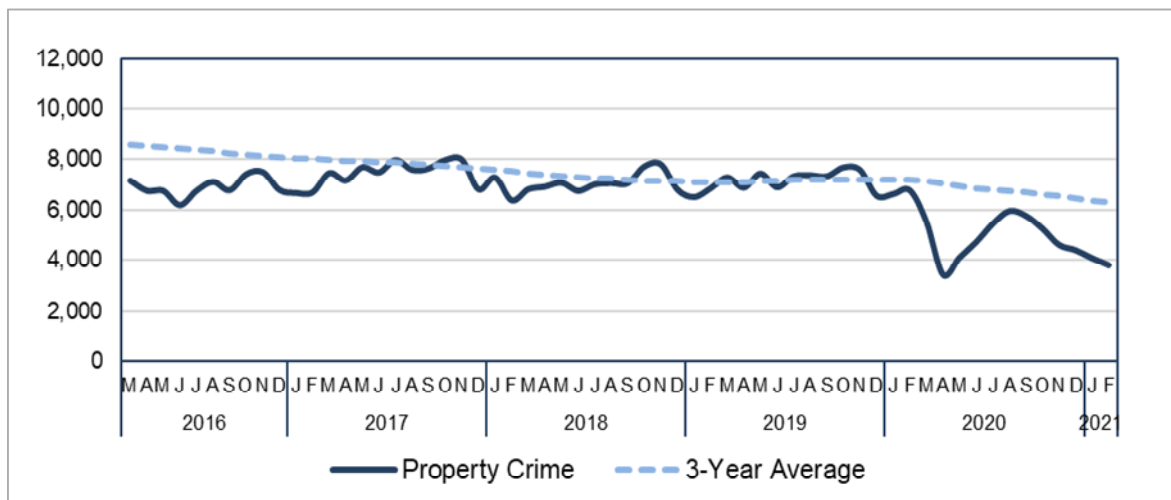
<sup>1</sup> Plan for Living With COVID-19 – Government of Ireland

<https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

**When reviewing the crime trends to follow, the three-year average line represents the sum of incidents for the previous three years, divided by the total number of months (36), to arrive at the average.**

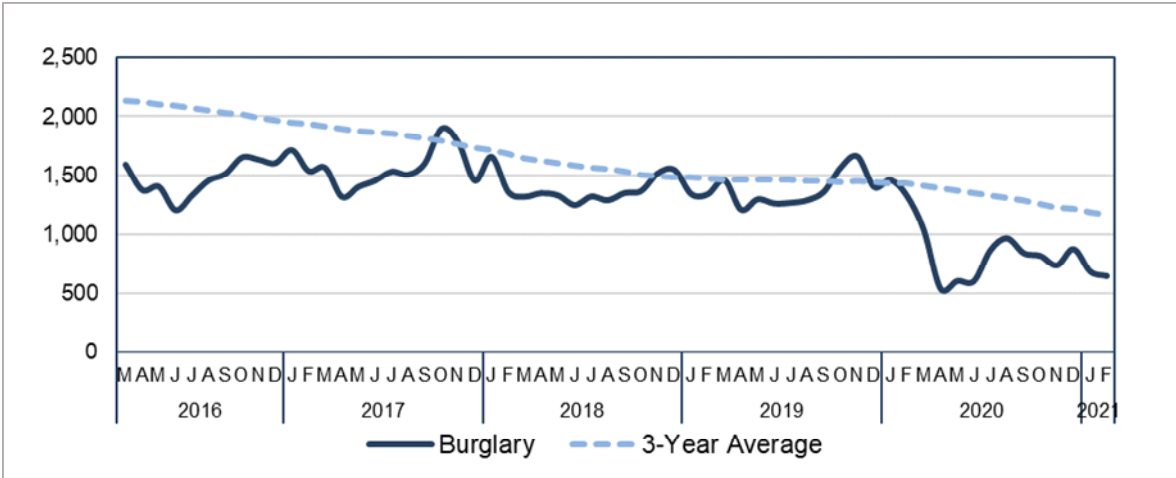
**Chart 1: Total Property Crime - 5 Year Trend**

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 33.4% in the 12 months to February 2021, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic property crime was lowest in April 2020 and levels have been low during the current Level 5 restrictions. When only these periods of high restriction are considered (month of April 2020, November 2020 – February 2021), property crime was 40.9% lower than in the same periods 12 months previous.



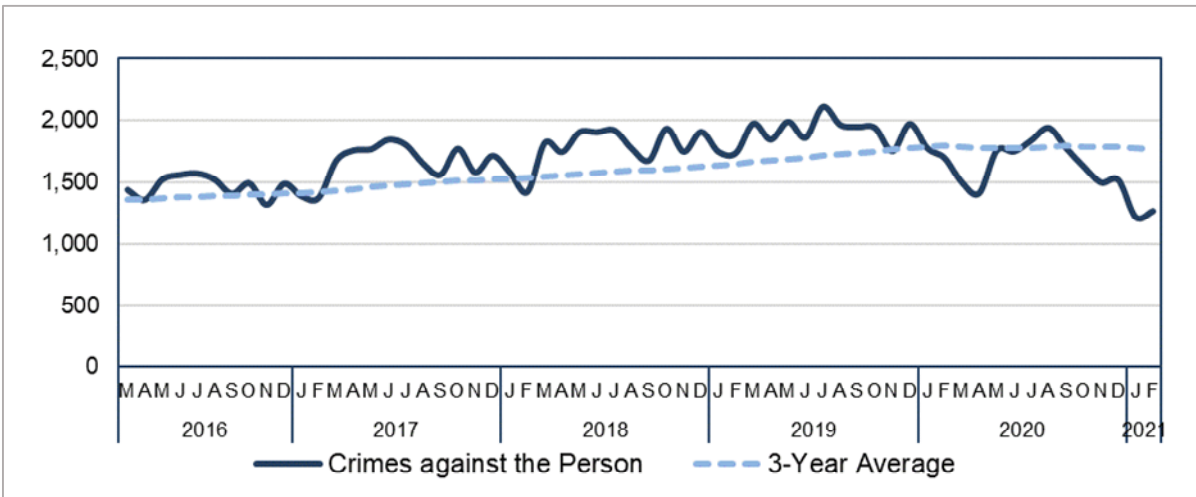
**Chart 2: Burglary - 5 Year Trend**

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 44.6% and burglary occurring elsewhere down 44.1% in the 12 months to February 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). As was observed in June/July 2020 when the lockdown conditions were relaxed, there was an upward turn in burglary in December 2020 when restrictions were relaxed briefly. However, this upward tick did not continue as Level 5 restrictions were reintroduced at the end of the year and remained in place through February 2021. Such restrictions are likely to keep levels of burglary low in the first few months of 2021.



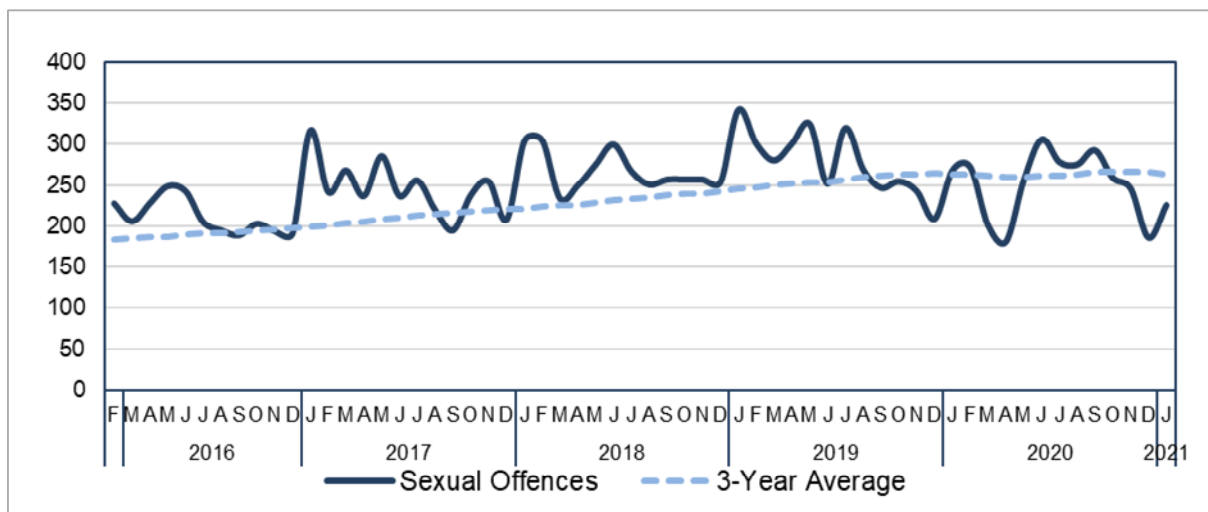
**Chart 3: Crimes against the Person - 5 Year Trend**

Crimes against the person plateaued in 2020 following a gradual rise over the past 3 years. There was a decrease of 16.4% in the 12 months to February 2021 as compared with the 12 months prior. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. The most common offences in this category are minor assault and assault causing harm. Most assault typically occurs in public locations. Public minor assault decreased by 36.0% and public assault causing harm decreased by 38.8% in the 12 months to February 2021, as compared to 12 months prior. Conversely, assault in residential locations has increased with minor assault increasing by 0.7% and assault causing harm increasing by 18.1%.



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

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015, however, this has plateaued in the last 12 months. In the 12 months *to January 2021* there has been a decrease in reported sexual offences of 8.5%. Given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an accurate approximation of the impact of COVID-19 on reported sexual offences. However, COVID-19 is likely to be impacting the rate of sexual offences due to the similarity of the recent trend to other crime types (such as crimes against the person). The general increase in sexual offences in recent years is not unique to Ireland<sup>2</sup> and may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

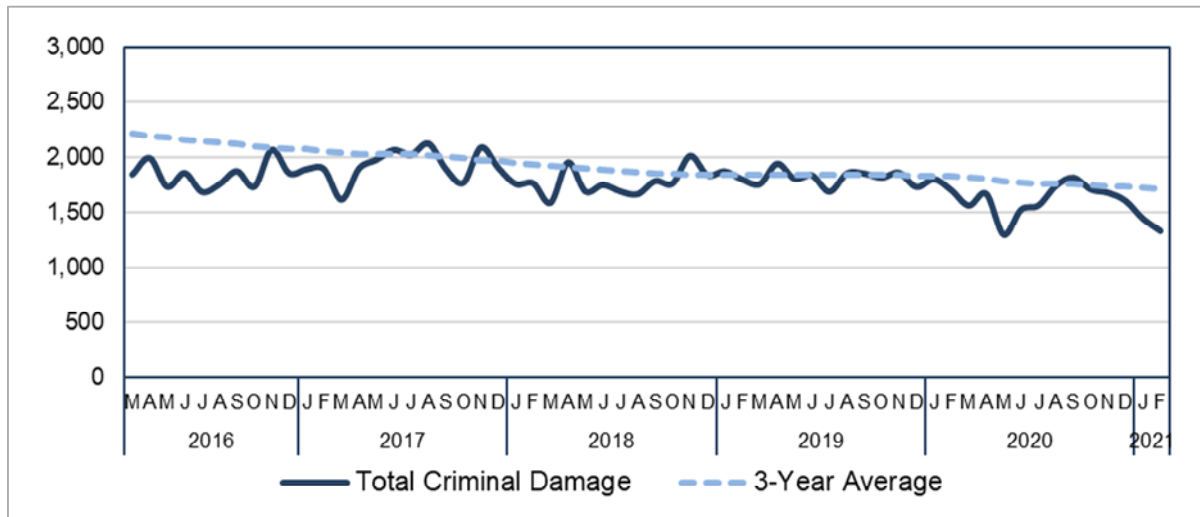


<sup>2</sup> The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>



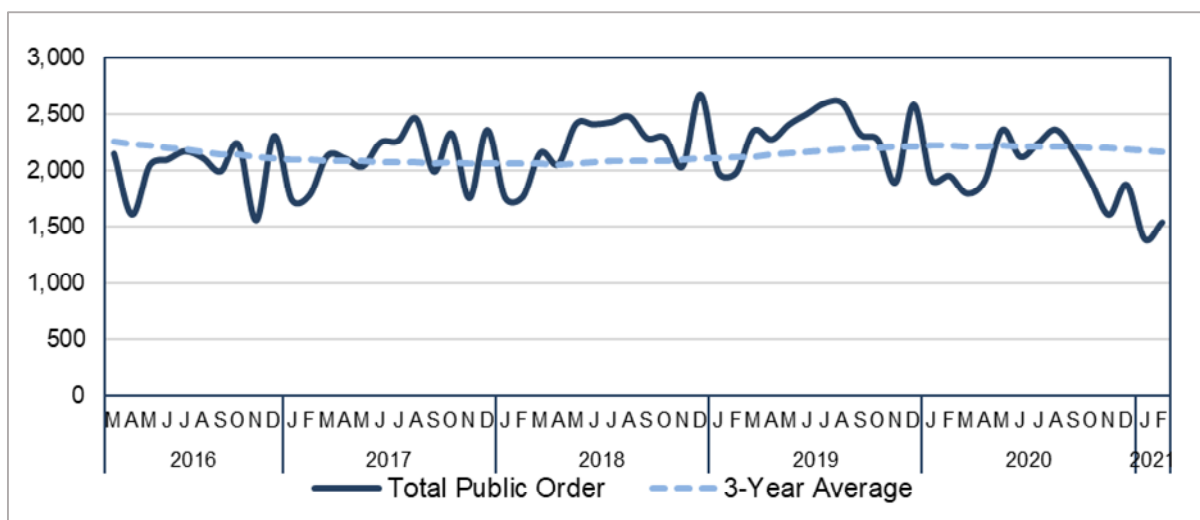
**Chart 5: Total Criminal Damage - 5 Year Trend**

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 16.4% in the 12 months to February 2021 as compared with the 12 months prior.



**Chart 6: Total Public Order - 5 Year Trend**

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, has seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 15.9% in the 12 months to February 2021 compared with the 12 months prior. Public order tends to be higher in summer and also tends to spike at Christmas time. Public order offences for the 12 months to February 2021 were down 12.0%, while Drunkenness offences over the same period are down 23.0% when compared with the 12 months prior.



## 11. Policing Successes

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

On 2 February 2021, as part of an ongoing operation into the sale and supply of drugs, Gardaí attached to the DMR South Detective Unit, assisted by local Gardaí, the Emergency Response Unit and the Dog Unit, carried out a number of coordinated searches at Citywest Business Park, Dublin 24. During the course of the searches, Gardaí discovered suspected controlled substances comprising of suspected cannabis herb, suspected crack cocaine, and suspected cocaine, totalling a value of approximately €1.1m, together with four imitation firearms. On 6 February 2021, a suspected offender was arrested and detained pursuant to Section 2 of the Drug Trafficking Act, 1996, at Tallaght Garda Station, during which full admissions in respect of possession of the drugs seized and supply of cannabis on multiple occasions were made. The suspected offender was subsequently charged with drug related offences and appeared before the courts, where he was admitted to bail to appear again later this year.

On 3 February 2021, following receipt of a notification by Immigration Control Officers attached to the Border Management Unit, personnel from the Garda National Immigration Bureau (GNIB) arrested a suspected offender at Dublin Airport on suspicion of organising/facilitating the illegal entry into the State of another person. The prisoner was subsequently charged contrary to Section 2 of the Illegal Immigrants (Trafficking) Act, 2000 and Section 26 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and remains in custody pending future court proceedings.

On 4 February 2021, personnel from the Garda National Immigration Bureau (GNIB), engaged with two Irish nationals departing the State at Dublin Airport, who both produced letters supporting the undertaking of “essential travel” purporting to have issued by an employer. However, subsequent enquiries carried out by GNIB resulted in suspicion that the relevant documentation was false. On 18 February 2021, one suspect who landed at Dublin Airport was arrested and subsequently charged in respect of an alleged breach of the provisions of Section 26 of the Criminal Justice (Theft and Fraud Offences) Act 2001. The suspect was granted station bail to appear at a future sitting of the Criminal Courts of Justice.

On 11 February 2021, during the course of an ongoing intelligence led operation targeting serious organised crime, including the alleged distribution of controlled drugs, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted a coordinated search of a premises in the Eastern Region, during which a vehicle was also searched. In the course of the search, 374 kgs of cannabis herb, with an estimated street value of €7,480,000, 11 kgs of cocaine, with an estimated street value of €770,000 and €18,650 in cash were located and seized. Two suspected offenders were arrested and subsequently charged in respect of alleged drugs and money laundering related offences. Both accused persons remain in custody, pending future court proceedings.

On 13 February 2021, as part of an investigation conducted by the Payment Crime and Counterfeit Currency Unit, personnel from the Garda National Economic Crime Bureau (GNECB) arrested a suspected offender after being found in possession of multiple suspected cloned credit cards. The arrest was the result of the identification of a suspected offender, in liaison with British Transport Police via Europol, who was using a skimming device in the UK to compromise customers’ credit cards

and then using the card details in this jurisdiction. Between 1 September 2019 and 3 February 2020, a total of 43 attempts were made to use the cloned cards by the same suspected offender resulting in the theft of goods to the total value of £1,233.62. During a follow up search, a further 41 fraudulent bank cards, a laptop and a card re-encoding device were seized. The suspected offender was subsequently charged with 72 charges, including 44 offences contrary to the Criminal Justice (Theft & Fraud Offences) Act, 2001 and 18 counts of attempted theft, contrary to common law. The case was finalised on 3 February 2021 before Dublin Circuit Court, where the presiding Judge imposed a two year sentence in respect of all charges.

On 15 February 2021, an off-duty member of the Armed Support Unit (ASU) observed a male exit a taxi in the Dublin 15 area to receive a package from another male. Following the exchange, the member saw both males returning to the taxi. Whilst keeping the taxi under observation, the member immediately sought assistance from colleagues and continuously reported the vehicle's location. Shortly afterwards, an ASU vehicle conducted a stop of the taxi. The two passengers attempted to flee the scene on foot but were pursued and quickly apprehended. They were detained under Section 23 of the Misuse of Drugs Act, 1977/84, as amended and conveyed to Blanchardstown Garda Station, where a search of their persons yielded quantities of suspected cannabis resin estimated in value at €7,200 and approximately €1,500 in cash. Both suspected offenders were released and re-arrested for an offence contrary to Section 15 of the Misuse of Drugs Act, 1977/84, as amended and subsequently detained by local Gardaí. Both males made admissions during interview and were charged with drug related offences, to appear before the courts in March 2021.

On 17 February 2021, as a result of an extensive investigation relating to allegations of false/fraudulent personal injury claims, personnel from the Garda National Economic Crime Bureau (GNECB) arrested a suspected offender. Charges were proffered in relation to perverting the course of justice, by bringing a personal injury action against the Motor Insurers Bureau of Ireland (MIBI) in which false information was provided, contrary to common law. Charges were also proffered for the making of a statement in an Affidavit which was false or misleading in a material respect contrary to Section 14 of the Civil Liability and Courts Act, 2004. In addition, charges were proffered for giving evidence in a personal injuries action that was false or misleading in a material respect contrary to Section 25 of the Civil Liability and Courts Act, 2004. The suspected offender appeared before the courts, where he was granted bail to appear again on 23 April 2021, for the service of a book of evidence.

In March 2020, the Financial Intelligence Unit (FIU) received a report from the Department of Foreign Affairs regarding an alleged invoice redirection fraud, involving a Korean company dealing with a Dutch company, for the purchase of Personal Protective Equipment (PPE). The Korean company received an email invoice for €3m from the legitimate company in Holland for the purchase of face masks, however, their email address had been compromised and the invoice, which detailed an account number held at an Irish Bank as the remittance bank for the transfer of payment, proved to be fake. The Korean company transferred two payments of €19,350 into this Irish Bank account for payment of the masks. The FIU alerted the Irish banking entity and the account was frozen preventing any fund withdrawal. Following further liaison with Interpol and other financial Institutions regarding the account holder, similar money laundering offences and proceeds of CEO fraud were uncovered. The suspected offender was identified as an account holder in the West of Ireland and on 17 February 2021, was subsequently charged in respect of 17 counts of money laundering offences and sent forward for trial on indictment.

On 19 February 2021, a call taker at the North Western Region Communications Centre received a call from a female stating "I can't do this anymore" who then hung up. The call taker immediately undertook an analysis of the phone number and identified the caller and the phone mast location for

the call. A multi-agency response commenced and upon arrival at the scene, the dispatcher directed Gardaí via Automatic Vehicle and Personnel Location System (AVPLS) to the location of the caller, where it was discovered that the young female had jumped from a bridge and suffered serious leg injuries. Paramedics attended the scene and the female was removed to hospital, where she received the necessary treatment. The decision making skills of the call taker and dispatcher meant that the caller was located within 8 minutes of the Garda response being dispatched.

On 20 February 2021, while on mobile patrol, Gardaí from Trim Garda Station responded to a report in relation to the unauthorised taking of a vehicle, which was located at a yard in Enfield, Co. Meath, according to the GPS tracking system installed in the vehicle. Gardaí immediately attended the GPS location and observed the stolen vehicle in a workshop premises. A suspected offender located at the premises was arrested on suspicion of handling stolen property, contrary to Section 17 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and conveyed to Trim Garda Station, where he was detained under the provisions of Section 4 of the Criminal Justice Act, 1984. Following the arrest, investigating Gardaí, with the assistance of the Stolen Motor Vehicle Investigation Unit (SMVIU), conducted further searches of the workshop, during which, a significant number of items of unknown status or origin, including a luxury vehicle, vehicle parts, outboard boat engines and a stolen car engine, were seized for further investigation. The arrested person was released without charge, pending the submission of an investigation file to the Law Officers. The investigation into the handling of stolen property remains ongoing.

On 21 February 2021, Gardaí in the Eastern Region were informed that a male, under the influence of a combination of drugs and alcohol, had barricaded himself in his home and was threatening to self-harm. Upon arrival, Gardaí observed that the man had adapted a gas cylinder into an improvised flame thrower, which he was using to shoot flames and set fire to objects in the house. Local Gardaí and the Regional Armed Support Unit immediately established a cordon and a Fire Brigade Unit was summoned. A local negotiator was also deployed by the National Negotiation Unit and an Operation Commander was appointed. As the subject became more erratic, the Operational Commander ordered the ASU to execute their 'Emergency Action Plan'. The members forcibly entered the dwelling and located the subject, who violently resisted arrest, resulting in the discharge of a less-lethal baton round by ASU, which struck him in the lower abdomen. Once the subject was secured, Fire Brigade personnel entered the dwelling and brought the fire under control. The subject was subsequently arrested under the Mental Health Act, 2001 and having been assessed by ambulance personnel, was conveyed to the local Garda station, where further medical assessments were carried out. The man was later transferred to hospital to undergo a psychological assessment. Following his release from hospital, he was arrested and charged with the offence of arson under the Criminal Damage Act and was brought before the courts, where he was remanded on his own bond to appear at the local District Court on 8 April 2021.

On 25 February 2021, in the course of an ongoing intelligence led operation targeting serious organised crime, including the alleged importation of illicit drugs, personnel from the Garda National Drugs & Organised Crime Bureau (GNDOCB), undertook a search of a number of vehicles in Meath and Dublin, resulting in the seizure of €22,000 in cash and 36 kgs of cannabis herb with an estimated street value of €720,000. In associated searches at four locations in Dublin, Louth and Meath, an additional €205,000 in cash was located and seized. Three suspected offenders were arrested and subsequently charged in respect of alleged offences contrary to the provisions of the Misuse of Drugs Act, 1977/84, with one person also charged with an offence contrary to Section 7, of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010. All three accused remain in custody, pending future court proceedings.

On 26 February 2021, an off duty member observed a vehicle with one occupant behaving suspiciously in Thurles Town. He immediately notified Thurles Garda Station and kept the vehicle under surveillance, where he witnessed the male interfering with parked vehicles. The member approached the driver of the vehicle, who attempted to flee and following a struggle, escaped on foot. Upon arrival at the scene, local Gardaí, with the assistance of the off duty member, noticed that the vehicle was bearing false plates and as a result of further examination, the vehicle was identified as being involved in multiple thefts from vehicles and the theft of catalytic converters in recent weeks throughout the Region. Three catalytic converters, an electric reciprocating saw and a hydraulic jack were also discovered in the boot of the vehicle. A short time later, with the assistance of the Garda Dog Unit, the driver of the vehicle was located and arrested. The suspected offender was conveyed to Templemore Garda Station, where he was detained under Section 4 of the Criminal Justice Act and subsequently charged with a number of offences contrary to the Road Traffic Act and the Criminal Justice (Theft and Fraud Offences) Act before a special sitting of Limerick District Court on 27 February 2021.

A protest occurred in Dublin City Centre on Saturday, 27 February 2021 for which a policing plan was in place. An Garda Síochána utilised a graduated policing response (engage, explain, encourage and, as a last resort, enforce) in supporting Public Health Regulations. Following continued and orchestrated non-compliance with Public Health Regulations and failing to comply with directions from An Garda Síochána, the gathering became violent on occasions, with members of An Garda Síochána targeted with fireworks and missiles. During the course of the protest and its aftermath, twenty-three persons were arrested under Public Order Legislation. Three members of An Garda Síochána were injured during the incident and one required hospital treatment as a result of his injuries. An Garda Síochána demonstrated resilience in dealing with a very challenging incident.

### **Extradition Unit**

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

- i. Ten persons subject of extradition related proceedings, surrendered;
- ii. Ten persons subject of extradition related proceedings arrested;
- iii. Two persons repatriated.

### **Online Child Exploitation Unit**

During the month of February 2021, the Online Child Exploitation Unit within the Garda National Protective Services Bureau, assisted by local Gardaí, conducted a number of search operations targeting persons suspected of involvement in the possession and distribution of child pornography (child abuse images), with one in particular resulting in the identification, and safeguarding of one child who was the victim of online child exploitation by suspected offenders.

### **Criminal Assets Bureau**

In addition, during the month of February 2021, the Criminal Assets Bureau conducted searches in counties Tipperary, Waterford and Kilkenny, targeting the assets of organised crime groups suspected of being involved in the sale and supply of controlled drugs, theft, fraud and extortion from elderly and vulnerable victims. Orders were subsequently granted, pursuant to Section 17 of the Criminal

Justice (Money Laundering & Terrorist Financing) Act, 2010, in respect of €540,000 restrained in financial accounts, one vehicle and assorted documentation.

Also during February 2021, the Criminal Assets Bureau secured orders, pursuant to Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of 85 vehicles, €75,900 held in a financial account, €1,390 in cash and an Audemars Piguet Royal watch. They also obtained orders pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of five residential properties, three vehicles, 9 high-end designer watches, designer clothing, and €332,115 in cash. In addition, €43,680 was restrained in financial accounts and investment bonds valued at €30,000.

## 12. Community Engagement and Organisational Initiatives

### Online Events and Webinars attended by the Garda National Diversity and Integration Unit

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

- An online event held on 1 February 2021, which was hosted by the Muslim Sisters of Éire to mark the Annual World Hijab Day. The event recognised the millions of Muslim women who choose to wear the hijab and live a life of modesty. It was also a celebration of the achievements of Muslim women and the steps they have taken to actively integrate.



- A digital conference held on 8 February 2021 titled “Tackling Hateful Extremism”, hosted by Westminster Insight.
- The Immigrant Council of Ireland’s National Integration Conference 2021, which took place online from 15 February - 18 February 2021. On 16 February 2021, GNDIU participated in a panel discussion on the theme of anti-racism and victim support. The conference brought together national and international migrant experts and activists, as well as allies, to discuss key areas of integration. It took the form of keynote speeches, panel discussions and workshops.



- The Garda National Community Engagement Bureau was also represented at the international day of Zero Tolerance for Female Genital Mutilation, which was marked with a webinar hosted by ActionAid Ireland and AkiDWA on 5 February 2021 and an online event, held on 9 February 2021, to celebrate Chinese New Year.
- On 2 February 2021, the Garda Traveller Advisory Group met online for the first meeting under new chairmanship, where the terms of reference were agreed and adopted by the group. Discussion during the meeting focused on the following topics:
  - How to strengthen relations and positive engagement between An Garda Síochána, nationally and locally, and the Traveller Community;
  - How to promote accountability within An Garda Síochána by guidance on best policing practices which adhere to human rights;
  - How to invite and support recruitment and retention of members of the Traveller Community in An Garda Síochána.



The Garda National Diversity Forum, which was established in line with the Diversity and Integration Strategy 2019-2021, also met online on 2 February 2021. During the meeting an update was provided on the status of the implementation of the Diversity and Integration Strategy 2019-2021. The Hate Crime Awareness Campaign, planned for the end of March 2021, and other recent community concerns were also discussed. Assistant Commissioner, Roads Policing and Community Engagement attended the second part of the meeting and addressed the Forum.



Throughout the month of February, the Garda National Diversity and Integration Unit (GNDIU), in liaison with Gardaí in the Dublin Metropolitan Region, have been engaging with members and representative groups from the Brazilian community, with a view to alleviating tensions and improving feelings of safety. On 17 February 2021, a community meeting, hosted by the New Communities Partnership, was attended by Store Street Gardaí, Brazilian representative groups and GNDIU, where it was agreed that a joint approach will be taken to ensure local communities are provided with



relevant information relating to reporting crime, crime prevention / safety advice / racism or other forms of hate crime.

### **AGMs in Kilkenny/Carlow and Waterford Divisions**

During February 2021, as a result of the current restrictions under the COVID-19 Health Regulations, the Divisional Officer for the Kilkenny/Carlow and Waterford Divisions, in liaison with local Joint Policing Committees, Muintir na Tíre, and co-coordinators of Community Alert, Neighbourhood Watch and Text Alert Groups, arranged to hold their AGMs with An Garda Síochána as remote meetings.


Traditionally, these committees hold their AGMs in person and it was considered vital to continue engagement as usual, to re-assure community representatives of the ongoing support and services being provided by local Gardaí. Representatives from each registered Neighbourhood Watch / Community Alert Group and Text Alert participated in Zoom calls, during which the Divisional Crime Prevention Officer delivered a presentation highlighting the current high risk areas of victimisation of vulnerable persons, provided advice on keeping people safe during the COVID-19 pandemic and emphasised An Garda Síochána approach to promoting the advice of the HSE. Further contributions were made by local Gardaí and Muintir na Tíre representatives. The Chairpersons of Kilkenny and Carlow Joint Policing Committees also provided the contributions of the locally elected Councillors at the JPC meetings. The feedback has been very positive from all involved, with the ongoing contact, reassurance and support from An Garda Síochána acknowledged by all stakeholders.

## Appendix A – Policing Plan 2021














Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
Update not required/available.	Grey

### Priority 1. Community Policing

<b>1.1 Enhance community engagement and public safety</b>	<b>1.1.1</b> Identify risk and the vulnerable in the community	Green
	<b>1.1.2</b> Rolling out the Community Policing Framework in a further 8 Divisions	Grey
	<b>1.1.3</b> Piloting Local Community Safety Partnerships in 3 Divisions	Grey
<b>1.2 Enhance our proactive engagement with local communities</b>	<b>1.2.1</b> Engagement in the community, and Diversity Forum in relation to policing of COVID-19	Green
	<b>1.2.2</b> Implementing the Diversity and Integration Strategy 2019-2021	Grey
<b>1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey.</b>	<b>1.3.1</b> Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> <li>• An Garda Síochána is trusted by the local community</li> <li>• The local community are listened to by An Garda Síochána</li> <li>• An Garda Síochána prioritises issues that matter to people in the local community</li> <li>• Community relations are central to the work of Garda Síochána</li> <li>• An Garda Síochána organisation is community focused</li> <li>• Number of victims reporting their most recent crime incident</li> <li>• Number of victims that felt that the right amount of information had been provided to them</li> </ul>	Grey
<b>1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey.</b>	<b>1.4.1</b> Maintaining and building on positive results in respect of the following- <ul style="list-style-type: none"> <li>• The local community is consistently satisfied with the service from An Garda Síochána</li> <li>• The right level of Garda presence is established in local areas</li> <li>• Victims are satisfied with the service provided by An Garda Síochána</li> <li>• An Garda Síochána is seen as a friendly and helpful service</li> </ul>	Grey
<b>1.5 Maintain or Increase the number</b>	<b>1.5.1</b> Maintaining and building on positive results in respect of the following-	Grey

<p><b>of people in local communities who feel safe by taking actions aimed at controlling the level of assaults in public and domestic burglaries.</b></p>	<ul style="list-style-type: none"> <li>• The perceptions of crime in local areas as a serious problem is reduced</li> <li>• Awareness of Garda patrols in local areas</li> <li>• Garda members in the area can be relied upon to be there when you need them</li> <li>• Level of Domestic Burglaries</li> <li>• Incidents of Assaults in Public</li> </ul>	
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**Priority 2. Protecting People**

<p><b>2.1 Maintain a high level of engagement with victims of domestic abuse.</b></p>	<p>2.1.1 Operation Faoiseamh</p>	
	<p>2.1.2 Domestic Abuse victims contacted within 7 days</p>	
	<p>2.1.3 Domestic Abuse Risk Assessment Tool</p>	
<p><b>2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability.</b></p>	<p>2.2.1 Reducing the backlog of seized electronic devices</p>	
	<p>2.2.2 Garda Inspectorate Report – Responding to Child Sexual Abuse</p>	
	<p>2.2.3 Information on economic crime provided to Divisions</p>	
<p><b>2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience.</b></p>	<p>2.3.1 Outcomes-based measurement for sexual offences</p>	
	<p>2.3.2 Post-implementation review of Divisional Protective Services Units</p>	
<p><b>2.4 Continue to combat drug dealing and the effects of drug dealing in communities</b></p>	<p>2.4.1 Activities of Divisional Drug Units</p>	
	<p>2.4.2 Address drug-related intimidation</p>	
<p><b>2.5 Prioritise the service provided to vulnerable people, including victims of hate crime</b></p>	<p>2.5.1 Rolling-out Hate Crime training</p>	
	<p>2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents</p>	
<p><b>2.6 Maintain or Reduce the perception of the seriousness of crime</b></p>	<p>2.6.1 Maintaining and building on positive results in respect of the following -</p> <ul style="list-style-type: none"> <li>• Fear of crime has no impact on quality of life</li> <li>• People do not worry about becoming a victim of crime</li> </ul>	

and fear of crime as measured by the Public Attitudes Survey where appropriate.	<ul style="list-style-type: none"> <li>• People have no fear of crime in general</li> <li>• Proportion of people who said they were victims of crime</li> <li>• Awareness of Garda patrols in local areas</li> </ul>	
2.7 Implement appropriate operations to support any measures arising from COVID-19.	2.7.1 Operations and activities to respond to COVID-19	
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.	2.8.1 Targeting organised crime groups	
	2.8.2 OCG threat assessment matrix	
	2.8.3 Seizures of firearms, drugs and currency	
2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.	2.9.1 Continuing to implement Crowe Horwarth recommendations	
	Enhancing mobility access for Roads Policing	
	Increasing the proportion of FCNs issued through the use of mobility devices	
	2.9.2 Road Safety Campaign	
	2.9.3 Monitoring Road deaths / serious injuries	
	2.9.4 Monitoring Lifesaver offences	
	2.9.5 Data sharing in respect of those driving without a licence	

**Priority 3. A Secure Ireland**

3.1 Continue to enhance the security of the State, managing all possible threats and challenges	<p><b>3.1.1</b></p> <ul style="list-style-type: none"> <li>• Conducting Intelligence-led operations with our domestic and international partner agencies.</li> <li>• Continuing to monitor threats posed by extremists</li> <li>• Identifying, targeting and disrupting terrorist linked activities and support network.</li> <li>• Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism.</li> </ul>	
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	<b>DOJE</b>	
<b>3.2 Enhance our intelligence capacity/capability.</b>	<b>3.2.1</b> <ul style="list-style-type: none"> <li>Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence.</li> </ul> <b>DOJE</b>	
<b>3.3 Collaborate with our partners, contributing to national and international security</b>	<b>3.3.1</b> Participate in Major Emergency Management interagency structures	
	<b>3.3.2</b> Promoting awareness of Major Emergency Management	

**Priority 4. A Human Rights Foundation**

<b>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</b>	<b>4.1.1</b> Appropriate arrangements in relation to powers related to COVID-19	
	<b>4.1.2</b> Rolling-out human rights training	
	<b>4.1.3</b> Garda Inspectorate Report in relation to Custody	
	<b>4.1.4</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	
	<b>4.1.5</b> Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	
	<b>4.1.6</b> Building up baseline data on all Use of Force	
	<b>4.1.7</b> Continuing to review key policies through the lens of the Human Rights Screening Tool	
<b>4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.</b>	<b>4.2.1</b> Continue to embed the Code of Ethics	
	<b>4.2.2</b> Commencing Anti-Corruption Unit activities	

## Priority 5. Our People

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

## Priority 6. Transforming our Service

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

## Appendix B

### Schedule of Expected Vacancies

Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2021												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2021
Assistant Commissioner													0
Chief Superintendent						2	1			1			4
Superintendent			1		1		2	1	1		1		7
<b>Total</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>11</b>

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of February 2021													
Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	1							1	0	8	0
Chief Superintendent	47	46									0	46	1
Superintendent	168	168									0	168	0
<b>Total</b>	<b>223</b>	<b>222</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>222</b>	<b>1</b>



## Appendix D

<b>Breakdown of Leave – Garda Members</b>																			
<b>As at 28.02.2021</b>	<b>Gender</b>	<b>Work Share</b>	<b>% Garda Rank</b>	<b>% by Gender</b>	<b>Career Break</b>	<b>% Garda Member</b>	<b>% by Gender</b>	<b>Maternity Leave</b>	<b>% Garda Member</b>	<b>% by Gender</b>	<b>Unpaid Maternity</b>	<b>% Garda Member</b>	<b>% by Gender</b>	<b>Paternity Leave</b>	<b>% Garda Member</b>	<b>% by Gender</b>	<b>Parental Leave</b>	<b>% Garda Member</b>	<b>% by Gender</b>
<b>Garda</b>	<b>Male</b>	2	0.02%	0.02%	24	0.20%	0.28%							18	0.15%	0.21%	15	0.13%	0.18%
	<b>Female</b>	82	0.69%	2.39%	31	0.26%	0.90%	84	0.71%	2.45%	30	0.25%	0.87 %				70	0.59%	2.04%
<b>Sergeant</b>	<b>Male</b>	1	0.05%	0.07%	2	0.10%	0.13%							3	0.15%	0.20%	6	0.31%	0.40%
	<b>Female</b>	3	0.15%	0.66%	1	0.05%	0.22%	5	0.25%	1.10%	1	0.05%	0.22%				2	0.10%	0.44%
<b>Inspector</b>	<b>Male</b>																		
	<b>Female</b>																		
<b>Superintendent</b>	<b>Male</b>																		
	<b>Female</b>																		
	<b>Total Male</b>	3	0.02%	0.03%	26	0.18%	0.25%							21	0.14%	0.20%	21	0.14%	0.20%
	<b>Total Female</b>	85	0.59%	2.13%	32	0.22%	0.80%	89	0.61%	2.23%	31	0.21%	0.78%				72	0.50%	1.80%
	<b>Total</b>	<b>88</b>	<b>0.61%</b>		<b>58</b>	<b>0.40%</b>		<b>89</b>	<b>0.61%</b>		<b>31</b>	<b>0.21%</b>		<b>21</b>	<b>0.14%</b>		<b>93</b>	<b>0.64%</b>	

## Appendix E

<i>Breakdown of Leave – Garda Staff</i>																			
<i>As at 28.02.21</i>		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
<i>CO</i>	Male	9	0.46%	1.89%	5	0.26%	1.05%										5	0.26%	1.05 %
	Female	261	13.47%	17.86%	12	0.62%	0.82%	13	0.67%	0.89%	4	0.21%	0.27%				40	2.07%	2.74%
<i>EO</i>	Male				1	0.13%	0.49%										3	0.40%	1.47%
	Female	41	5.43%	7.44%	8	1.06%	1.45%	7	0.93%	1.27%	3	0.40%	0.54%				18	2.38%	3.27%
<i>AO</i>	Male																		
	Female							1	6.25%	11.11%									
<i>HEO</i>	Male				2	1.63%	3.92%												
	Female	4	3.25%	5.56%	2	1.63%	2.78%										5	4.07%	6.94%
<i>AP</i>	Male																2	2.78%	6.25%
	Female																2	2.78%	5.00%
<i>Teacher</i>	Male																		
	Female	2	12.50%	22.22%															
<i>Cleaner</i>	Male																		
	Female	2	0.82%	0.90%	1	0.41%	0.45%												
<i>Accountant</i>	Male																		
	Female	1	14.29%	33.33%															
<i>Solicitor</i>	Male																		
	Female							2	50.00%	50.00%									
<i>Chef</i>	Male																		
	Female	1	4.35%	4.76%															
	Total Male	9	0.27%	0.96%	8	0.24%	0.85%										10	0.30%	1.07%
	Total Female	312	9.28%	12.86%	23	0.68%	0.95%	23	0.68%	0.95 %	7	0.21%	0.29%				65	1.93%	2.68 %
	<b>Total</b>	<b>321</b>	<b>9.55%</b>		<b>31</b>	<b>0.92%</b>		<b>23</b>	<b>0.68%</b>		<b>7</b>	<b>0.21%</b>					<b>75</b>	<b>2.23%</b>	

## Appendix F

### Garda Members and Garda Staff Unavailable for duty

Garda Members - Unavailable for duty due to sick leave

\*OI Ordinary injury

\*\*IOD Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
<b>Feb 2021</b>	904	164	86	11	10	1	<b>1000</b>	<b>176</b>
<b>Jan 2021</b>	863	160	79	12	9	0	<b>951</b>	<b>172</b>
<b>Dec 2020</b>	1032	155	83	9	4	0	<b>1119</b>	<b>164</b>
<b>Nov 2020</b>	1060	162	77	8	2	0	<b>1139</b>	<b>170</b>
<b>Oct 2020</b>	1086	151	94	9	2	0	<b>1182</b>	<b>160</b>
<b>Sept 2020</b>	1242	155	104	9	8	0	<b>1354</b>	<b>164</b>
<b>Aug 2020</b>	1095	144	83	10	11	1	<b>1189</b>	<b>155</b>
<b>Jul 2020</b>	1076	145	92	8	7	1	<b>1175</b>	<b>154</b>
<b>Jun 2020</b>	924	144	65	9	4	1	<b>993</b>	<b>154</b>
<b>May 2020</b>	785	144	58	10	3	1	<b>846</b>	<b>155</b>
<b>Apr 2020</b>	768	150	76	9	9	1	<b>853</b>	<b>160</b>
<b>Mar 2020</b>	1215	159	103	10	12	0	<b>1330</b>	<b>169</b>

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Feb 2021</b>	941	168	89	11	10	1	<b>1040</b>	<b>180</b>

<b>Jan 2021</b>	904	160	81	12	10	0	<b>995</b>	<b>172</b>
<b>Dec 2020</b>	1084	157	85	9	4	0	<b>1173</b>	<b>166</b>
<b>Nov 2020</b>	1107	162	81	8	2	0	<b>1190</b>	<b>170</b>
<b>Oct 2020</b>	1158	152	97	9	2	0	<b>1257</b>	<b>161</b>
<b>Sept 2020</b>	1303	156	108	9	8	0	<b>1419</b>	<b>165</b>
<b>Aug 2020</b>	1149	145	84	10	11	1	<b>1244</b>	<b>156</b>
<b>Jul 2020</b>	1133	145	96	8	7	1	<b>1236</b>	<b>154</b>
<b>Jun 2020</b>	960	146	67	9	4	1	<b>1031</b>	<b>156</b>
<b>May 2020</b>	809	145	60	10	3	1	<b>872</b>	<b>156</b>
<b>Apr 2020</b>	795	150	78	9	9	1	<b>882</b>	<b>160</b>
<b>Mar 2020</b>	1284	161	108	10	12	0	<b>1404</b>	<b>171</b>

**Garda Members – Number of days absent**

	<b>Garda</b>		<b>Sergeant</b>		<b>Inspector and above</b>		<b>Total</b>	
	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>	<b>OI</b>	<b>IOD</b>
<b>Feb 2021</b>	8569.5	4113	893	281	216	7	<b>9678.5</b>	<b>4401</b>
<b>Jan 2021</b>	9865	4667	900	281	120	0	<b>10885</b>	<b>4948</b>
<b>Dec 2020</b>	10546	4449	1058	279	88	0	<b>11692</b>	<b>4728</b>
<b>Nov 2020</b>	10087.5	4338	1004	240	44	0	<b>11135.50</b>	<b>4578</b>
<b>Oct 2020</b>	10946	4331	1128.5	277	25	0	<b>12099.5</b>	<b>4608</b>
<b>Sept 2020</b>	11307	4067	1043.5	244	151	0	<b>12501.5</b>	<b>4311</b>
<b>Aug 2020</b>	10731.5	4108	1000	298	161	17	<b>11892.5</b>	<b>4423</b>
<b>Jul 2020</b>	9804	4174.5	963.5	248	114	31	<b>10881.5</b>	<b>4453.5</b>
<b>Jun 2020</b>	8629	4103.5	608.5	263	92	30	<b>9329.5</b>	<b>4396.5</b>
<b>May 2020</b>	8855.5	4164.5	764.5	304	53	31	<b>9673</b>	<b>4499.5</b>

<b>Apr 2020</b>	9459.5	4132	898	270	109	30	<b>10466.5</b>	<b>4432</b>
<b>Mar 2020</b>	12851	4372	1140	292	190.5	0	<b>14181.5</b>	<b>4664</b>

#### Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Feb 2021</b>	9678.50	-1206.50	-11.08%
<b>Jan 2021</b>	10885.00	-807.00	-6.90%
<b>Dec 2020</b>	11692.00	556.50	5.00%
<b>Nov 2020</b>	11135.50	-964	-7.97%
<b>Oct 2020</b>	12099.50	-402	-3.22%
<b>Sept 2020</b>	12501.50	609	5.12%
<b>Aug 2020</b>	11892.50	1011	9.29%
<b>Jul 2020</b>	10881.50	1552	16.64%
<b>Jun 2020</b>	9329.50	-343.50	-3.55%
<b>May 2020</b>	9673	-793.5	-7.58%
<b>Apr 2020</b>	10466.50	-3715.00	-26.20%
<b>Mar 2020</b>	14181.50	308.50	2.18%

#### Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
<b>Feb 2021</b>	4401.00	-547.00	-11.05%
<b>Jan 2021</b>	4948.00	220.00	4.65%
<b>Dec 2020</b>	4728.00	150.00	3.28%
<b>Nov 2020</b>	4578.00	-30.00	-0.65%
<b>Oct 2020</b>	4608.00	297	6.89%
<b>Sept 2020</b>	4311.00	-112	-2.53%
<b>Aug 2020</b>	4423.00	-30.50	-0.68%
<b>Jul 2020</b>	4453.50	57	1.30%
<b>Jun 2020</b>	4396.5	-103	-2.29%
<b>May 2020</b>	4499.50	67.50	1.52%
<b>Apr 2020</b>	4432.00	-232.00	-4.97%
<b>Mar 2020</b>	4664.00	387.00	2.18%

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

Month	No. of Days Absent	LTR	Commentary
Feb 2021	9678.50	2.50%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
Jan 2021	10885.00	2.81%	
Dec 2020	11692.00	3.03%	
Nov 2020	11135.50	2.87%	
Oct 2020	12099.50	3.12%	
Sept 2020	12501.50	3.21%	
Aug 2020	11892.50	3.05%	
Jul 2020	10881.50	2.79%	
Jun 2020	9329.50	2.38%	
May 2020	9673	2.46%	
Apr 2020	10,466.50	2.67%	
Mar 2020	14181.50	3.61%	

**Garda Staff - Numbers who availed of sick leave**

Date	No.
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206
Jul 2020	236
Jun 2020	211
May 2020	198
Apr 2020	199
Mar 2020	321

**Garda Staff - Instances of Absence**

	Administrative Grades	Technical and Professional	Total
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302

Aug 2020	213	1	<b>214</b>
Jul 2020	251	1	<b>252</b>
Jun 2020	221	0	<b>221</b>
May 2020	196	2	<b>198</b>
Apr 2020	203	0	<b>203</b>
Mar 2020	341	5	<b>346</b>

#### Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Feb 2021	3014.5	89	<b>3103.50</b>	-112.50	-3.50%
Jan 2021	3102	114	<b>3216.00</b>	42.00	1.32%
Dec 2020	3000	174	<b>3174.00</b>	517.50	19.48%
Nov 2020	2622.5	34	<b>2656.50</b>	-351.00	-11.67%
Oct 2020	2966.5	41	<b>3007.50</b>	-31.5	-1.03%
Sept 2020	3008	31	<b>3039.00</b>	354	13.18%
Aug 2020	2654	31	<b>2685.00</b>	-22.50	-0.83%
Jul 2020	2688.5	19	<b>2707.50</b>	74.00	2.81%
Jun 2020	2633.5	0	<b>2633.50</b>	-188.50	-6.68%
May 2020	2810	12	<b>2822.00</b>	-475.00	-14.41%
Apr 2020	3297	0	<b>3297.00</b>	-406.50	-10.98%
Mar 2020	3638.5	65	<b>3703.50</b>	130.00	3.51%

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

Month	No. of Days Absent	LTR	Commentary
Feb 2021	3103.50	3.72%	<b>The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.</b>
Jan 2021	3216.00	3.85%	
Dec 2020	3174.00	3.82%	
Nov 2020	2656.50	3.19%	
Oct 2020	3007.50	3.61%	
Sept 2020	3039.00	3.66%	
Aug 2020	2685.00	3.25%	
Jul 2020	2707.50	3.32%	
Jun 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
Apr 2020	3297.00	4.09%	
Mar 2020	3703.50	4.58%	

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

<b>Date</b>	<b>Number of Garda Members absent due to Mental Health</b>	<b>Number of days absent due to Mental Health</b>
<b>February 2021</b>	17	399
<b>January 2021</b>	16	399
<b>December 2020</b>	16	433
<b>November 2020</b>	20	549
<b>October 2020</b>	18	486
<b>September 2020</b>	13	354
<b>August 2020</b>	10	293
<b>July 2020</b>	14	334
<b>June 2020</b>	16	383
<b>May 2020</b>	13	329
<b>April 2020</b>	18	463
<b>March 2020</b>	18	473.5
<b>February 2020</b>	15	387

*Sick leave statistics as recorded on SAMS and reported @ 01.02.2021*

*These statistics have been compiled using the mental health illness subcategory based on illness classification on medical certification. The statistics for mental health provided are included in the Ordinary Illness Category.*



## **Commentary Sick Absence – February 2021**

Sick absence for Garda members has seen a decrease in ordinary illness sick absence in the month of February 2021, while Garda staff has seen a slight decrease. However, instances and numbers availing of sick absence leave reflect an increase for Garda members, as well as a minimal increase for Garda staff. Comparing February 2021 to February 2020, year on year ordinary illness days have majorly decreased for Garda members by 30.23% and also notably decreased for Garda staff by 13.15%.

However, injury on duty sick absence shows a decrease month on month and comparing February 2021 to February 2020, year on year injury on duty has marginally increased by 2.9%. The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the Annual Report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and staff).

### **Injury on Duty**

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 11.05%, while showing a slight increase in both the instances of sick absence at 4.65% and the number of Garda members availing of this sick absence leave month on month that can be seen at 2.33%.

### **Ordinary Illness**

The number of sick absence days, month on month show a decrease of 11.08% for Garda members and a decrease of 3.5% for Garda staff. The instances of sick absence month on month show an increase for both Garda members at 4.52%, and for Garda staff at 1.19%.

In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances; a 5.15% increase for Garda members and a 2.09% increase for Garda staff.

From November 2020, we are including an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 17, which shows a 6.25% increase from January 2021. The number of days sick absent for Garda members in February 2021 was 399 days, which reflects no difference from January 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

### **COVID-19**

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

- Employees required to self-isolate;
- Employees under restricted movements where no flexible working arrangement can be achieved;
- Employees required to cocoon where a working from home arrangement cannot be facilitated.