



An Garda Síochána

Monthly Report to the Policing Authority

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

May 2023

An Garda Síochána

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



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
D08 HN3X

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the fifth report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of May 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE**

May 2023

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

Message from the Commissioner

In the last month, this country hosted a high profile visit from the 46th President of the United States of America, Mr. Joseph Biden. An Garda Síochána played its part in ensuring its success. Gardaí were assigned to police the visit in Counties Louth, Dublin and Mayo. They did so with great professionalism and good humour, ensuring the safety of all those present. It was another in a long line of examples where members of An Garda Síochána stepped up and did this organisation and this country proud.

The work carried out throughout this visit served as a helpful backdrop for the 2023 Garda recruitment campaign, reinforcing the central message “It’s a job worth doing”. Further promotion and engagement around the campaign took place in April 2023. It has gained significant traction to date.

At a time of a buoyant jobs market with intense competition for talent, the fact that An Garda Síochána could attract nearly 5,000 applications just a year after our last competition shows that many people strongly believe that a career in An Garda Síochána is a job worth doing.

I fully appreciate the pressures which Garda personnel contend with. In this regard, the organisation is still dealing with the fall-out of limited recruitment during the Covid-19 pandemic. However, we are working hard to address this and, ultimately, to exceed the target of 15,000 sworn members of An Garda Síochána.

The Irish jobs market is constantly evolving. With this in mind, I recognise that there may be a variety of reasons as to why 0.8% of Gardaí resigned last year. To examine this, exit interviews have been introduced for those who have taken this course. This will enable us to learn more about why personnel choose to resign and what we can do to address any issues that may be identified.

Community engagement continued this month with a number of positive initiatives being held nationwide. For example, An Garda Síochána launched this year’s ‘Go Purple’ Day, an initiative developed by a Garda, which raises awareness of domestic abuse and the supports available to those affected by this complex issue.

I would like to take this opportunity to appeal to any person who has experienced domestic violence to come forward and report those incidents to us. Any complaint made will be dealt with thoroughly and professionally.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end April €'000	Remaining May-Dec €'000	Remaining %
Gross Total	2,249,610	684,529	1,565,081	70%
Appropriation in Aid (receipts)	104,206	40,623	63,583	61%
Net Total	2,145,404	643,906	1,501,498	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of April 2023, the total combined gross expenditure was €684.53m (30% of allocation), which is less than the end of April 2023 profiled spend by €8.82m, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.066b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in April 2023 was €108.28m and year to date is €453.28m. Expenditure on the salaries, allowances, employer PRSI elements in April 2023 was €95.09m and year to date is €404.31m, which is €5.44m under budget profile. Expenditure on overtime in April 2023 was €13.18m and year to date is €48.97m, which is €11.45m over budget profile. Overall, pay and overtime is over profiled budget at the end of April 2023 by €6.01m.

In respect of superannuation of €428.46m, expenditure in April 2023 was €37.22m and year to date is €138.98m, which is €0.24m over profile at the end of April 2023. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in April 2023 was €15.23m and year to date is €64.89m. Overall, non-pay expenditure is €3.79m under profile at the end of April 2023, considered in the main due to timing of receipt of goods/services.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in April 2023 was €8.51m and year to date is €27.37m. The capital subheads have a combined under profile spend of €11.29m to the end of April 2023.

Appropriations in Aid

Appropriations in Aid are €40.62m at the end of April 2023, €5.99m ahead of the estimated profiled receipts.

Estate Management April 2023

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

- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. A meeting between the OPW, GEM and local Garda management took place in April 2023 in Newcastlewest to discuss internal layout.
- **PPP Bundle:** Progress in the Department of Justice PPP Bundle continues. A meeting of the PPP Project Team is to take place at the end of May 2023.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- The RDMS Mobility App continues to be rolled out, and was most recently issued to members attached to Command and Control, DMR South Central and DMR North Divisions.
- There are now circa 10,000 Garda members using the RDMS system to book on and off.

Resource Allocation

The following promotions took effect during the month of April 2023;

- 2 x Superintendent
- 1 x Sergeant

Employee Assistance Service Development

Date	Work Type	Division / Region	Attendance
3 April 2023	Online presentation to child specialist interviewers via LMS	Mixed	9
4-6 April 2023	Peer support training	Roads Policing, Technical Bureau, Operational Support	21
6 April 2023	Trauma presentation and EAS talk to Kilkenny Unit	Kilkenny	10
6 April 2023	Sergeants promotion course of members who had missed previous courses	Garda College	14
20-21 April 2023	Group information sessions	Mixed DPSU divisions and areas	28
23 April 2023	Tutor Garda training	Ennis Garda Station	8
25 April 2023	CISM re death of child in Portlaoise	Portlaoise	12

Equality, Diversity and Inclusion

- On 8 April 2023, the Equality, Diversity and Inclusion Office represented HRM at the Garda Recruitment Open Day held at the Garda Boat Club. This open day was hosted by the Garda National Diversity and Integration Unit (GNDIU) and assisted by members from the Mounted Unit, Water Unit, Dog Unit and other Garda members from diverse backgrounds. This open day is part of the larger national approach to the 2023 recruitment campaign; “It’s a job worth doing”.



- The Equality, Diversity and Inclusion Office attended school summits in Munster (19 April 2023 and 20 April 2023), Connacht (24 April 2023 and 25 April 2023) and Leinster (27 April 2023 and 28 April 2023). These events are aimed at Transition Year students, and showcase career opportunities for 2023 and beyond. There are two days of events aimed at future careers, education and apprenticeships. The summit is a place to build relationships, educate and share the knowledge of being a member of An Garda Síochána with Ireland’s future workforce.



Dignity, Policy and Administration Office

- Training is being rolled out in May 2023 for Equality Advisers and Contact Persons regarding both the Working Together to Create a Positive Working Environment Policy, and the Dignity at Work Policy.

Health and Safety

- 96 National Incident Management System incidents were created in April 2023.
- 20 Garda personnel in the Kerry Division received fire warden training in April 2023.
- 21 occupational injuries were recorded for April 2023.
- Fire warden training has been scheduled in May 2023 for the following divisions:
 - DMR North
 - Waterford/Kilkenny/Carlow



Workforce Planning

- The Workforce Planning team met with the Assistant Commissioners and Executive Directors during Q1, to review and prioritise their resourcing requests. Outstanding meetings are being scheduled and will take place in Q2.
- A Workforce Strategy is being commissioned in 2023;
 - Workforce Planning participated in Phase 1 of the Strategic Transformation Office Strategic Foresight Project.
 - Initial reports and insights are being collated to support the commencement of the Horizon Scanning process.
- Business Case Validation Framework;
 - Documents have been shared with internal and external stakeholders, with feedback and observations to be received by early May 2023.
 - Take feedback and review, and make appropriate changes.
 - The planning to commence for the phased national rollout (by region and HQ).
- Draft terms of reference were developed for the Executive Monthly Demand meeting.

Overseas Office

- Six (6) members were deployed as Patrol Officers for the UNFICYP, Cyprus mission on 24 April 2023.

Resourcing

- Under the Garda Reassignment Initiative as of 30 April 2023, 898.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 17 this year.
- There are currently 26 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the internal EO panel. Discussions are underway regarding interviews for further candidates.
- Offers are ongoing for the internal Assistant Principal Officer competition.
- The first internal competition was advertised on the HR candidate management system on 19 April 2023, the closing date for which is 5 May 2023. The team is liaising closely with an external consultancy agency on the running of this competition.
- Offers have issued for interns for the Graduate and School Leaver programmes. A number of candidates have been placed into vetting, and the team is liaising with the business owner on outstanding queries and a proposed start date.
- A competition for Professional Accountants Grade 2 was advertised during April 2023.

Garda Appointments and Recruitment

- 227 Garda Trainees have commenced in the Garda College since the 2022 competition commenced, of which:
 - 92 in November 2022.
 - 135 in February 2023 (eight of these were from the Irish stream).
- Work is underway to resource the next intake to the Garda College on 15 May 2023.
- 881 candidates are still in the Garda clearance process, which encompasses a physical competency test, a medical and vetting. This number includes the 154 who are due to start in the Garda College on 15 May 2023. Of these, eight candidates came through the Irish stream.
- The 2023 Garda Trainee competition closed on 14 April 2023. The numbers of applicants from the 2023 competition have not been included in the figures above yet.

Additional HRPD Activities and Initiatives

- Personnel across Human Resources and People Development supported the visit of President Biden to Ireland in early April 2023, working with operational Garda colleagues across the organisation to ensure a successful and safe visit.



Human Resources and People Development Analytics / Data

As at 30 April 2023, the Garda member strength stood at 13,995 (13,955 WTE) and the Garda Staff strength as at 30 April 2023 stood at 3,329 (3,131 WTE). A full breakdown by rank, grade and gender is outlined below.

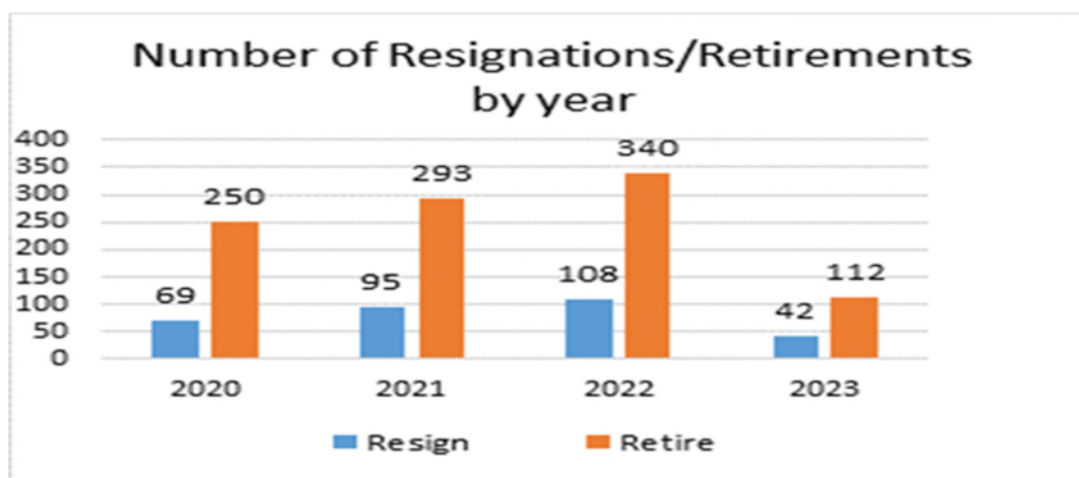
2.1 Garda Member Strengths

Rank	As at 30 April 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	45	38	84	7	16	45
Superintendent	168	140	83	28	17	168
Inspector	442	355	80	87	20	442
Sergeant	2,042	1,541	75	501	25	2,041
Garda	11,287	7,956	70	3,331	30	11,248
Total	13,995	10,035	72	3,960	28	13,955

Of which	As at 30 April 2023	Male	%	Female	%
Career Breaks (incl. ICB)	50	33	66	17	34
Work-sharing *	40	1.5	4	38.5	96
Secondments (overseas etc.)	54	37	69	17	31
Maternity Leave	44	0	0	44	100
Unpaid Maternity Leave	34	0	0	34	100
Paternity Leave	17	17	100	0	0
Available Strength	13,756	9,946.5	72	3,809.5	28

*Equates to 80 full time members.

2.2 Garda Resignations/Retirements



*The table above refers to retirements (voluntary and compulsory) and resignations captured as on 30 April 2023 for Garda members only.

Compulsory Retirements from An Garda Síochána to 2033

It is expected that the number of retirement exits from the service of An Garda Síochána (below the rank of Commissioner) will increase steadily over the next 10 years, with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,405 exits based on service in the coming years irrespective of any other factors.

Rank	31-Dec-2023*	31-Dec-2024	31-Dec-2025	31-Dec-2026	31-Dec-2027	31-Dec-2028	31-Dec-2029	31-Dec-2030	31-Dec-2031	31-Dec-2032	31-Dec-2033
DC	0	1	0	0	0	0	0	0	1	0	0
AC	0	0	0	2	0	0	2	1	0	3	0
CS	1	7	1	2	3	0	3	6	0	3	5
SU	3	14	4	6	5	11	11	14	15	17	10
IN	8	13	10	10	10	15	23	22	25	33	32
SG	14	33	18	22	31	49	57	71	92	107	100
GD	25	66	32	38	64	82	139	161	212	282	291
Grand Total	51	134	65	80	113	157	235	275	345	445	438

*The figure of 51 for 2023 does not include the 67 compulsory retirements processed as of 24 April 2023 – total: 118.

Garda Reserves Strength

Garda Reserves Strength As at 30 April 2023	Total*	Male	%	Female	%
	368	278	76	90	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	29	29	16	55	13	45	0	0
AP	80	80	35	44	45	56	0	0
HEO	206	204.8	82	40	124	60	0	0
AO	23	23	12	52	11	48	0	0
EO	757	750.3	208	27	549	73	0	0
CO	1,836	1,765.8	446	24	1,389	76	1	0.1
Total	2,939	2,860.9	803	27.3	2,135	72.6	1	0.1

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (incl. CMO)	53	52.4	32	60	21	40	0	0
Administrative **	2,938	2,859.9	802	27.3	2,135	72.6	1	0.1
Industrial/Non Industrial	338	218.7	108	32	230	68	0	0
Total	3,329	3,131	942	28.3	2,386	71.6	1	0.1

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	26	26	0	0	26	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,293	3,095	941	28.6	2,351	71.3	1	0.1

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	271	78.7	4	1	267	99	0	0

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

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	46	46	8	17	38	83	0	0

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

Parental Leave

01.04.2023 – 30.04.23	Garda Members	Garda Staff
	126	96

Garda Staff assigned and commenced – as at 30 April 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	87	48	52*	62									249

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

Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
118	104	88	14	12

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

Garda members reassigned to operational duties as at 30 April 2023

Rank	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	12.5	33	132	720.5	898.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	71 Male 54 Female 7 Unknown due to CAD	255.5 Male 359 Female 106 Unknown due to CAD	359 Male 425.5 Female 114 Unknown due to CAD

Garda Staff transfers out of An Garda Síochána for 2023 (to 30 April 2023)

The record includes up to 30 April 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	33
Transfer out on promotion	47	66*	31
Open Competition		6**	2
Total	89	187	66

* Three additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion. i.e. CO to CO w/shift allowance).

** Six additional leavers at equivalent grade via open competition i.e. CO to CO external department.

[Year total for 2022 updated to capture and reflect new format for 2023 data comparison. Updated 2022 total figure will appear on all 2023 returns.]

3. Information and Communications Technology

GardaSAFE - Computer Aided Dispatch 2 (CAD 2)

Since launching in March 2023 in the North Western Region, GardaSAFE has delivered modern policing tools to specialist call takers and dispatchers, offering enhanced support to frontline responders. The system has subsequently been deployed across the Southern Region as of 3 May 2023. GardaSAFE is now utilised for incident creation and dispatch of Garda units across both of these regions. The divisions benefit from the system's enhanced features. These include its live map showing the locations of incidents and available Garda resources, PULSE integration and active risk assessment of calls. The GardaSAFE Operational eLearning is now available for all Gardaí and front of house staff in the Southern and Eastern Regions.

Roster Duty Management System Deployment (RDMS Deployment)

The most recent RDMS deployment took place in the DMR North Division on 17 April 2023, with members booking on and off from 1 May 2023. The rollout of RDMS to all remaining divisions are being planned for completion in 2023. The table below details the next rollout schedule;

Meath/Westmeath	29 May 2023
Waterford/Kilkenny/Carlow	10 July 2023

The deployment of mobility devices is being managed in conjunction with RDMS rollout, to ensure the benefits of the RDMS App are realised. In addition, work is continuing on the integration of RDMS with GardaSAFE (CAD2) and mapping data between both systems.

Mobile Device Deployment

To date, in excess of 12,000 devices have now been deployed to frontline policing members, with additional deployments in the Dublin Metropolitan Region planned over May and June 2023. As highlighted previously, ongoing investment is still required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.

Overall Device Deployment Figures

At 27/04/2023	Total Devices
Enrolled in MDM*	12,117

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

Mobile App Development

User-experience feedback continues to be gathered from the members using the Person Search App, which is successfully in use by approximately 2,400 users across ten divisions. The mobility team continue to update and enhance the App as part of the feedback thus far from these users and this will feed into the next version of the App. It is envisaged that the App can be fully rolled out to all users as soon as possible taking account of consultation with the Data Protection Commissioner on the Data Protection Impact Assessment.

4. Corporate Communications

Throughout the month of April 2023, the Office of Corporate Communications continued to communicate internally and externally on the broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. These high-level communications included the promotion of the Garda Recruitment Campaign and Garda activities during the high profile visit of the 46th President of the United States of America, Joseph Biden. Further activities included events such as the opening of O'Connell Street Garda Station, as well as media briefings and a large number of local and national media interviews.

Visit of the 46th President of the United States of America, Joseph Biden

The Office of Corporate Communications provided regular updates to the public in the run-up and during the visit of the 46th President of the United States of America, Joseph Biden to Ireland. Information in respect of potential traffic disruption and Garda activities during the visit was disseminated through the issuing of press releases, and social media posts.



Opening of O'Connell Street Garda Station

Commissioner Drew Harris, Taoiseach Leo Varadkar TD and Minister for Justice Simon Harris TD marked the opening of the new Garda station on O'Connell Street, in partnership with the Irish Tourist Assistance Service, on 10 March 2023. Commissioner Harris spoke with media present.



Media Briefing at the AGSI Delegate Conference Salthill Co. Galway

On 4 April 2023, Commissioner Drew Harris held a press briefing with media ahead of addressing the annual Association of Garda Sergeants and Inspectors (AGSI) Delegate Conference in Salthill, Co. Galway. During the briefing, Commissioner Harris outlined investigations are underway into allegations of sexual assault in the Defence forces.



Performance of the Garda Band in the People’s Park in Dún Laoghaire

The Garda Band provided a special performance on 8 April 2023 in Dún Laoghaire People’s Park, featuring special guests Odhrán Ó Casaide and Sibéal Ní Chasaidhe.



Launch of the 2023 Pride Patrol Car

The new 2023 Pride car was unveiled in Cavan Town on 19 April 2023 as part of a visit to Cavan and Monaghan Rainbow Youth.



Go Purple Day

Garda stations, Gardaí and Garda Staff took part in Go Purple Day, by hosting or participating in events across the country to raise awareness of domestic abuse and victim support services.



Media Briefings and Interviews

Chief Superintendent Jane Humphries, Roads Policing Bureau launching the Easter Bank Holiday road safety appeal.



Further interviews with media in April 2023 included:

Date	Organisation	Subject	Spokesperson
04/04/2023	Morning Ireland	Investigation into abuse claims in Defence Forces; Garda role in evictions	Commissioner Drew Harris
06/04/2023	RTÉ News at One	Easter road safety appeal ahead of bank holiday weekend	Chief Superintendent Jane Humphries
15/04/2023	Newstalk	Advice on crime prevention	Sergeant Graham Kavanagh
18/04/2023	Sunday Independent	Organised Crime Group operations in the wake of the Hutch verdict	Assistant Commissioner Justin Kelly

Press Office

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

This month's activity included:

- 158 press releases issued, including those related to organised crime, drug and cash seizures.
- 32 missing person appeals and 29 updates were issued to the public during the month.
- Approximately 17 witness appeals were issued.
- Arranging upcoming media events and briefings on behalf of the organisation.
- Social media training in the Galway and Mayo Divisions.
- AGSI Conference and media engagements.
- MEM Table Top Exercise – National Oil Reserve, Poolbeg.
- GRA Conference and media engagements.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí, such as the Garda recruitment campaign.

Internal Communications

The Internal Communications team continued to issue Newsbeat twice a week during the month of April 2023. Readership has stayed consistently high at approximately 60% of personnel per edition. Key updates delivered to personnel in April 2023 included:

- The Commissioner's speech to the AGSI Annual Conference.
- A Newsbeat special on the visit of President Joseph Biden.
- Introduction of exit interviews.
- Bail considerations for domestic abuse related offences.
- Updates on the Garda Trainee recruitment campaign.
- Updates on GardaSAFE.
- Highlighted all HQ Directives published.

Screensavers and Portal Banners

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

- “It’s a Job Worth Doing” – Garda Trainee recruitment campaign.
- FSI reminder.
- Go Purple Day.

Promotion of Garda Trainee Recruitment Campaign



The promotion of the 2023 campaign concluded on 14 April 2023, having gone live on 24 March 2023. The theme of the promotion campaign – It’s A Job Worth Doing – reflects the views of Gardaí on the challenges and rewards of being a member of An Garda Síochána, with the aim of attracting high quality candidates from diverse backgrounds. Recruitment campaign material, including leaflets and posters in fifteen languages, was hosted on Garda.ie and promoted via social media.

Provisional figures show that the campaign resulted in:

- 13m impressions across both paid and organic content.
- 900,000 video views.
- 5,500 clicks through to publicjobs.ie.






This is in addition to the impact of advertising in traditional media and press coverage across media outlets, i.e. The Irish Times, Morning Ireland, Newstalk Breakfast, The Star and The Sun. Great work was also done locally to promote the campaign through community engagement events and open days.

Social Media Activities

The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, Twitter, Instagram and LinkedIn. This work involves oversight of 18 official Garda Facebook accounts and two Garda Twitter accounts. These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts, i.e. CRI alerts, and campaigns.

The Office of Corporate Communications measures the success of these communications by capturing:

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

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	387,521	2.67%
 Twitter - @GardaInfo	266,458	3.72%
 Twitter - @GardaTraffic	586,877	2.67%
 Instagram - @GardaInsta	178,911	3.27%
 LinkedIn – An Garda Síochána LinkedIn	29,079	13.15%

Top Monthly Posts



Facebook - @AnGardaSiochana

Post Engagement: 217,638 views



An Garda Síochána

9 April · 🌐

Susan and her sister Mead were visiting from Australia and sightseeing around Dublin when Susan's handbag was stolen from her backpack. The handbag had a number of valuable possessions.

Gardaí in Pearse Street were notified of this and later located two suspects on Fleet Street with Susan's handbag.

The suspects ran from Gardaí in opposite directions which led to two separate foot pursuits. Garda Shane McConkey, arrested one of the men and Garda Declan Kearney, the other.

The handbag was recovered successfully with all of Susan's possessions. This included items such as her mobile phone, her passport and her driving licence! The loss of these items would have severely impacted their holiday here.

We are delighted that Susan and Mead are now free to resume their long tour of Ireland in peace. We hope you both enjoy the remainder of your trip!

#ItsAJobWorthDoing #OperationCitizen See less

👍❤️ 6.9K

641 💬 101 ➦





Instagram - @GardaInsta

Post Engagement: 113,870 views



[View Insights](#)

[Boost post](#)



7,366 likes

gardainsta Wheels up!

Next stop, Knock Co.Mayo.

Our Gardaí attached to Dublin Airport have been supporting @dublinairport and US agencies all week long to ensure that @potus's travel itinerary runs smoothly.

[#BidenInIreland](#) [#ItsAJobWorthDoing](#)

[View all 68 comments](#)

14 April

5. Implementation of Cultural Change

Culture Reform Programme

- Superintendent, Garda Ethics and Culture Bureau (GECB) provided seven information sessions to regions and sections on the results of the Culture Audit of An Garda Síochána.
- GECB are meeting with Superintendent, Leadership, Management and Development on 4 May 2023 to discuss incorporating the findings of the Culture Audit from Durham University to the existing development programmes in the Garda College.
- GECB have now completed all scheduled focus groups on the Culture Audit findings. In attendance are personnel from a mix of ranks and grades from each division, section and region. Fifteen focus groups have now taken place nationwide.

The qualitative data which was collected at these focus groups is currently being compiled and analysed in conjunction with the quantitative data already collected in the survey. A comprehensive report will then be forwarded, detailing all the findings to senior management by the end of Q2 2023.

- GECB are researching the creation of a Find, Fix, Improve and Innovate (FFII) button on the Garda Portal. The FFII button would allow personnel to submit their stressors to GECB through a simple button on the Garda Portal. GECB would collate the reported stressors and forward them to the relevant business owners in order to have the stressors mitigated. GECB are currently liaising with ICT in order to develop an ICT fix for the FFII button for the Garda Portal. The proposed scheduled implementation is Q4 2023.

Enhancing Professional Conduct

- The Lessons Learned Working Group met on 25 April 2023. The next proposed topic is abuse of authority. Edition two is scheduled for publication on Newsbeat at the end of Q2 2023. The next meeting of the Lessons Learned Working Group is scheduled for 19 May 2023.

6. Risk Management

An Garda Síochána Corporate Risk Register captures nine principle risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, Risk and Policy Committee (RPC), and supported by the Garda Risk Management Unit (GRMU).

- Corporate Risk 'CRR11/17: Professional Conduct and Ethical Behaviour' was re-escalated to the Corporate Risk Register with a risk rating of 'Very High' (20).
- A meeting of the Risk and Policy Committee was held on 4 April 2023. The next Risk and Policy Committee meeting is scheduled for 13 June 2023.
- Compliance rates for Q4, 2022 remained consistently high at 92%. Compliance rates for Q1, 2023 are currently being collated.

During the month of April 2023, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all corporate risk owners and support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Attended an Audit and Risk Committee meeting.
- Continued to examine the implementation of the Policing, Security and Community Safety Bill from a risk perspective.
- Attended the Governance and Accountability Regional PAF meeting.
- Attended a meeting on 26 April 2023 to review 'CRR2/17: Capacity and capability to implement the programme related to APSFF'. A further meeting has been organised for 12 May 2023.
- Attended a workshop regarding APSFF Future Challenges Project – Strategic Foresight Framework and Methodology.
- Continued to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. Under this initiative, GRMU conduct Risk Management Refresher Training and Risk Register Development Workshops with Performance Assurance personnel.
- Attended a People and Culture Committee meeting on 20 April 2023, where the Risk Action Plan associated with 'CRR1/18: Capacity to Effectively Resource An Garda Síochána', terms of reference and strategy statement were reviewed.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for March 2023 and April 2023.

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

Category	Mar-23	Apr-23	Increase/ Decrease	% Change
Total UOF for Month	1031	923	-108	-10%
Civilians Injured	29	22	-7	-24%
Garda Members Injured	24	13	-11	-46%
Pepper Spray Deployed	69	86	17	25%
Batons	27	24	-3	-11%
Handcuffs	905	802	-103	-11%
Anti-spit Guard	1	3	2	200%
Unarmed Restraint	214	188	-26	-12%
Taser	3	2	-1	-33%
Non-lethal Firearm	1	0	-1	-100%
Firearm	0	1	1	NC*
Gender Subject to Force - Male	818	714	-104	-13%
Gender Subject to Force - Female	98	102	4	4%
Drugs Involved	278	234	-44	-16%
Alcohol Involved	605	513	-92	-15%
Division with highest level UOF - DMR South Central	11%	12%	1%	1%
Percentage of UOF Deployments occurring Friday, Saturday and Sunday	53%	53%	0%	0%

* NC: percentage figure of 0 is not calculable.

** One accidental discharge of a firearm in April 2023. Member making safe a firearm, no civilians involved, no injuries.

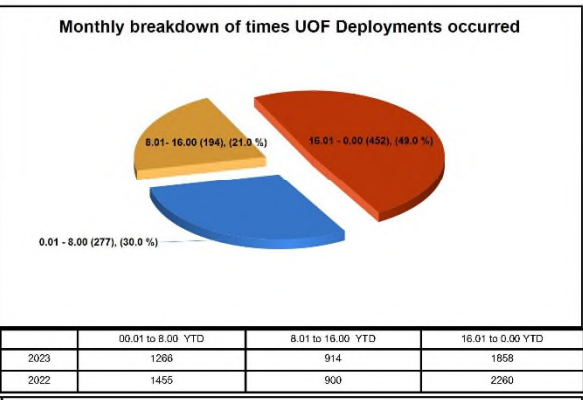
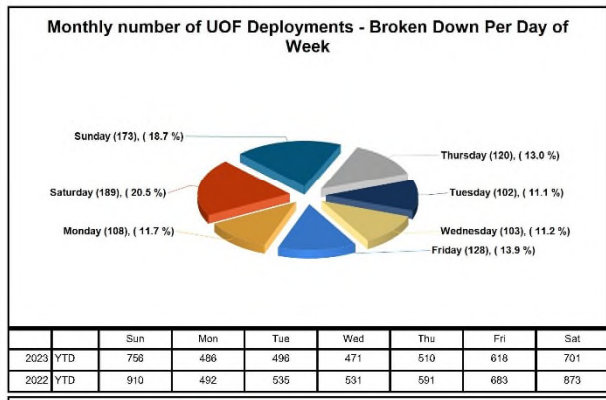


Reported Use of Force

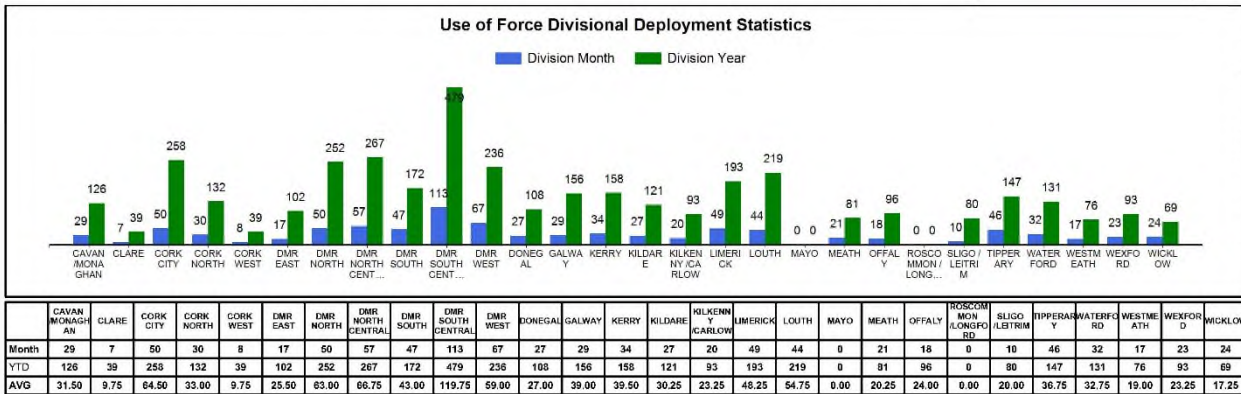
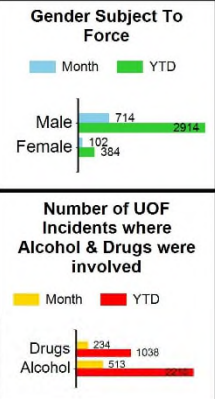
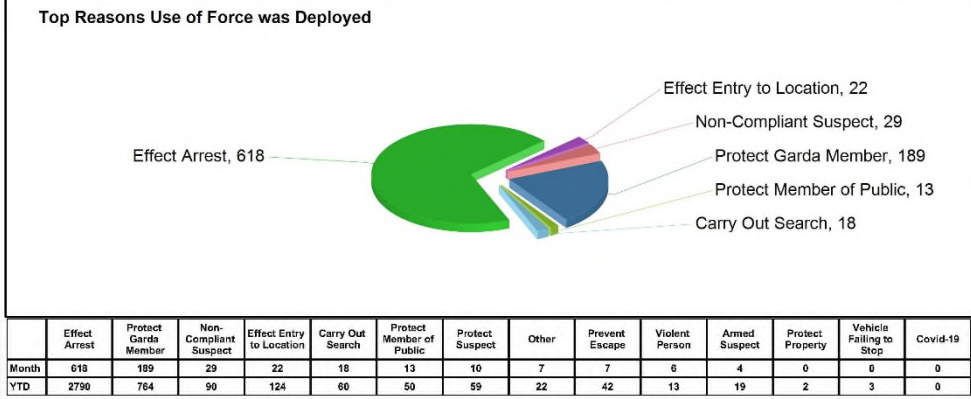
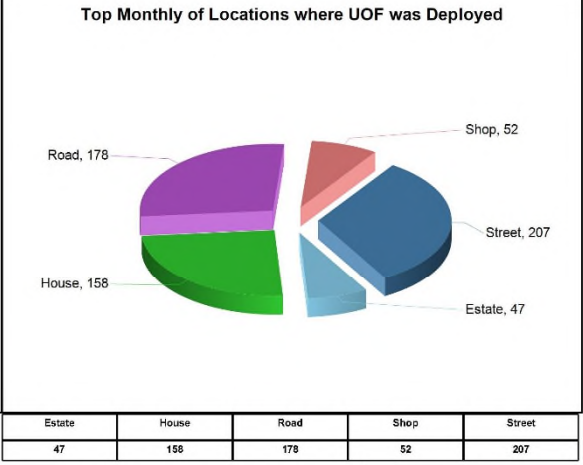
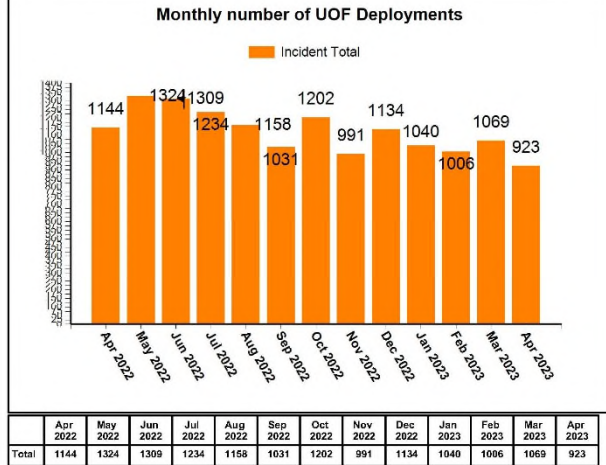
April 2023

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF May 2, 2023 at 17:36:14. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.
UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	865	YTD	3,759
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	923	YTD	4038
Number of Incidents on PULSE	Month	103,596	YTD	440,972
% of Incidents involving Use of Force	Month	0.8350%	YTD	0.8524%



Civilians injured during UOF Incident	Month	YTD
	22	101
Garda Members injured during UOF Incident	Month	YTD
	13	79
Pepper Spray*	Month	YTD
	86	297
Baton (Used)	Month	YTD
	24	89
Handcuffs (Used)	Month	YTD
	802	3475
Anti Spit Guard (Used)	Month	YTD
	3	4
Unarmed Restraint Used	Month	YTD
	188	792
Taser (Used)	Month	YTD
	2	5
Less Lethal Firearm	Month	YTD
	0	2
Firearm (Used)**	Month	YTD
	1	1



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

8. Data Quality and Operational Value of Data

Information Led Policing: Data in support of Policy Development and Performance Monitoring

- As previously advised, the process for casing incidents is now fully operational, led by GISC. Casing enables multiple incidents which form a pattern to be linked together alongside applying the crime counting rules.
- The commencement of another round of checks to ensure compliance of PULSE data with crime counting rules. This round focusing on PULSE data from Q1 2023 occurred during April 2023.
- The external review of the data quality risks is continuing, having been delayed in early 2023.
- The Galway pilot of non-detection crime outcomes continues, in line with the Policing Plan 2023 goals. National rollout will proceed in Q4 2023 following PULSE changes to streamline the process.
- The GISC Training Unit provided training to seven new GISC Reviewers and to four new call takers.

Data Quality and Operational Value of Data

The April 2023 data quality metrics are available at the link below. Additional metrics will be added throughout the year.

Link: [ags-crime-incident-data-quality-metrics-april-2023.pdf \(garda.ie\)](#)

Garda National Vetting Bureau (GNVB):

- Garda standard vetting average turnaround times continue at their long-term figure of 6-7 working days once an application is received.
- 195,243 Garda vetting applications received to date in 2023.
- 8.4% year on year increase on vetting applications from 2022 to 2023.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Throughout 2021 and 2022, most types of crime reported consistent upward trends in accordance with the relaxation of pandemic-related restrictions. An exception to this is burglary, which has remained low compared to pre-pandemic levels.

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

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

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.*

Note: *The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36), to arrive at the average.*

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 26% was observed in the 12 months to April 2023 compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic, as another main contributor, burglary, has remained at low levels during much of this time. Considering theft offences only, there was a 35% increase in reported theft from shop and a 45% increase in reported theft of other property in the 12 months to April 2023, compared to the previous 12 months. Average reported theft from shop per month in the 12 months from May 2022 to April 2023 is 24% higher compared to the same period in 2018/2019 (pre-pandemic).



Chart 2: Burglary - 5 Year Trend

In the long term, burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. In the 12 months to April 2023, there was a 13% decrease in reported residential burglary compared with the previous 12 months. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In contrast to residential burglary, burglary reported to have occurred elsewhere (non-residential) increased by 8% in the 12 months to April 2023. In June/July 2020, when the lockdown conditions were relaxed, and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021–April 2022) and decreased during the subsequent summer, indicating a possible resumption of seasonal trends. However, in contrast to previous years, no significant increase was observed this winter. Overall, reported burglary in the 12 months to April 2022 was 47% lower than pre-pandemic levels (equivalent period in 2018/2019), which highlights the effect that the pandemic has had on this type of crime.

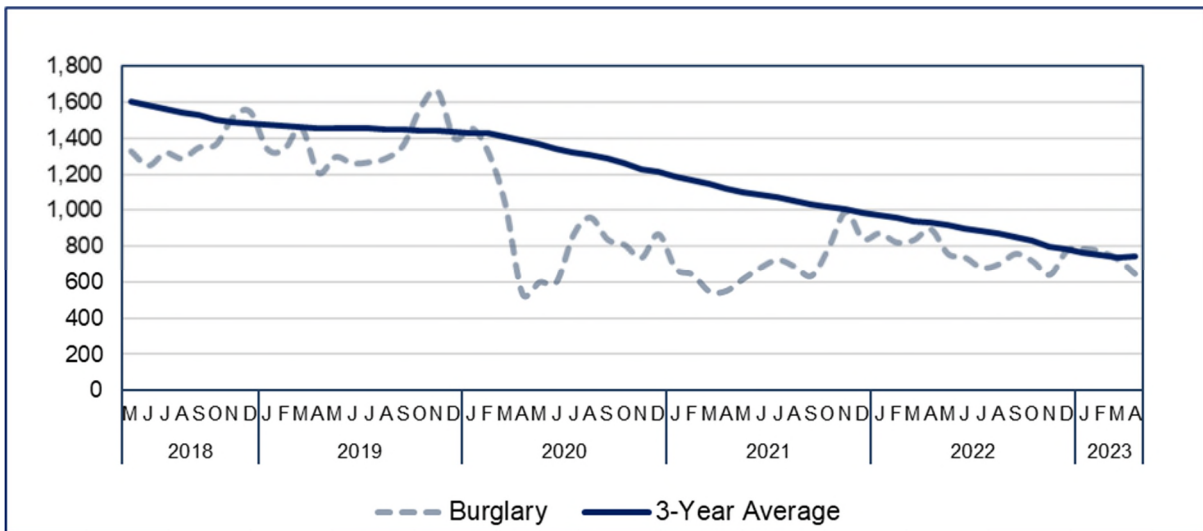


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. Reported crimes against the person were 3% higher in the twelve months to April 2023 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (this is likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In the 12 months to April 2023, however, reported crimes against the person were 9% higher than the same period in 2018/2019, indicating a resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assaults typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 9% in the 12 months to April 2023 compared with the 12 months previous while assault in residential locations decreased by 2% during this time. Reported minor assault in the 12 months to April 2023 was 2% higher compared to the same period in 2018/2019 (pre-pandemic). However, reported assault causing harm has increased by 20% across these periods, suggesting that the current upward trend in assault is driven primarily by an increase in assault causing harm.



Chart 4: Sexual Offences - 5 Year Trend (to 31 March 2023)

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. Reports of sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to March 2023 there was a 1% increase in reported sexual offences compared to the 12 months previous. The general increase in sexual offences may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is primarily due to an increased level of incidents occurring.

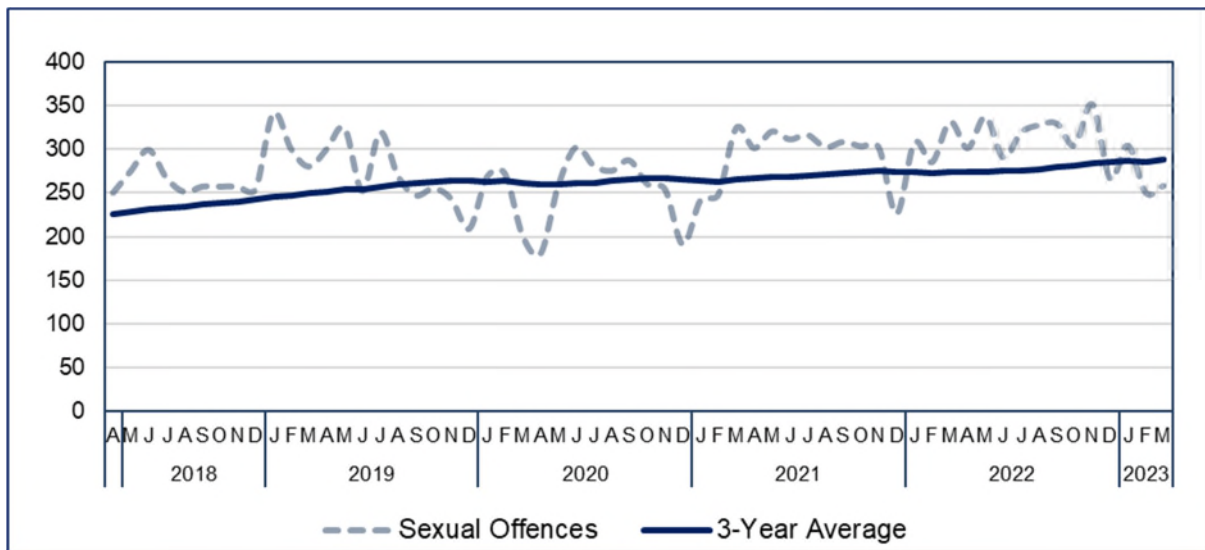


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015–2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 8% in the 12 months to April 2023 compared with the previous 12 months. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021). As with theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. The number of reported criminal damage incidents in the 12 months to April 2023 was very similar to an equivalent period pre-pandemic (May 2018 – April 2019).

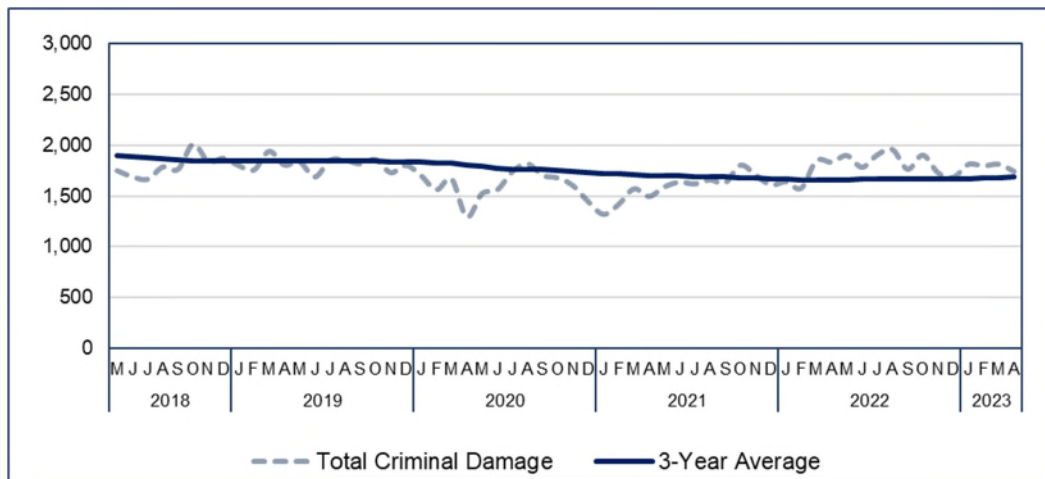
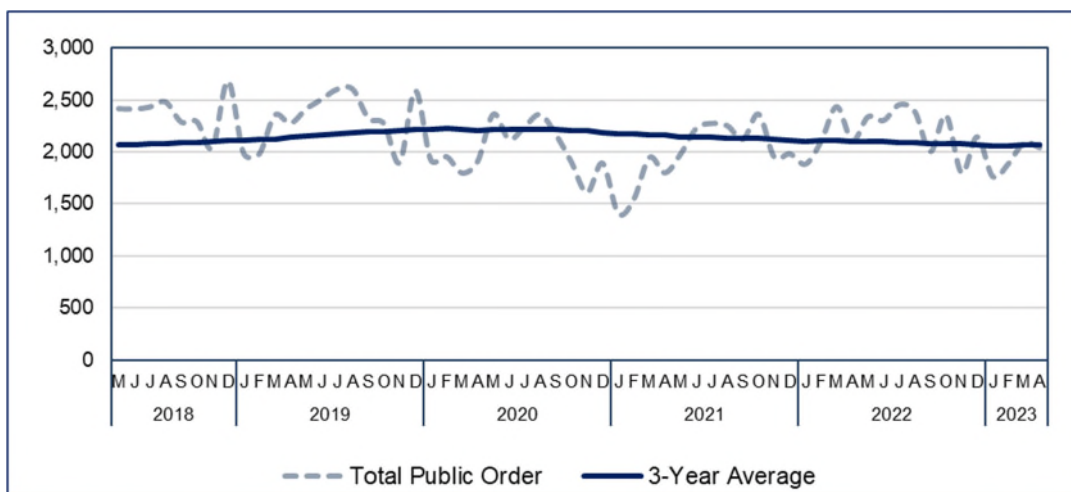


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau and subsequently turn downward. There was a decrease of 1% in the 12 months to April 2023 compared with the 12 months previous. During this time, public order offences decreased by 4%, while drunkenness offences increased by 5%. Reported public order incidents tend to be higher in summer and also tend to be higher in December compared to other winter months.



9. Policing Successes

Throughout the month of April 2023, there have been numerous incidents of outstanding police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of April 2023 are set out hereunder:

On 6 April 2023, as part of an ongoing intelligence led operation targeting an Organised Crime Group involved in the importation and onward distribution of drugs, personnel from the Garda National Drugs and Organised Crime Bureau, supported by colleagues in the Customs and Revenue Service and officers from the local Divisional Drug Unit, conducted a controlled delivery. During a subsequent search, 6.44kg of suspected cannabis herb was seized. As a result of follow up enquiries, two further packages were identified and recovered, containing 6kg of suspected MDMA and 8kg of suspected cannabis herb, with the total value of suspected controlled drugs recovered estimated to be €889,000. One suspect was arrested under the provisions of the Misuse of Drugs Act and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

On 19 April 2023, as part of an investigation which targets the activities of an Organised Crime Groups involved in human trafficking, organised prostitution and money laundering, personnel attached to the Human Trafficking Investigation and Coordination Unit (HTICU) participated in a joint day of action with colleagues in Romania. Two searches were carried out at residential locations, during which a number of people were identified and spoken to at both locations, and material of evidential value was recovered. This material will be provided to the Romanian authorities who are leading this investigation.

On 23 April 2023, following notification by the Border Management Unit, personnel attached to the Garda National Immigration Bureau (GNIB) arrested a suspect at Dublin Airport on suspicion of organising the unlawful entry into the State of a non-Irish national. The suspect was subsequently charged contrary to Section 6(1) of the Criminal Justice (Smuggling of Persons) Act, 2021 and remanded in custody. Investigations are ongoing in relation to this matter.

During April 2023, as part of an Interpol Global Financial Crime Task Force Operation, personnel attached to the Payment Crime Unit at the Garda National Economic Crime Bureau participated in a number of action days, to target the activities of a transnational criminal organisation involved in business email compromise, investment and romance frauds, and the subsequent money laundering. In particular, on 24 April 2023, Gardaí conducted a coordinated search of a residential premise, during which, cash to the sum of €3,600 and £3,300 was seized. One suspect was arrested for organised crime and detained pursuant to Section 50 of the Criminal Justice Act, 2007 for their role in carrying out activities for this criminal organisation.

On 26 April 2023, as part of an ongoing investigation into an Organised Crime Group involved in smishing and account take-over fraud, under Operation Adverb, personnel attached to the Payment Crime Unit at the Garda National Economic Crime Bureau conducted a coordinated search of a residential premises, during which items of evidential value were seized. One suspect was arrested and detained pursuant to Section 50 of the Criminal Justice Act, 2007 and questioned in relation to their role in this criminal organisation. This individual can be directly and indirectly linked to various frauds, totalling in excess of €326,000, and has been connected with withdrawals from multiple compromised bank accounts which were in excess of €25,000.

Also on 26 April 2023, the Garda Communications Centre received a number of calls which alleged that there was a suspect walking in public with a handgun. Within minutes, both uniformed and armed units attended the scene and conducted a search of the area. While at the scene, Gardaí were approached by a caller who stated that the suspect had entered a business premise. Upon entry, Gardaí identified the suspect and on approach, a black handgun was visible in their jacket pocket. The handgun was secured and proved safe, and the suspect was subsequently arrested. They were later charged for an offence contrary to Section 9A of the Firearms and Offensive Weapons Act, 1990 as amended, and brought to court where they were granted bail subject to strict conditions.

On 27 April 2023, as part of an intelligence led operation targeting an Organised Crime Group based in Limerick, the Criminal Assets Bureau (CAB), in conjunction with local units, national units and the Defence Forces, conducted a joint search operation. The operation involved searches at 18 primary locations, nine of which involved CAB legislation. As a result, 3kg of suspected cannabis herb, 3kg of suspected amphetamines, small amounts of suspected cocaine and drug paraphernalia were recovered by local units, and a number of people were subsequently arrested and charged. In addition, approximately €75,000 cash was recovered. Two houses were identified and searched where significant works and renovations had been carried out.

On 28 April 2023, An Garda Síochána launched 'Go Purple Day' with support from community groups, support agencies and county and city councils, to raise awareness of domestic abuse and the supports available to those affected in Ireland. The colour purple has become closely associated with bringing about an end to domestic abuse. An Garda Síochána was asked to be creative with the unique colour on the day to help highlight the very important issue, resulting in the Aviva Stadium, Garda stations and court houses being illuminated in the colour purple.

On 29 April 2023, Gardaí attended a panic alarm in a bookmaker's, where staff reported that an armed suspect wearing a face mask brandished a knife and threatened staff before making good their escape with €1,500 cash. An investigation immediately commenced, with Gardaí viewing CCTV at the scene and circulating a description of the suspect. Whilst conducting searches of the area, Gardaí were alerted to a second panic alarm at a local shopping centre. On arrival at scene, Gardaí identified a suspect who matched the description of the first suspect. Following a search of the suspect, a large sum of cash was recovered. The suspect was arrested was subsequently charged with robbery, contrary to Section 14 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and was later remanded in custody.

10. Community Engagement and Organisational Initiatives

Cross border network building event between Garda National Community Policing Unit and the Police Service of Northern Ireland

On 29 March 2023, the Garda National Community Policing Unit took part in a cross border event between An Garda Síochána and the Police Service of Northern Ireland, with the theme of building networks. Attendees were at Inspector level due to their exposure to operational and strategic challenges in both policing services. The event offered participants insights into relevant policing challenges along the border area and included presentations from the Rio Ferdinand Foundation on youth engagement, and An Garda Síochána on the Garda Schools Programme.



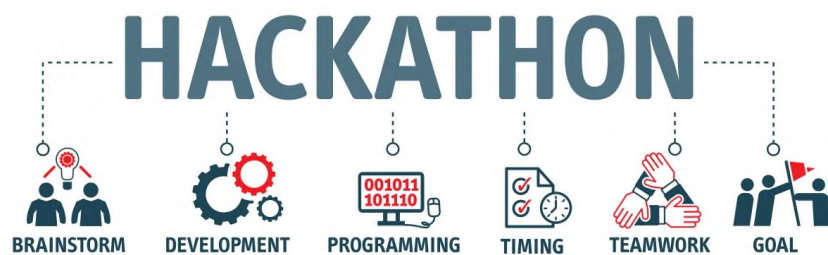
Garda and Traveller Dialogue Day in Mallow, Co. Cork

On 5 April 2023, the Garda National Diversity Unit, in conjunction with the Traveller Mediation Service (TMS), hosted a Garda and Traveller Dialogue Day in Mallow, Co. Cork. An equal number of Gardaí and Travellers came together to engage in informal dialogue with the aim of building understanding, enhancing trust and strengthening relationships. Gardaí from the Cork and Kerry Divisions met with men and women from Traveller projects in the Cork and Kerry area, for one-to-one engagement and group work.



Community Policing Hackathon

Also on 5 April 2023, the Garda National Community Policing Unit, in partnership with the Garda Digital Innovation Section, hosted a Community Policing Hackathon. The Hackathon was a brainstorming event, which brought community policing members and other stakeholders together to improve upon or identify areas where developments (including technical developments) can support the community policing role and function. Community Policing Workflow Administration, Crime Prevention, Youth Engagement, Older and Vulnerable People and Diversity were the five key themes for An Garda Síochána to develop or improve upon. The findings and feedback from the Community Policing Hackathon under the above themes will help inform An Garda Síochána on areas for improvement and what areas of community policing are working well or require further development at national level.



Recruitment event in Mosney Village

On 6 April 2023, the Garda National Diversity Unit joined local community policing and national units at a recruitment event held in Mosney Village, which is home to 900 multi-national residents. A personal story of joining An Garda Síochána as a migrant was shared with attendees, along with information on the role of An Garda Síochána, the hate crime definition, characteristics of hate crime, and the role of the Garda National Diversity Unit and Garda Diversity Officers. Advice and information was also provided in relation to the Garda Recruitment Campaign 2023. A similar recruitment open day was held at the Garda Boat Club on 8 April 2023. This event was open to all members of the public with an interest in joining An Garda Síochána, and provided an opportunity to offer information and advice on the recruitment campaign, showcase a variety of Garda career opportunities, as well as meeting Gardaí from different backgrounds and cultures.



Roads Policing Plan for the Easter Bank Holiday Weekend

From 6 to 12 April 2023, An Garda Síochána implemented a national intelligence-led roads policing plan for the Easter Bank Holiday weekend. The policing plan focused on the enforcement of the lifesaver offences of speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of the operation there were 997 mandatory intoxicant testing checkpoints conducted, 187 persons detected driving while intoxicated, 294 detections for holding a mobile phone while driving, 84 detections for seatbelt offences and 2,942 speeding offences detected.



The Second National Slow Down Day of 2023 and RoadPol's "Speed Marathon"

On 22 April 2023, the second National Slow Down Day of 2023 took place, alongside RoadPol's "Speed Marathon" European Day of Action against speeding. "Slow Down Day" aims to remind drivers of the dangers of speeding and to increase compliance with speed limits. The message delivered through various media channels was to remind people of the potential impact on families and communities of speeding. During the operation there were 624 speed detections, 211 vehicles were detected driving in excess of the speed limit by mobile safety camera vans operated by GoSafe and 413 intercept offences by Gardaí.

Job Shadow Initiative with St. Joseph's Foundation

On 26 April 2023, as part of a new collaboration between the Community Policing Office Limerick and St. Joseph's Foundation, who assist people with disabilities in the Charleville and Limerick City areas, a member of St. Joseph's Foundation took part in a Job Shadow Initiative. They organised a court visit, a visit to the Fire Service, a link-in with Roads Policing, a station tour and a communications call to welcome the member from St. Joseph's Foundation, as well as providing him with a uniform for the event. This visit was coordinated with the assistance of members who, as part of their CPD training modules, are completing a streetwise project through the Down Syndrome Ireland group. Similar visits will be replicated throughout the year with the Down Syndrome Ireland offices in Limerick.



International Day of Remembrance

On 28 April 2023, Superintendent Garda National Community Engagement Bureau and the Garda National Diversity Unit attended and placed a floral tribute to honour those lost to work related incidents at a ceremony in the Garden of Remembrance. The event marked International Day of Remembrance for those who have been killed or seriously injured in work-related incidents and was also attended by the Irish Congress of Trade Unions, IBEC, the Construction Industry Federation, the Irish Nurses and Midwives Organisation, the National Irish Safety Organisation and many other trade unions.



11. Operating Model

Business Services and Performance Assurance Functional Areas

Eighteen divisions have commenced the implementation of the Business Services Functional Area. The implementation of the Performance Assurance Functional Area standardised processes in the six fully stood up Operating Model divisions is ongoing.

The DMR South and North Central Divisions have commenced the implementation of the Performance Assurance Functional Area in advance of PULSE 7.8. In addition, DMR South and DMR North Central continue implementation of the Business Services Functional Area.

Crime and Community Engagement Functional Areas

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford and DMR South Central Divisions are operating in the four Functional Area structure. These six divisions have stood up their Community Engagement and Crime Functional Areas. This means:

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

Planning and scheduling is ongoing for the remaining divisions to implement the Operating Model four Functional Areas and standardised processes.

Regional Implementation

The Regional Office phased implementation is due to commence during Q2 2023 in the Southern Region, to align Regional Office standardised processes with the Functional Areas in their divisions. The Regional Office phased implementation will take place over a four-month period across two phases:

- Phase 1 will include Wave 1, which relates to Performance Assurance.
- Phase 2 will include Wave 2 (Finance/Logistics), Wave 3 (HRM) and Wave 4 (General administration).

The Regional Office implementation is planned to be completed across the four regions by the end of 2023.

Current Status

- The Operating Model team is continuing to support and engage with divisions yet to go live with PULSE 7.8 and establish the Operating Model Functional Area structure, to ensure divisional readiness and a smooth transition to the Operating Model Functional Area structure.
- Each Divisional Officer shall establish a Divisional Change Team, if not already in place, and hold regular meetings to manage the implementation of the Operating Model at divisional level. The Divisional Change Team is to include local Staff Association and Union representatives, including a representative from the Association of Garda Superintendents.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	2	0	0	9
Superintendent	1	2	5	1	2	2	0	0	0	0	2	1	0	16
Total	1	4	6	3	2	4	1	0	0	0	4	1	0	26

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of April 2023</i>													
Rank	ECF	Position at end of last month March 2023	Appointed in Month – April 2023	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	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	45	0	0	0	0	1	1	0	0	-2	43	4
Superintendent	168	167	2	0	0	0	1	0	0	0	1	168	0
Total	223	220	2	0	0	0	2	1	0	0	-1	219	4

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of April 2023</i>									
As at 30.04.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	32	0	0	17	19	2	7
	Female	76	16	40	32	0	94	1	2
Sergeant	Male	1	1	0	0	0	5	0	0
	Female	1	1	4	2	0	8	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	33	0	0	17	24	2	7
	Total Female	77	17	44	34	0	102	1	2
	Total	80	50	44	34	17	126	3	9

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 30.04.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	2	7	0	0	4	1	1	0
	Female	220	23	14	7	54	0	1	1
EO	Male	1	0	0	0	1	0	0	0
	Female	36	13	8	1	26	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	4	1	0	1	7	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	0	1	2	0	1	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	0	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Service Attendant	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Photographer	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	4	8	0	0	8	1	1	0
	Total Female	267	38	26	9	88	0	1	4
	Total	271	46	26	9	96	1	2	4

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Apr 2023	1,515	194	103	11	13	3	1,631	208
Mar 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Apr 2023	1,618	196	107	11	13	3	1,738	210
Mar 2023	1,902	198	152	10	14	2	2,068	210
Feb 2023	1,694	180	147	11	23	2	1,864	193
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184
Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192

July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Apr 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
Mar 2023	14,652.5	5,553	1,378	310	175	62	16,205.5	5,925
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Apr 2023	15,115.50	-1,090.00	-6.73%
Mar 2023	16,205.50	1,700.00	11.72%
Feb 2023	14,505.50	-2,660.00	-15.50%
Jan 2023	17,165.50	-1,521.50	-8.14%
Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%

Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%

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

Month	No. of Days Absent	LTR
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%
Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%

Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%

Garda Staff – Numbers who availed of sick leave

Date	No.
Apr 2023	291
Mar 2023	435
Feb 2023	371
Jan 2023	496
Dec 2022	528
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514
Oct 2022	454	5	459
Sept 2022	432	4	436
Aug 2022	340	4	344

July 2022	368	6	374
June 2022	389	6	395
May 2022	397	6	403
Apr 2022	348	2	350

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.5	67	4,263.50	611.00	16.73%
Feb 2023	3,568.5	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363.00	57	3,420.00	-309.00	8.29%
Apr 2022	3,669.00	60	3,729.00	66.50	1.81%

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

Date	Days Absent	LTR
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.5	5.48%
Feb 2023	3,652.5	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%
Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%

June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to mental health	Number of days absent due to mental health
Apr 2023	17	357
Mar 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493
June 2022	21	559
May 2022	21	544
Apr 2022	18	497

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

Commentary Sick Absence – April 2023

Sick absence days for both Garda members and Garda Staff reflect a decrease in the last month. Likewise, instances of sick absence leave, and the number of Garda members and Garda Staff availing of sick absence leave display a decrease in comparison to the previous month. Comparing April 2023 to April 2022, year on year ordinary illness days have increased for Garda members by 3.45%, however, they have decreased for Garda Staff by 3.07%.

Injury on duty sick absence also shows a decrease this month. The number of days in the respective months is a contributory factor in variances, month on month. However, comparing April 2023 to April 2022, year on year injury on duty has increased by 6.5%. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows a minimal decrease in the last month over the number of sick absence days at 1.62%. Instances of sick absence and the number of Garda members availing of injury on duty sick absence leave reflect no change from March 2023.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 6.73% for Garda members and a decrease of 15.22% for Garda Staff. The instances of sick absence, month on month, show a considerable decrease both for Garda members at 15.96% and for Garda Staff at 38.07%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 14.79% decrease for Garda members and a 33.1% decrease for Garda Staff.

Mental Health

Since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 17, which reflects a 6.25% increase from March 2023. The number of sick day absences for Garda members in April 2023 was 357 days, which shows a decrease from March 2023 that can be seen at 13.98%.

COVID-19 Pandemic

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

- Employees that had a positive COVID-19 test.

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