



An Garda Síochána

Monthly Report to the Policing Authority

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

March 2024

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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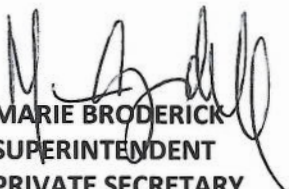
Ms. Helen Hall
Chief Executive
The Policing Authority

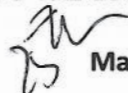
RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the third report in 2024, outlining the key aspects of the administration and operation of An Garda Síochána for the month of February 2024, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,


MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY
TO THE COMMISSIONER

 March 2024

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

Message from the Commissioner

During the month of February 2024, the “It’s A Job Worth Doing” Garda recruitment campaign closed, yielding over 6,380 applications. This competition was the first ever that invited applications from those up to 50 years of age. This clearly bolstered our applications, with almost 40% of those who applied in the 35-49 age bracket. Furthermore, almost 25% noted their ethnicity as being other than white Irish. The number of applications supports our view that people continue to see policing as a good career choice and value the role they can play in society by becoming a member of An Garda Síochána.

Indeed, this was borne out by the great efforts made by Probationer Gardaí, Garda Callum Hegarty and Garda Thomas Hayes, and Trainee Garda Joe Stubbings, who were called upon to assist a man in cardiac arrest while on beat patrol in Dublin City Centre. Together they took turns performing CPR while further medical help was sought. This is just one example of our new recruits stepping up to the mark and making a real difference in people’s lives.

The good work continued elsewhere as well. February 2024 saw a number of high profile and high value drug seizures, including the seizure of €30m worth of suspected illegal drugs. This formed part of a joint operation with Revenue at Cork Port, and subsequently resulted in arrests and the seizure of two firearms. Further to this, the Garda National Drugs and Organised Crime Bureau seized approximately €3m worth of suspected drugs in Dublin.

Work continues with our partners in policing and other agencies. This month I attended this year’s Cross-Border Organised Crime Conference, the first since 2019. Working with our law enforcement partners not only in the PSNI, but also the Revenue Commissioners, CAB, the National Crime Agency, HM Revenue and Customs, and UK Immigration Enforcement, our joint efforts prevent and detect serious crimes that adversely impact on border communities.

As I have said previously, one of the biggest challenges for all law enforcement right now is the increased international nature of crime. Established networks like the Cross-Border Joint Agency Task Force are instrumental in detecting and stamping out international crime networks. It takes a network to defeat a network.

Road fatalities have risen in the first two months of this year. An Garda Síochána remains committed to promoting road safety. This month, we partnered with young people to re-affirm key life saver messages. It was my pleasure to meet with primary school children in Tullamore as they highlighted a key road safety message: “phone down – safe driving”.

Further to this initiative, An Garda Síochána held a media briefing ahead of the St. Brigid’s Day bank holiday weekend on 1 February 2024 at the University of Limerick (UL). At this event, we highlighted a collaborative road safety project with UL students aimed at positively affecting young driver behaviour. Meanwhile, road safety enforcement operations took place across the country, with operations in Cavan and Kilkenny promoted on 4 and 5 February 2024. Lastly, our first National Slow Down Day of 2024 was held on 29 February 2024.

An Garda Síochána continues to advise the public to stay safe on our roads by adhering to the speed limits, wear your seatbelt, never drive under the influence of drink or drugs and to put the phone down.

**J A HARRIS
COMMISSIONER**

1. Finance

Financial Expenditure and Receipts

	2024 Allocation €'000	Expenditure/Receipts end Feb €'000	Remaining €'000	Remaining %
Gross Total	2,355,516	361,095	1,994,421	85%
Appropriation in Aid (receipts)	104,206	21,441	82,765	79%
Net Total	2,251,310	339,654	1,911,656	

The total gross 2024 allocation for An Garda Síochána is €2.36b and net allocation is €2.25b. At the end of February 2024, the total combined gross expenditure is €361.1m (15% of allocation), which is less than the end of February 2024 profiled spend by €5.49m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2024 is €2.19b, which includes pay of €1.47b (including pay for the Garda College). Expenditure on pay in February 2024 was €138.5m and year to date is €249.94m. Expenditure on the salaries, allowances and Employer PRSI elements in February 2024 was €124.1m, and year to date is €221.02m, which is €2.14m under budget profile. Expenditure on overtime in February 2024 was €14.4m and year to date is €28.92m, which is €2.53m over budget profile. Overall, pay and overtime is over the profiled budget by €0.39m at the end of February 2024.

In respect of superannuation of €458.05m, expenditure in February 2024 was €33.44m and year to date is €68.4m, which is €1.42m under profile at the end of February 2024. Other non-pay subheads of €259.23m (including for the Garda College). Expenditure on non-pay in February 2024 was €13.5m and year to date is €28.77m. Overall, non-pay expenditure is €4.32m under profile at the end of February 2024, considered in the main due to timing of receipt of goods or services.

Capital Allocation and Expenditure

The gross capital allocation for 2024 is €165.86m (excluding deferred capital). €15m of deferred capital has been carried in to 2024. Expenditure on capital (including the Garda College) in February 2024 was €6.58m and year to date is €13.99m. The capital subheads have a combined under profile spend of €0.14m to the end of February 2024.

Appropriations in Aid

Appropriations in Aid were €21.44m at the end of February 2024, €3.24m ahead of the estimated profiled receipts.

Estate Management February 2024

The following projects are currently onsite and are the subject of active engagement between the OPW and An Garda Síochána;

- **Clyde House, Dublin 15:** An Garda Síochána personnel moved in late November 2023.
- **J-Block, Garda HQ:** An Garda Síochána personnel moved in February 2024.
- **Bailieboro Garda Station:** The anticipated completion date is Q1 2025.
- **Redevelopment of Portlaoise Garda Station:** External enabling works at the main station have been completed. Decant options for the main redevelopment are currently being finalised. Tenders for the main refurbishment of Portlaoise Garda Station were published by the OPW on 21 December 2023. This is a two stage process. The deadline for receipt of submissions for the main works has been extended from 15 February 2024 to 19 March 2024, due to pressures in the construction industry.
- **Redevelopment of Slane Official Accommodation:** Contractor commenced onsite in Q4 2023. It is due for completion by the end of March 2024. The works comprise conversion of former official accommodation into office accommodation for the Divisional Protective Services Unit.

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

- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** The main tender package for Drogheda PEMS and locker room has issued. The target is to commence works onsite in Q1 2024, with an estimated 12-month construction programme. Tallaght and Naas to follow, subsequent to the main works contract starting onsite in Drogheda.
- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Demolition of the old station commenced in Q4 2023 and was completed before Christmas 2023. The tender for main contract was issued on 29 February 2024.
- **Cell Refurbishment Programme:** Works are ongoing at Cobh and Athy Garda Stations, with anticipated completion dates at the end of March 2024.
- **Clonmel and Macroom:** Garda Estate Management is in discussion with the OPW and local management on these developments. Plans have been signed off, in principle and are with the OPW for tender pack preparation.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

Roster Duty Management System (RDMS)

- Go live on RDMS was completed in Governance and Accountability, Human Resources and People Development, Information and Technology, Strategy and Transformation, and Legal on 6 February 2024.
- RDMS recently went 'live' in Liaison and Protection, Garda National Roads Policing and Community Engagement Bureau, and Finance Procurement on 26 February 2024.
- The remaining DMR regional resources and North Western regional resources are due to go live on RDMS on 19 March 2024.
- A85s (record of duty and claim form for overtime, and other allowances) continue to be retired across live divisions, most recently in the Garda National Bureau of Criminal Investigation, and in Security and Intelligence on 19 February 2024.
- There are circa 98% of Garda members using RDMS for duty planning and to book on/off.

Employee Assistance Service (EAS)

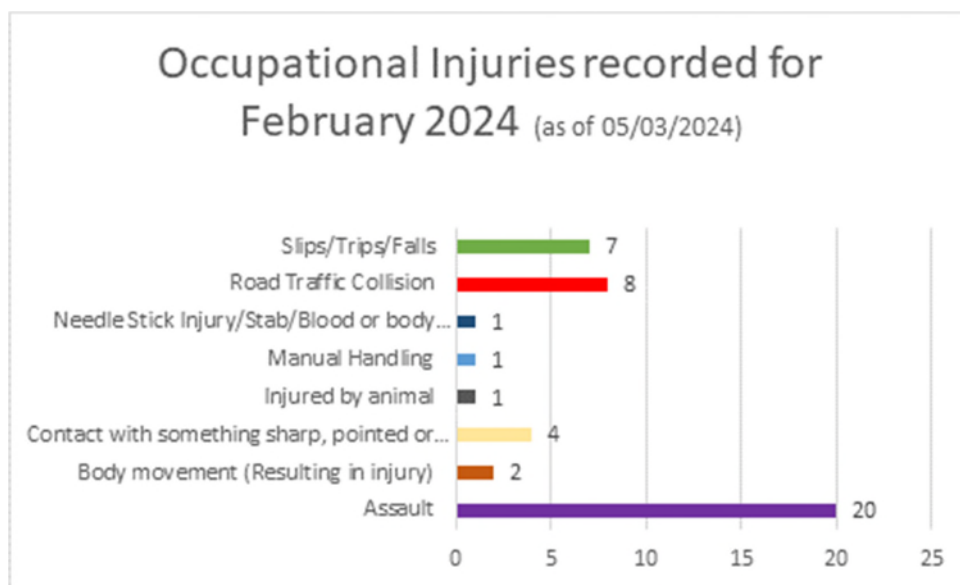
- The table below outlines the various activities carried out by the Employee Assistance Service in February 2024:

Date	Work Type	Location
02/02/2024 & 08/02/2024	Presentation on 24/7 service to Divisional Welfare Committee. Presentation to Mental Health First Aid course	Anglesea Street, Midleton
02/02/2024	Unit Debrief after Fatal Road Traffic Collision (RTC)	Wexford
06/02/2024	CPD / Students EAS Talk Intake 234	Plaza, Tallaght
06/02/2024	Probationer Presentation: Intake 232	Henry Street
07/02/2024	CPD / Probationers EAS Talk Intake 232	Plaza, Tallaght
07/02/2024	DMR East Retired Member's Association	St. Anne's, Shankhill
07/02/2024	Monthly Performance Accountability & Learning Framework (PALF) Meeting	Sligo Garda Station
08/02/2024	Probationer Presentation: Meath Intake 232	Athlumney House, Navan
08/02/2024	Peer Supporter Wellness Meeting	DMR North
08/02/2024	Employee Assistance Officer (EAO) Information Session	Estate Management, Capel Street
08/02/2024	Probationer Presentation	Sligo
13/02/2024	Probationer Presentation	Carrick On Shannon
14/02/2024	Unit Debrief following serious incident	Wexford
15/02/2024	Critical Incident Stress Management (CISM) for three person fatal RTC	Carlow
15/02/2024	Debrief with Superintendent EAS and Psychologist re: Fatal Incident	Carlow
21/02/2024	Mental Health First Aid Presentation	Carrick On Shannon
21/02/2024	Meeting Staff HR Hub Meath/Westmeath	Mullingar
21/02/2024	Welfare Intervention Divisional Office Staff	Mullingar
28/02/2024	Pre Tour Parade	Ennis Garda Station
29/02/2024	Presentation to retired Sergeants/Gardaí	Kilkenny
29/02/2024	Mental Health First Aid	Western Region GHQ

29/02/2024	Probationer Presentation: DMR North Intake 232	Ballymun
29/02/2024	Coffee Morning for DMR North Staff	Ballymun

Health and Safety

- 44 occupational injuries were recorded for February (as of 05/03/24).



- The number of National Incident Management System (NIMS) incidents created in February 2024 is 129 (as of 05/03/24).
- Training carried out by the Health and Safety Unit in February 2024:
 - Fire Warden Training:
 - 15 personnel were trained as fire wardens in the Laois/Offaly Division.
 - 37 personnel were trained as fire wardens in the Southern Region.
 - Safety Representative Training:
 - 12 personnel were trained as safety representatives in the Cork County Division.
- Scheduled health and safety trainings for March 2024:
 - Safety Representative Training: Kerry Division, Cork Divisions and Limerick Division.

Workforce Planning

- The Workforce Planning Team is continuing to engage with divisions and regions nationwide.
- The Operating Model implementation continues nationwide, with Garda Staff at all grades being allocated to divisional functional areas as staff become available from recruitment streams.
- Commissioning a Workforce Strategy in early 2024: The Strategic Workforce Plan is currently in progress. Forecasting and planning the supply and demand of resources and business requirements is an ongoing exercise.
- Business Case Validation Framework: The Business Case Validation Framework continues to assist in the efficient assessment of business cases from several areas. The framework has been trialled with the Finance, Internal Audit, Legal and Occupational Health sections, and the Strategic Transformation Office.

- Clearing House: The next Clearing House Meeting with the Department of Justice, the Policing Authority and the Department of Public Expenditure, NDP Delivery and Reform will take place in March 2024.
- Demand Meeting: The next Demand Meeting will be held in March 2024.
- Workforce Planning Reports: The Q4 quarterly report is in progress and due to be submitted imminently. The Workforce Planning Annual Report and the report on the Horizon Scan are also in progress, and nearing completion.

Resourcing

- There are currently 24 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Clerical Officer Competition:
 - Offers to candidates are ongoing.
 - Batch 2 interviews were held from 29 January 2024 to 16 February 2024 for nine (9) counties.
 - Final panels are being approved and issuing of results is ongoing.
 - Batch 3 interviews commenced on 26 February 2024 and are ongoing for a period of 2.5 weeks for Dublin, Cork, Meath, Westmeath, Tipperary and Louth.
- Executive Officer competition: Final interviews commenced on 21 and 22 February 2024, and a final panel is now being collated.
- Assistant Principal Officer competition 2022: There are three candidates remaining on the panel. One candidate commenced on 6 February 2024.
- Assistant Principal Officer competition 2024: Competition preparation is ongoing.
- Fleet Support Officer: Four candidates were offered positions and accepted. The fourth candidate commenced on 26 February 2024.
- Professional Accountant grade 2: Two candidates have entered vetting with one candidate due to commence in May 2024.
- Occupational Health Physician: Two candidates were offered positions and accepted, with the first candidate due to commence in early March 2024 and the second candidate due to commence in late April 2024.
- Higher Executive Officer: A panel is in place.
- Principal Officer Finance: A third candidate was offered a position and accepted. Appointed by the Policing Authority effective on 29 February 2024.

Garda Appointments/Recruitment

- 838 trainees have commenced in the Garda College since the 2022 and 2023 Garda Trainee Competitions closed:
 - 92 in November 2022
 - 135 in February 2023
 - 154 in May 2023
 - 174 in July 2023
 - 174 in October 2023
 - 109 in December 2023
- 220 candidates have cleared all elements of the process and will be invited to the next intake. Invitations to candidates will issue 4/5 weeks prior to the next intake.
- The next intake is scheduled for 8 April 2024.
- 1,055 candidates (inclusive of the 136 who have cleared all elements so far) are still in the An Garda Síochána clearance process. Of these, 292 are from the 2022 competition and 763 from the 2023 competition.

- The 2024 Garda Trainee recruitment competition closed on 8 February 2024. 6,382 applications were received. Almost 40% of applications were from candidates aged 35 years or over.
- Ongoing Garda member competitions: There are currently 29 national, 5 regional, 1 overseas and 43 divisional member competitions underway.

Equality, Diversity and Inclusion (EDI)

- The Gender Identity in the Workplace Policy and Procedure Document, and Employee Network Policy and Procedure Document have been developed, and are under review.

Resource Allocation

- Promotions in February 2024:
 - Chief Superintendents: 2
 - Superintendents: 3
 - Sergeants: 52

Garda College

- The Garda College celebrated 60 years since the decision to move Garda recruit training from Garda Headquarters in the Phoenix Park on 21 February 1964 to Templemore. It was officially opened by Mr. Charles J Haughey, Minister for Justice and Commissioner Dan Costigan on this date. The Garda College has expanded significantly over the last 60 years, but it has always remembered the history of the buildings it occupies and the town that has welcomed the tens of thousands of Garda recruits that have passed through its gates.



Templemore Pipe Band leading parade to commemorate 60 years since training began in the Garda College.



Commemorating 60 years since training began in the Garda College.

- Our Driver Training School celebrated 70 years in existence, 60 of those years in Templemore since 21 February 1964.



Marking 70 years of Garda Motorcycles.

- Garda Instructor Kenny McDonald won two World Championships and two European Championships in the 2000m and 500m at the World Indoor Rowing Championships in Prague, which took place on 23/24 February 2024. Garda McDonald is an Instructor attached to Crime Training.



Garda McDonald with gold medals won at the World and European Rowing Championships, with Chief Superintendent Brian Sugrue, Superintendent Ciara Lee, and Garda Orla McDonald.

- The Garda College hurling team won the Ryan Cup Final on 17 February 2024.





Ryan Cup winning management team – Garda J. Ivers, Garda R. Doyle, Sergeant A. Egan, Garda J. Woodlock and Garda D. Doughan.

- An Garda Síochána Bike Safe Programme has now gone live. The programme is for any motorcyclists interested in learning about hazard awareness. Motorcyclists will also receive tips about making riding a motorcycle safer. The programme is rolled out by Advanced Garda Motorcyclists.

Garda Trainee Recruitment Outreach

- The Garda Trainee recruitment campaign 2024 closed on 8 February 2024 and was supported by colleagues nationally in terms of outreach activities, including but not limited to:
 - Recruitment stands in public areas, including shopping centres and sports clubs.
 - Visits to second and third level educational institutions.
 - Interviews on radio and in the print media.
 - Engagement with diverse communities.
 - Social media posts promoting a career in An Garda Síochána.
- Outreach was aided by the provision of materials to each division nationally i.e. English and Irish leaflets and posters. Information was made available via the Garda.ie website in multiple additional languages.

Irish Language Activity

- To raise awareness of the Irish language stream in the recruiting process, Human Resources and People Development engaged with Gaeltacht Language Planning Officers, held events in Gaeltachtaí and used online platforms such as Peig.ie.
- The recruitment campaign was supported with leaflets and posters 'as Gaeilge' and colleagues participated in interviews on Irish radio, to encourage Irish speakers to consider a career in An Garda Síochána.
- A European Certificate in Irish online classes for Garda personnel commenced in February 2024 and will conclude with personnel undergoing the Teastas Eorpach na Gaeilge (TEG) examinations in June 2024.

Human Resources and People Development Analytics and Data

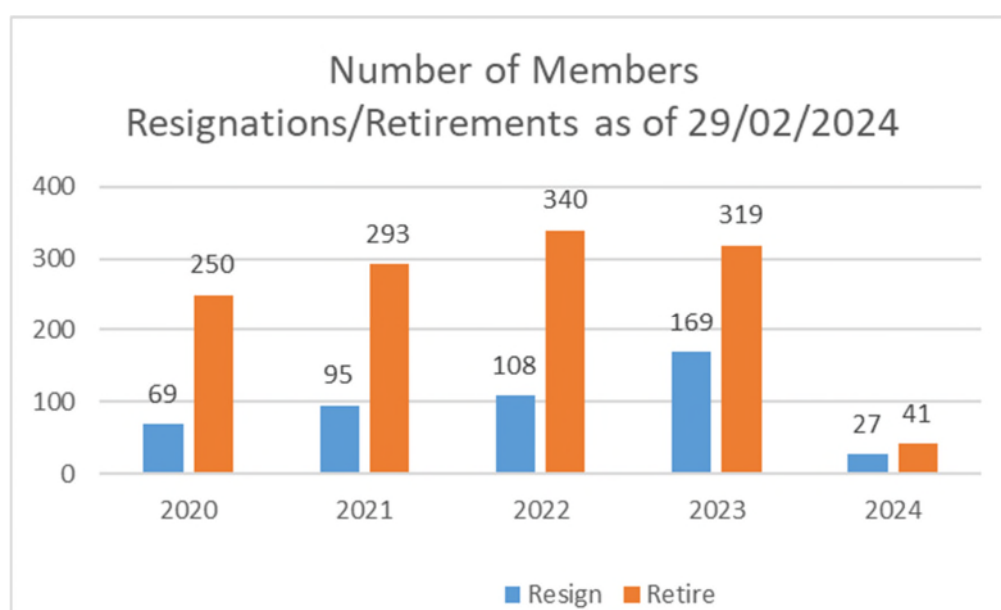
As at 29 February 2024 the Garda member strength stood at 13,930 (WTE 13,887.5) and the Garda Staff strength stood at 3,494 (3,302.9 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	As at 29 February 2024	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	49	38	78	11	22	49
Superintendent	168	141	84	27	16	168
Inspector	473	375	79	98	21	473
Sergeant	2,172	1,638	75	534	25	2,170
Garda	11,057	7,774	70	3,283	30	11,016.5
Total	13,930	9,971	72	3,959	28	13,887.5

Of which	As at 29 February 2024	Male	%	Female	%
Career Breaks (incl. ICB)	36	20	56	16	44
Work-sharing	42.5	1.5	4	41	96
Secondments	55	38	69	17	31
Maternity Leave	16	0	0	16	100
Unpaid Maternity Leave	8	0	0	8	100
Paternity Leave	16	16	100	0	0
Available Strength	13,756.5	9,895.5	72	3,861	28

2.2 Garda Resignations/Retirements



Compulsory Retirements from An Garda Síochána to 2034

The number of retirement exits below the rank of Commissioner will increase steadily over the next 10 years. This reflects historical recruitment patterns and shows that there will be up to 2,587 exits based on service in the coming years irrespective of any other factors.

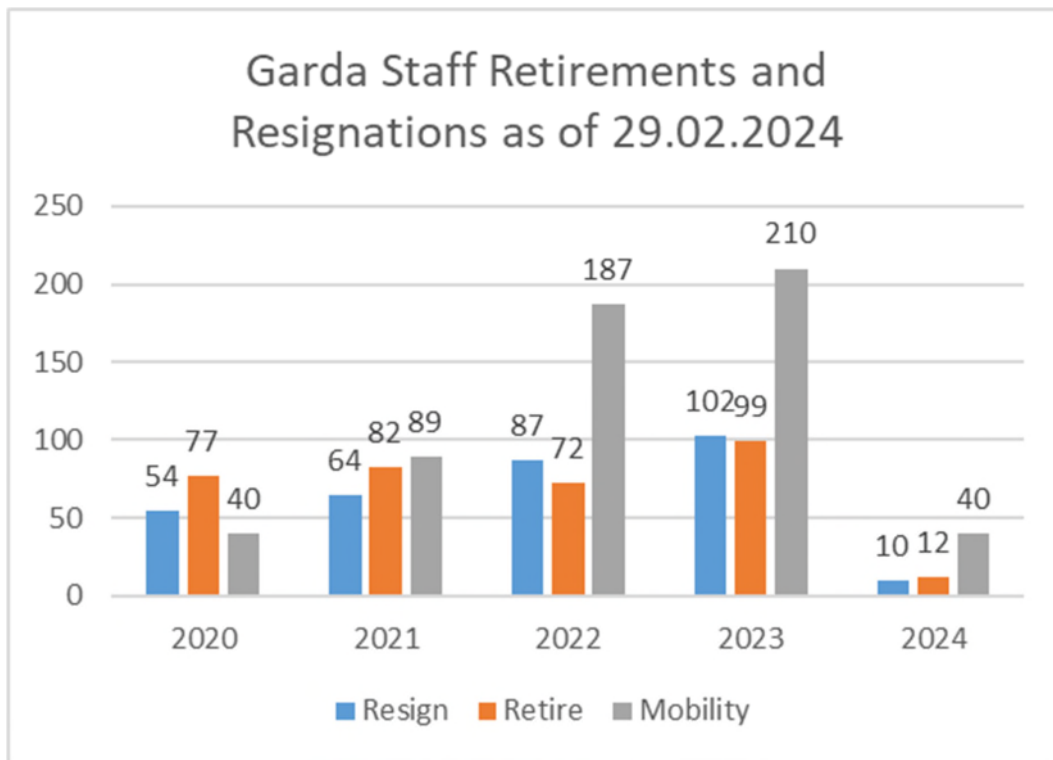
Rank	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33	31-Dec-34
DC	0	0	0	0	0	0	0	1	0	0	0
AC	0	0	2	0	0	2	1	0	3	0	0
CS	4	1	3	4	0	3	9	1	4	6	4
SU	5	4	8	5	11	12	13	15	18	11	15
IN	8	16	10	8	12	20	19	27	36	32	44
SG	20	22	24	24	41	50	69	86	98	97	110
GD	39	35	39	54	73	120	145	197	257	283	307
Grand Total	76	78	86	95	137	207	256	327	416	429	480

Applications to Extend Service

To date, 103 applications for extension of service (for Garda members due to compulsorily retire in 2023 or 2024) have been made pursuant to provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána, broken down as follows:

- 2023: 62
- 2024: 41

Garda Staff Exits by type



The reference to mobility in the table above refers to Garda Staff who have transferred out on promotion and those who transferred through Civil Service mobility.

Garda Reserve Strength

Garda Reserves Strength As at 29 February 2024	Total*	Male	%	Female	%
	346	265	77	81	23

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	3	3	1	33	2	67	0	0
PO	29	29	16	55	13	45	0	0
AP	88	88	39	45	49	56	0	0
HEO	205	203.8	77	38	128	62	0	0
AO	16	16	8	50	8	50	0	0
EO	834	823.4	249	30	585	70	0	0
CO	1,940	1,871.8	507	26	1,433	74	0	0
Total	3,121	3,041	900	29	2,221	71	0	0
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	59	58.8	35	59	24	41	0	0
Administrative **	3,120	3,040	899	29	2,221	71	0	0
Industrial/Non Industrial	315	204.1	99	31	216	69	0	0
Total	3,494	3,302.9	1,033	30	2,461	70	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	14	14	0	0	14	100	0	0
Unpaid Maternity Leave	10	10	0	0	10	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,470	3,278.9	1,033	30	2,437	70	0	0

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

** Civil Service grades and other administrative posts.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	272	80.2	6	2	266	98	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	%
	38	38	10	26	28	74	0	0

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

Parental Leave

01.01.2024–29.02.2024	Garda Members	Garda Staff
	146	55

Garda Staff assigned and commenced – as at 29 February 2024

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
	Total number of vacancies filled since 01/01/2024*	83	49										

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

Persons suspended from An Garda Síochána

Year	New Suspensions	Lifted	Ended (Resignation/Retirement)	Dismissal	Total (Lifted/ Ended/ Dismissal)
2020	41	6	9	0	15
2021	44	13	8	1	22
2022	44	11	7	2*	19*
2023	27	19	13	0	32
2024	0	10	1	0	11

*One of the members dismissed in 2022 was not suspended and is not included in total suspensions lifted for that year

38 members of An Garda Síochána who were suspended from duty retired or resigned between 2020 and the end of February 2024.

Garda Staff transfers out of An Garda Síochána for 2024 (up to 29/02/2024)

The record includes figures up to 29 February 2024. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer). (Please note that CO mobility outbound was paused for a six-month period from 6 January 2023 to 6 July 2023).

Type	2021	2022	2023	2024*
Mobility	42	115	131	20
Promotion	47	66	65	11
Open Competition	0	6	14	9
Totals	89	187	210	40
* Year to date				
Open Competition = Grade equivalent role external				

Grade	2022	2023	2024*
CO	115	129	25
EO	59	51	5
HEO	6	11	5
AO	2	6	2
AP	4	11	3
PO	1	2	0
Totals	187	210	40

3. Information and Communications Technology

In 2024, ICT will continue to progress the delivery of key projects in line with An Garda Síochána strategic goals and in line with our Data and Technology Vision on 'Information-Led Policing'. We will also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling An Garda Síochána personnel to access Garda information systems in a secure manner where needed, particularly in the use of digital collaboration tools for desktop and mobile.

ICT Capacity

ICT is continuing the advancement in relation to the recruitment of over 100 approved posts for ICT. An agency has been awarded the contract and meetings are being held between ICT, Human Resources and the selected agency, to develop a process for the direct recruitment competitions. The first campaign run by the recruitment agency went live in February 2024 for Digital and ICT Managers at the grade of Assistant Principal. The closing date for this competition is 6 March 2024. In addition, a promotional video has been recorded in conjunction with An Garda Síochána Corporate Communications section which, once finalised, will be utilised in the upcoming ICT recruitment campaign.

GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System

As reported last month, the GardaSAFE (CAD) system, for managing calls for service from the public, is now live across all regions within An Garda Síochána. The new system replaces the former CAD system with a modern system. A new release across the GardaSAFE system is due to be deployed in early March 2024 and if successful, client upgrades will follow. The system remains in a stabilisation period with enhanced support from ICT and the external supplier. Planning for Phase 2 of the GardaSAFE project has commenced, which will introduce enhancements to the system.

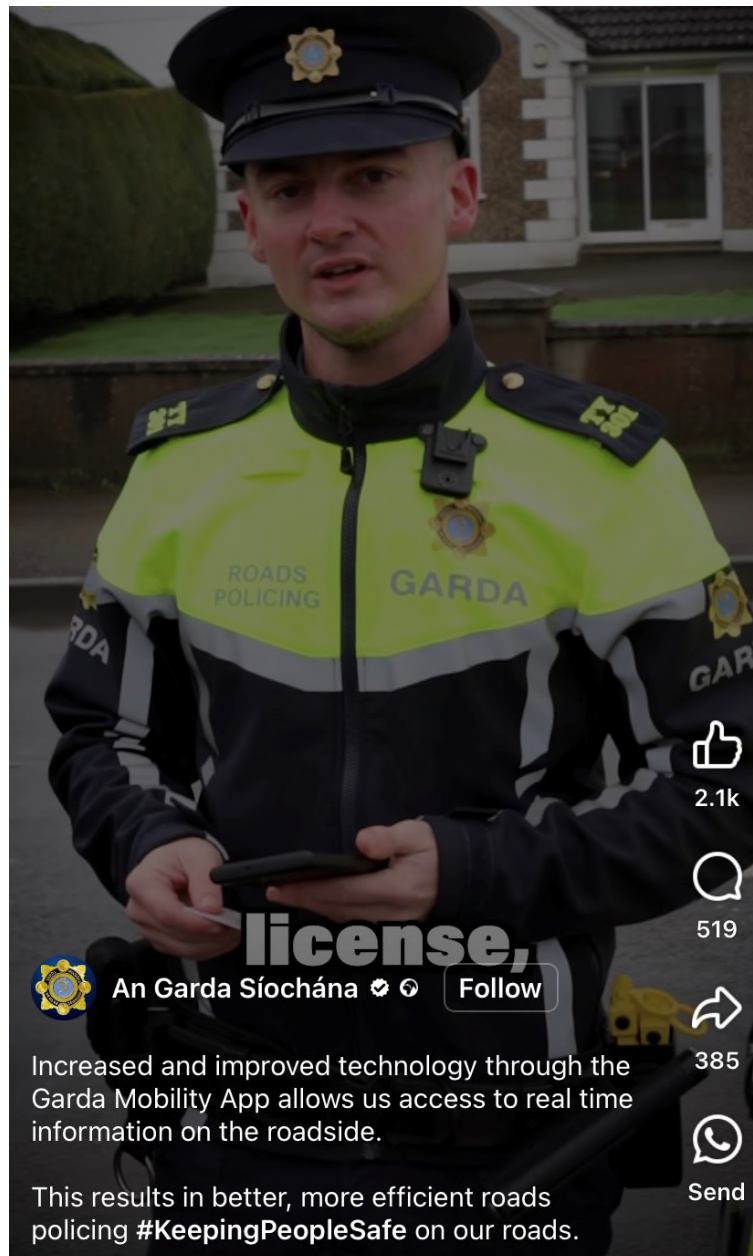
Body Worn Cameras (BWC) and Digital Evidence Management (DEMS)

Body-worn cameras (BWCs) are to be introduced in An Garda Síochána in the future, in line with our Digital Strategy and the Commission on the Future of Policing in Ireland report. It will require significant capital investment for the appropriate ICT infrastructure. The procurement process for a limited proof of concept (POC) has commenced. An Garda Síochána published a request for tender (RFT) on EU Tenders website in February 2024. The RFT invites companies to tender for the provision of BWC and a limited form of the DEMS for An Garda Síochána to conduct the POC. Responses have been received to the RFT and the evaluation process is underway. It is hoped that this will be completed in mid-March 2024.

Mobile App Development – Vehicle Insurance

A new app has been developed which integrates with data provided by the vehicle insurance industry to retrieve real-time insurance status of vehicles from a mobile app. The app was deployed to all member devices on 27 February 2024. The availability of vehicle insurance details provides a valuable tool for frontline members in improving road safety for everyone. The number of vehicles seized for

non-compliance with insurance obligations has increased significantly in areas where the app has been deployed. While only private insurance policies are included at the moment, fleet policy data is scheduled to be added later in the year, when it has been provided to An Garda Síochána by the insurance companies. Also in February 2024, An Garda Síochána, through its various social media platforms, released a short video showcasing improvements in technology through the Garda mobility app, which allows access to real time information at the roadside. Such technology improvements are in line with ICT's delivery of information-led policing.



Garda Jamie Ryan, Tipperary Roads Policing Unit, in a short video showcasing improvements in technology through the Garda mobility app that allows access to real time information roadside.

Roster and Duty Management System (RDMS) Deployment

As reported previously, RDMS is being deployed on an incremental basis to An Garda Síochána divisions and a number of specialist sections, in accordance with local readiness to adopt same. RDMS went live in February 2024 in the following areas:

- Liaison and Protection
- Garda National Roads Policing and Community Engagement Bureau
- Finance Procurement

In March 2024, it is scheduled to be deployed to the following areas:

- Office of the Commissioner
- Office of Deputy Commissioner, Strategy Governance and Performance
- Office of Deputy Commissioner, Policing and Security
- Corporate Services
- Garda Band
- Eastern Regional Office
- Southern Regional Office

There remains a very small number of specialist units yet to receive RDMS and these are planned for rollout by the end of Q1 2024.

Investigation Management System (IMS) Deployment

Investigation Management System (IMS) rollout is continuing, with the Kildare Division due to go live at the end of March 2024. With each rollout, additional hardware is also being installed to support key users. Engagement is commencing with the Laois/Offaly Division for a planned rollout by the end of June 2024. Early stage planning is beginning for the proposed start of the rollout to the North Western Region. In addition, the IMS App is currently being trialled by a cohort of more than 30 users in a live operational setting, and feedback will be used to guide future actions and deployments.

Mobile Device Deployment

To date, almost 15,600 mobile devices have been deployed to frontline policing members. Deployments to DMR East are currently underway. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant software licence renewal costs, investment in backend infrastructure and routine replacement of end-of-life devices. Planning has begun with the vendor regarding the process for device refreshes throughout 2024.

Overall Device Deployment Figures

At 29/02/2024	Total Devices
Enrolled in MDM*	15,587

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

ICT Workstream to enable and support the new Garda Operating Model

The Operating Model was successfully delivered to the DMR North Central Division at the end of February 2024, supported by ICT changes to core information systems. The Operating Model activation for the Wexford/Wicklow and DMR North Divisions is on track and scheduled to take place on 24 March 2024. Planning discussions are continuing for further deployments throughout 2024.

4. Corporate Communications

Throughout the month of February 2024, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe.

The Office of Corporate Communications supported a number of high level communications and campaigns, including the “It’s a job worth doing” recruitment campaign, which concluded this month, yielding over 6,380 applications. This competition was the first ever which invited applications from those up to 50 years of age. Interestingly, of those who applied, almost 40% fell into the 35-49 age bracket.

Supporting this campaign, this office conducted a media day in the Garda College in Templemore aimed at highlighting the requirements of the Garda fitness test. This innovative initiative saw members of the media undertake the test. Further to this, testimonials of current Garda members in various roles were shared on social media. These detailed why they wanted to become members of An Garda Síochána and offered words of encouragement to those contemplating joining.

In addition to holding a number of media briefings detailed herein, the Office of Corporate Communications continued to promote the good police work, which is ongoing across the country. This included social media posts highlighting the efforts of Probationer Gardaí, Garda Callum Hegarty and Garda Thomas Hayes, who were called upon to assist in a medical emergency while on beat patrol. Together with Trainee Garda Joe Stubbings, they took turns performing CPR while further medical help was sought and the person received necessary treatment.

Work was also undertaken by this office to promote key drug seizures which took place this month, including the seizure of 546kg of a suspected synthetic, illegal drug, with an estimated street value here in Ireland of over €30m on 16 February 2024. This formed part of a joint operation with Revenue at Cork Port, and subsequently resulted in arrests and the seizure of two firearms. Further seizures highlighted included a seizure of approximately €3m worth of suspected drugs by the Garda National Drugs and Organised Crime Bureau, which also led to a number of arrests.

Media Briefings: Commissioner attends Tullamore schools' road safety campaign 26 February 2024

Commissioner Harris attended an event at Tullamore Rotary Club, supporting a road safety campaign being led by Tullamore National Schools; Scoil Naomh Brighde Buachaillí and Scoil Mhuire, entitled "Phone down, safe driving". This office held a media briefing following the event facilitated by Commissioner Harris, which served to highlight road safety advice.



Cross-Border Police Conference on 27 and 28 February 2024

As part of the 2024 Cross-Border Police Conference on Organised and Serious Crime, which took place on 27 and 28 February 2024, this office hosted a media briefing with Commissioner Harris and Chief Constable Boutcher of the Police Service of Northern Ireland. The event was also attended by Minister for Justice, Helen Mc Entee, who similarly facilitated media. The theme of the conference was on 'Current Trends and Emerging Risks', and explored topics such as; 'Emerging Drug Trends on the island of Ireland'; 'The increasing use of Crypto-Assets by Irish OCGs'; 'The impact of Transnational Economic Organised Crime in the Irish context'; 'Threats and Trends in Human Trafficking and Immigration'; and the Joint Agency Task Force.



Renewed Appeal for Missing Person Jon Jonsson on 9 February 2024

The Office of Corporate Communications held a media briefing at Ballymun Garda Station on 9 February 2024 to issue a renewed appeal for information in connection with missing person Jon Jonsson. The appeal which marked the fifth anniversary of Jon's disappearance was facilitated by Superintendent Darren McCarthy and by members of Jon's family. The purpose of the briefing was to illicit information from the public following the disappearance of Jon, an Icelandic man in his early 40s, who went missing on 9 February 2019 in Dublin. During the briefing, media were given details of Jon's last known movements and members of his family urged anyone with information to come forward.





Garda Recruitment: Media Event on 6 February 2024 at the the Garda College, Templemore – Can you pass the pre-entry fitness test?

In support of the 'It's a Job Worth Doing' recruitment campaign, this office held a media briefing in the Garda College in Templemore, highlighting the various stages involved in the application and recruitment process. During this event members of the media were invited to attempt the pre-entry Garda fitness test, which makes up the third stage of the recruitment process. Video content from throughout the day was shared on social media. Following the event, journalists reported their first hand experiences, with reports featuring in the following outlets: RTÉ the Six One News; Virgin Media One; TG4; RTÉ Radio One; The Irish Times; The Irish Independent; The Journal; Irish Mirror; Beat 102; Newstalk; Daily Mirror; The Irish Examiner; The Herald; Irish Daily Star; The Belfast Telegraph; Tipperary Star and Nationalist; Kildare Now; Longford Leader; The Echo; Limerick Leader; Offaly Express; Carlow Nationalist; Roscommon Herald; Western People; Laois Nationalist; BreakingNews.ie; Leinster Express; Kilkenny People; and Dundalk Democrat. Irrespective of whether they passed or missed the passing grade, all generally accepted that with the right preparation it was possible to pass the fitness test and it should not deter those considering a career in An Garda Síochána.



Road Safety Reimagined; St. Brigid's Day Bank Holiday Road Safety Campaign; and our first National Slow Down Day of 2024

A number of road safety initiatives were promoted by the Office of Corporate Communications during the month of February 2024. These included the holding of a media briefing for the St. Brigid's Day bank holiday weekend on 1 February 2024 at the University of Limerick (UL). At this event, UL business students involved in a collaborative road safety project between UL, An Garda Síochána and Limerick City and County Council, discussed how they would reimagine road safety with media. Among the contemporary marketing solutions that they developed to positively affect young driver behaviour were projects titled: 'One high can lead to a six-foot low' and 'Comparing the road to the pitch'. A video was compiled by this office and shared on our channels to promote the event. Further to this, media were invited to attend separate briefings as part of the St. Brigid's Day bank holiday road safety enforcement operation on 4 February 2024 at the R192, Drumbrade, Cootehill, Co. Cavan and on 5 February 2024 at the N76 Parkmore, Callan Road, Kilkenny. Updates were provided in respect of detections by way of press release and also via social media activity. Similar activities were planned and took place for National Slow Down Day on 29 February 2024.

 **An Garda Síochána** Published by Michael Staines · February 29 at 6:15 PM · 

Inspector Paul Donohue from our Waterford, Kilkenny Carlow Divisional Roads Policing Unit has an important message for motorists on our first National Slow Down Day of 2024.

Some detections since our operation got underway at 7am this morning:

- 113kp/h in an 80kph zone in Turloughmore, Co. Galway
- 142kp/h in a 100kp/h zone in Glenmore, Co. Kilkenny
- 87kp/h in a 50kp/h zone in Emyvale, Co. Monaghan.

[#SaferRoads](#)



An Garda Síochána • Published by Michael Staines • February 1

At a planned event this morning, we joined [Road Safety Authority Ireland](#) at [University of Limerick](#) to unveil a number of the designs created by students as part of our Road Safety Reimagined Project.

Further details of this collaborative initiative specifically aimed at young people:
<http://tinyurl.com/3pmhs8uu>
 #SaferRoads



See insights and ads Boost post

240 likes 38 comments 23 shares

Activities promoting the Irish Language



(L to R) Eimear Ni Cheallaigh, An Garda Síochána Irish Language Officer, Commissioner Harris, Darren Ó Rodaigh (Gaelchultúr), Ellen Curtin (Gaelchultúr), at the launch of two new online resources for Irish language in the Officers Club, Garda HQ.

- A photocall was held with Commissioner Harris on 1 March 2024, the beginning of Seachtain na Gaeilge 2024, promoting the rollout of new Irish language courses in conjunction with Gaelchultúr, which are now available to Garda personnel.
- A press release issued in Irish on 1 February 2024, highlighting that An Garda Síochána supports fresh road safety messages from young students ahead of St. Brigid’s Day bank holiday weekend roads policing operation 2024.
- A video was prepared in Irish for National Slow Down Day and shared on social media platforms, including on TikTok where it had a reach of 15,947.
- Members of the media were provided with access to an Irish speaker at the Road Safety Reimagined event held in the University of Limerick on 1 February 2024.

Further interviews with media in February 2024

This office was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

Requestor / Media Outlet	Topic	Interviewee	Date Published/ Broadcast
Pat Kenny Show Newstalk	Cocaine seizures, trends, frontline work	Chief Superintendent Seamus Boland	09/02/2024
Morning Ireland RTÉ Radio 1 RTÉ News Virgin Media News Bauer Media Radio Kerry Ireland AM	Romance fraud	Detective Superintendent Michael Cryan	14/02/2024
Irish Language Interviews			
Donncha Ó Murchú Nuacht TG4 / RTÉ	St. Brigid's Day bank holiday road safety media briefing at UL	Piece recorded by RTÉ Correspondent Cathy Halloran with Garda Niamh McTigue	01/02/2024
Sinéad Ní Neachtain Nuacht TG4 / RTÉ	Galway JPC Drug Seizure Figures	Sergeant Eoin O'Malley (Clifden Garda Station)	13/02/2024

Garda Press Office Activity

The Garda Press Office operates 7am-11pm seven days a week, responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms. Further to those already outlined, this month’s activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation, including suspected drug and cash seizures, such as the seizure of €3m worth of suspected drugs by Garda National Drugs and Organised Crime Bureau under Operation Tara on 22 February 2024, and seizures of €3.1m of suspected cocaine and €353,000 in cash, as part of a day of action in Dublin and Wicklow on 1 February 2024.

Other media releases included:

- 200 press releases were issued during the month of February 2024, including 68 appeals related to missing persons investigations, 10 witness appeals and the following items:
- Production of Crimecall: 26 February 2024.
- Filming of Commissioner Harris' visit to Tullamore for new regional road safety messaging.
- Filming and facilitation of the 2024 Cross-Border Police Conference on Organised and Serious Crime: 27 February 2024 and 28 February 2024.
- Launch of the first National Slow Down Day of 2024 on the M9, Co. Kilkenny.
- Planning and communications around the Policing Authority Meeting: 29 February 2024.
- Man arrested: Firearm discharged at Gardaí, Edgeworthstown, Co. Longford: 20 February 2024.
- Three firearms seized and two arrests in Dublin: 16 – 17 February 2024.
- Arrest of a man following €6m Revenue drugs seizure at Rosslare Europort: 16 February 2024.
- Updates on Operation Fógra – Investigation into drug related intimidation in North Dublin: 15 February 2024.
- Campaign on romance fraud: 13 February 2024.
- Over 6,300 apply to become a member of An Garda Síochána: 12 February 2024.
- Discovery of a body of a young boy in Dunmore East, Co. Waterford: 9 February 2024.
- Fatal assault in Kilcock, Co. Kildare: 8 February 2024.
- An Garda Síochána launches Money Mule Awareness Campaign in partnership with Kerry Credit Unions: 8 February 2024.
- An Garda Síochána publish request for tender (RFT) for body-worn cameras.
- Court Appearance: Fatal house fire, Tralee, Co. Kerry – May 2012: 7 February 2024.
- Media Briefing/Witness Appeal: Criminal damage by fire incident in Leixlip, Co. Kildare: 7 February 2024.
- Discovery of a man's body in Macroom, Co. Cork: 6 February 2024 and subsequent updates.
- Updates regarding serious public disorder in Dublin City Centre on 23 November 2023: 6 February 2024.
- Updates regarding murder investigation in Cork City: 1 February 2024.
- Firearm seized and arrest in Finglas, Dublin 11: 3 February 2024.
- Media briefing and updates related to St. Brigid's Day Bank Holiday Road Safety Enforcement Operation: 4 February 2024.
- Media briefing following Carlow fatal road traffic collision facilitated by Superintendent Anthony Farrell at Carlow Garda Station: 1 February 2024.
- An Garda Síochána supports fresh road safety messages from young students ahead of St. Brigid's Day Roads Policing Operation 2024.
- Arranging of upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, for example road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

Internal Communications

During February 2024, An Garda Síochána internal communications team delivered eight comprehensive Newsbeat updates. Readership remained consistently strong, hovering around approximately 60% throughout the month. Key highlights from regular Newsbeat updates include:

- Publicising the return of An Garda Síochána initiative 'Go Purple Day' on 3 May 2024, which will help raise awareness of domestic violence and the supports available to those affected in Ireland.
- Update issued on body-worn cameras; a request for tender for body-worn cameras and Digital Evidence Management Systems (DEMS) has now been made to the EU Tenders website.
- Information on the latest Garda recruitment campaign, which received approximately 6,380 applications. It follows a previous recruitment campaign which attracted approximately 5,000 applications 10 months ago.
- Article emphasising the importance of prioritising mental health and availing of organisational supports available to all personnel.
- Information on the increased strength incapacitant spray to be delivered to all frontline Gardaí this month.

NEWSBEAT

15 February 2024

Latest Garda recruitment campaign receives large number of applications

A big thank you to everyone across the organisation who helped with our latest Garda recruitment campaign which received approximately 6,380 applications. It's only ten months since the last Garda recruitment campaign, which attracted approximately 5,000 applications.

You spread the word far and wide, many of you attending recruitment stands and telling your communities how it's a job worth doing. This will have helped greatly in attracting such a positive number of applicants.

The 2024 competition, which closed at 3pm last Thursday, February 8 was the first following the Government's decision to increase the entry age limit to apply to become a Garda trainee from 35 years to 50. Almost 37% of applicants for the 2024 competition were from people aged between 35 and 49.

IT'S A JOB WORTH DOING.

22 February 2024

Electric vehicle delivery

As part of plans to expand the number of electric vehicles in our fleet, an order of Kia EV6s arrived at Garda HQ last week.

After a very short stay in the Phoenix Park, these long range EVs are making their way around the country. They will be operational in Wicklow, Meath, Wexford, Cork County, Sligo/Leitrim and Mayo.

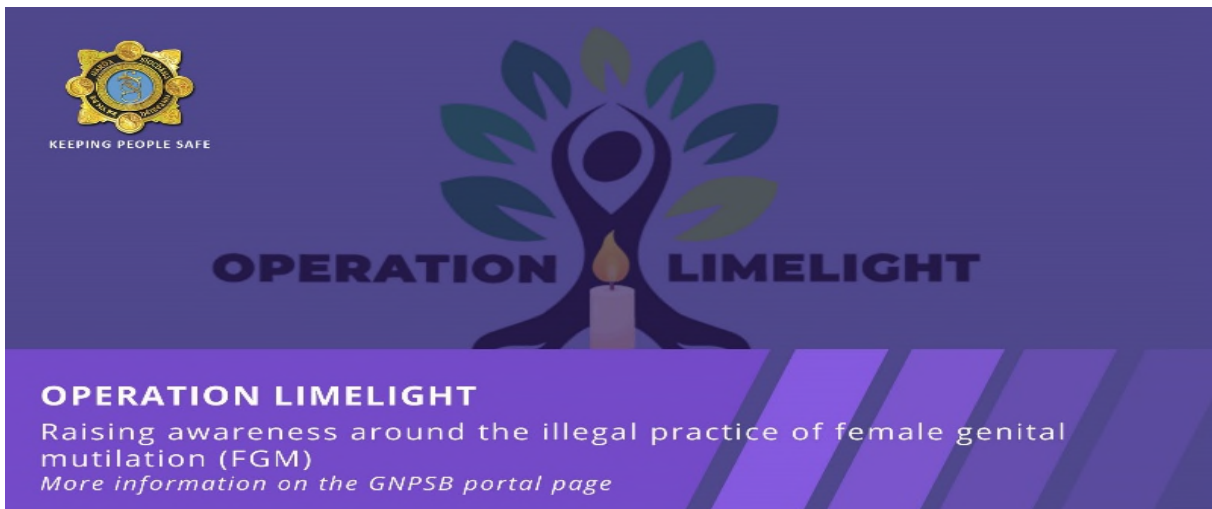
There are currently 106 electric vehicles in An Garda Síochána's fleet with more due very soon, including 85 which have been recently ordered.



Garda Portal

The Garda Portal and digital signage received ongoing content updates. These digital displays, including screensavers and portal banners, were visible on desktops across the organisation. Notable updates provided to personnel during this period were information on the anti-corruption reporting line. Key updates delivered to personnel included:







1. Health and safety information regarding cell inspections.
2. Details on contacting Crimercall.
3. Information on Operation Limelight.



Social Media Activities

The Office of Corporate Communications oversees five official social media channels for An Garda Síochána: Facebook, Instagram, TikTok, LinkedIn and X (formerly Twitter). 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 measure the success of these communications by capturing:

1. The number of followers/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 1-5%.
3. The number of engagements with the content / posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	395,343	1.7%
 Instagram - @GardaInsta	191,637	3.1%
 X- @GardaInfo	286,412	3%
 X - @GardaTraffic	611,305	4%
 LinkedIn – An Garda Síochána	44,054	16.1%
 TikTok – @GardaInfo	11,923	6.16%



Update on TikTok

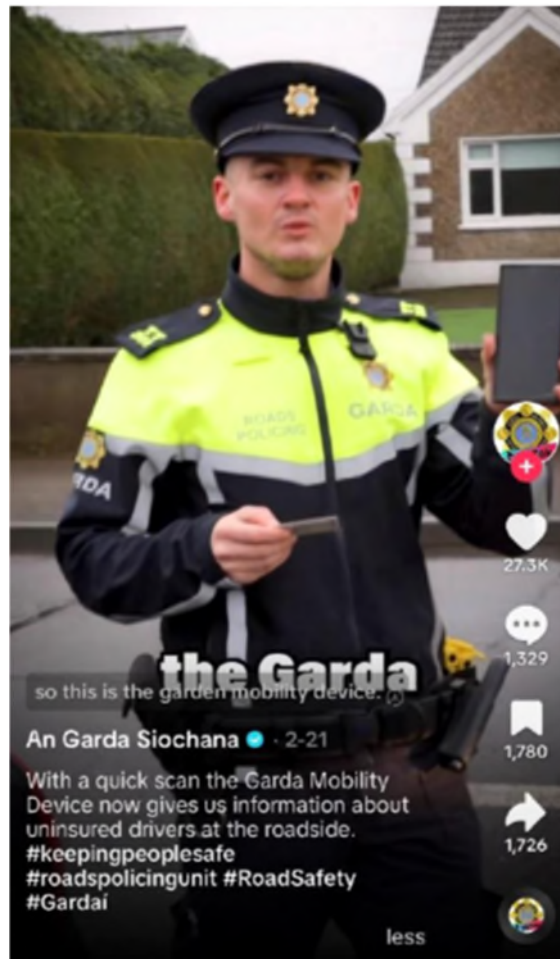
Since the start of the year, the Office of Corporate Communication has been growing a following on An Garda Síochána newest social media platform, TikTok. This has enabled the organisation to direct key messaging towards a younger demographic, not being captured in great volumes through some of the existing social media networks. The channel currently has 14,562 followers with a high engagement rate at 16.3%. This engagement has largely been driven by seven videos (six in English and one in Irish) posted to the platform in recent weeks. These have had a focus on delivering key road safety messages and advice. These videos collectively have had 2.1 million views to date and a reach of 1.6 million. Statistics from this month show that more than 62% of those who are engaging with our TikTok account are between 18 and 35 years of age. Meanwhile our overall engagement is made up of 58% men and 42% women. This channel will continue being utilised to share planned video content, together with other key corporate messaging.

Top Monthly Posts



TikTok @GardaInfo

Audience reached: 475,773 / Engaged Audience: 29,310





Facebook - @AnGardaSíochána
Post Engagement: 37,847 / Reach: 226,514



An Garda Síochána
Published by Michael Staines · February 24 at 2:38 PM ·

...

In the early hours of last Saturday morning, Probationary Gardaí, Garda Callum Hegarty and Garda Thomas Hayes, were on beat patrol in Dublin City Centre with Trainee Garda, Joe Stubbings when they were flagged down by members of the public about a young man who had been found unconscious in Temple Bar.

They immediately ran to him.

All three assessed that he was not breathing and called for urgent assistance from emergency services. Garda Hegarty and Garda Hayes both began ... [See more](#)





X - @GardaTraffic

Post Engagement / Reach: 219,000 views



An Garda Síochána @GardaTraffic · Feb 28

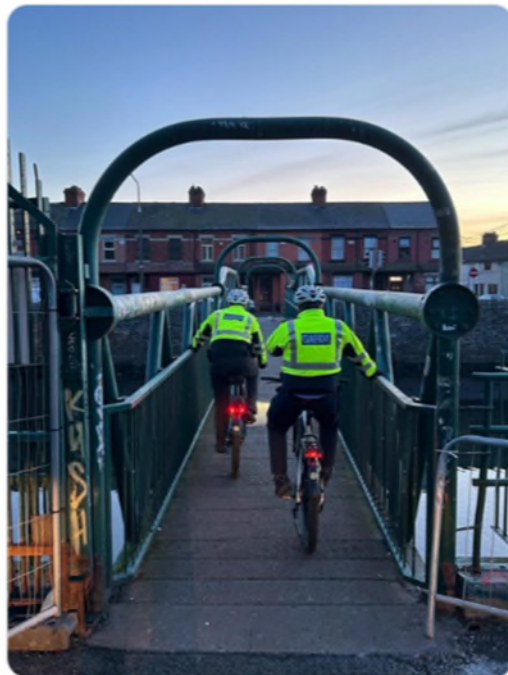
Promote



Our two new electric bikes in Raheny are being put to use by Gardaí on patrol around Dublin 5.

It's crucial that cyclists continue to work with us by practicing good road safety, and taking personal responsibility for their own safety and that of other road users.

[#SaferRoads](#)





Instagram - @GardaInsta
Post Engagement / Reach: 136,310



gardainsta
Dublin 15

gardainsta On Friday night, Gardaí from our regional road traffic unit based in Dublin Castle responded to reports of dangerous driving at a location in Dublin 15.

As they arrived to the scene they observed two cars racing while the driver of a third car, who was trying to perform doughnuts in front of spectators, failed to observe the other two cars.

This was the result.

One driver was taken to hospital for non-life threatening injuries. Another (male, 20s) fled the scene following the collision but was later located and arrested under road traffic legislation. He has since been charged and is due before the courts.

Not so class now.

#SaferRoads
Edited · 2 w

For you ↓

joans_pics_n_mix Jesus. how were there no fatalities?
2 w · 54 likes · Reply

— View replies (10)

simmytitz Muppets..... putting lives at risk...
2 w · Reply

condronpatrick Jesus christ there literally no front on the car
2 w · 1 like · Reply

[View Insights](#) [Boost Post](#)

4,970 likes
13 February



LinkedIn – An Garda Síochána LinkedIn
Post Engagement /Reach: 68,232



An Garda Síochána
44,097 followers
2w •

...

While out on the patrol, Garda Sheridan from Store Street Garda Station spotted this gentleman on Parnell St struggling in the rain trying to get up the hill at the Rotunda. A tough task for anyone.

Garda Sheridan was able to give a hand to make sure that the man swiftly got back home and in out of the wet.

We can all bear in mind as we go about our day, that it only takes a minute to be sound to one another.

[#HereToHelp](#)



René Gapert and 1,267 others

28 comments • 18 reposts

5. Implementation of Cultural Change

Culture Reform Programme

- Leading Ireland's Future Together (LIFT) was launched in 2018 and is a social enterprise initiative aimed at increasing the level of positive leadership in Ireland. Deputy Commissioner Strategy, Governance and Performance has approved in principle a four month pilot partnership programme between An Garda Síochána and LIFT. Consultations are currently ongoing with the Director of Training in the Garda College towards the pilot's integration with existing leadership development programmes.
- An implementation plan stemming from the last Culture Audit has been approved in principle by the Senior Leadership Team on 25 January 2024. The Garda Ethics and Culture Bureau have liaised with the stakeholders for each initiative. A meeting is to be scheduled with Assistant Commissioner, Governance and Accountability, the Garda Ethics and Culture Bureau, Employee Relations, and representatives from the Unions and Associations, to discuss the Culture Audit Implementation Plan. The date for this meeting is to be confirmed.

Enhancing Professional Conduct

- Edition five of 'Learning the Lessons' will be published on Newsbeat in Q1 2024. The title for this edition will be 'Abuse of Power for Sexual Gain'. The Lessons Learned Working Group met twice in February 2024 in order to discuss the structure for the fifth edition this year. Cases for this edition were discussed and certain examples were confirmed as being suitable for inclusion. The working group will meet on 5 March 2024 in order to finalise the document.
- Arising from the Professional Conduct Steering Group, the Key Risk Action Plan for the Garda Ethics and Culture Bureau was forwarded to senior management on 28 February 2024.

6. Risk Management

- An Garda Síochána Corporate Risk Register captures 10 principal 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, and supported by the Garda Risk Management Unit (GRMU).
- The last meeting of the Risk and Policy Committee took place on 28 November 2023. The next meeting is scheduled to take place on 19 March 2024.
- Following extensive collaboration, GRMU have assisted the assigned risk owner, Executive Director, Strategy and Transformation, in the development of a dedicated corporate risk in respect of the potential impact of the Policing, Security and Community Safety Act, 2024, on the organisation. This corporate risk is proposed for consideration of inclusion on the Corporate Risk Register at the next meeting of the Risk and Policy Committee.

During the month of February 2024, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Made significant progress in relation to the 'e-Risk' ICT system. GRMU continue to provide assistance to ensure the timely delivery of the new system. On 22 February 2024, phase 1 of the 'e-Risk' system (local risk) went live to the organisation, commencing on a pilot basis in the DMR. GRMU has conducted 'e-Risk' briefings and system familiarisation across the DMR on the following dates:
 - DMR: 14 February 2024,
 - DMR West: 19 February 2024,
 - DMR North Central: 20 February 2024,
 - DMR South Central: 20 February 2024,
 - DMR North: 26 February 2024,
 - DMR South & East: 29 February 2024,
 - DMR Roads Policing: To be scheduled in March 2024.
 - DMR North: 26 February 2024,
 - DMR South & East: 29 February 2024,
 - DMR Roads Policing: To be scheduled in March 2024.
- Anticipated that an incremental nationwide rollout of phase 1 of the 'e-Risk' system will commence following a successful pilot in the DMR. Phase 2 (corporate risk) development is currently being scoped out by GRMU and ICT, following learnings from the implementation of phase 1.
- Superintendent GRMU provided risk management training to the personnel of the Garda College.
- Superintendent GRMU provided a risk management presentation at a DMR governance masterclass/workshop.
- Superintendent GRMU conducted a risk register development workshop with personnel of the Waterford/Kilkenny/Carlow Division. GRMU continue to provide support and guidance to risk managers and support staff via Microsoft Teams, teleconferencing, phone, email and face-to-face meetings.

7. Data Quality and Operational Value of Data

Data Update

- A further two data culture workshop sessions took place in February 2024, with a number of strategic objectives agreed in principle to promote good quality data within the organisation.
- The Garda Information Services Centre (GISC) delivered a training webinar on the Performance and Accountability Framework (PAF) on 13 February 2024, focussing on incident outcomes.
- Refresher training for GISC staff commenced in February 2024, covering the issues of PEMS and youth referrals on PULSE.

Data Quality and Operational Value of Data

- The February 2024 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 29 February 2024 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-29-February-2024)

Garda National Vetting Bureau Update

- For February 2024, Garda standard vetting average turnaround times continue at their long-term figure of 5-6 working days once an application is received.
- 108,051 Garda vetting applications received to the end of February 2024.
- 17.9% year on year increase on vetting applications received to the end of February 2024.

Compliance

- 1,435 role relevancy checks were carried out by our Compliance Team in February 2024, leading to five vetting applications being rejected as they did not meet the criteria of relevant work or activities as set out in Schedule 1 of the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.

European Criminal Records Information System (ECRIS)

- In February 2024, the European Criminal Records Information System (ECRIS) section of the Garda National Vetting Bureau processed 86 requests from operational Garda members, for criminal record information in respect of nationals of EU member states who are being investigated or prosecuted by An Garda Síochána. This criminal record information is significant in the successful investigation and prosecution of individuals here, and also allows courts to make more informed sentencing decisions.

Crime Trends






GSAS closely monitors crime trends, and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. 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.

COVID-19: 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. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-COVID levels.

The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and the 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (e.g. 12 month average for April 2022 = average per month for the period May 2021 - April 2022).

The equivalent 12-month period a year ago %(+/-) vs Prev 12m

The equivalent period from 2018/2019
(representing a pre-COVID period) %(+/-) vs Pre Cov

Increase of +20% or more	
Increase of +5% to +20%	
Increase or decrease of up to 5%	
Decrease of -5% to -20%	
Decrease of -20% or more	

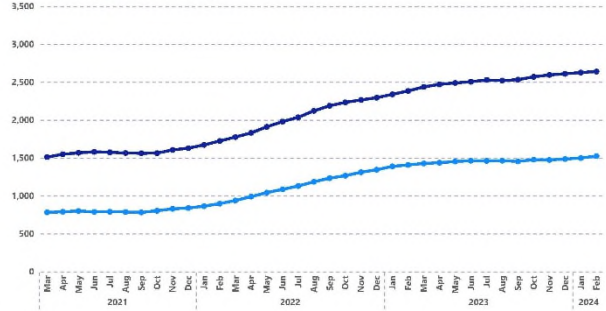
Total Property Crime

● Reported Incidents ● 12m Avg



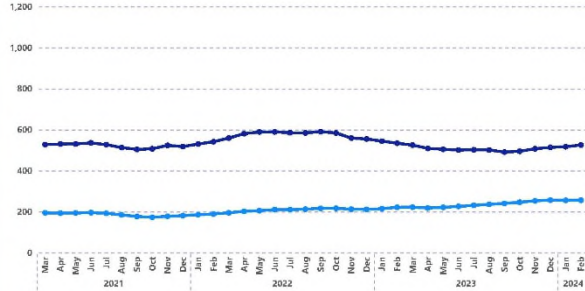
High Volume Theft Offences (12 Month Avg)

● Theft (Other) ● Theft from Shop



Burglary (12 Month Avg)

● Non-Residential ● Residential

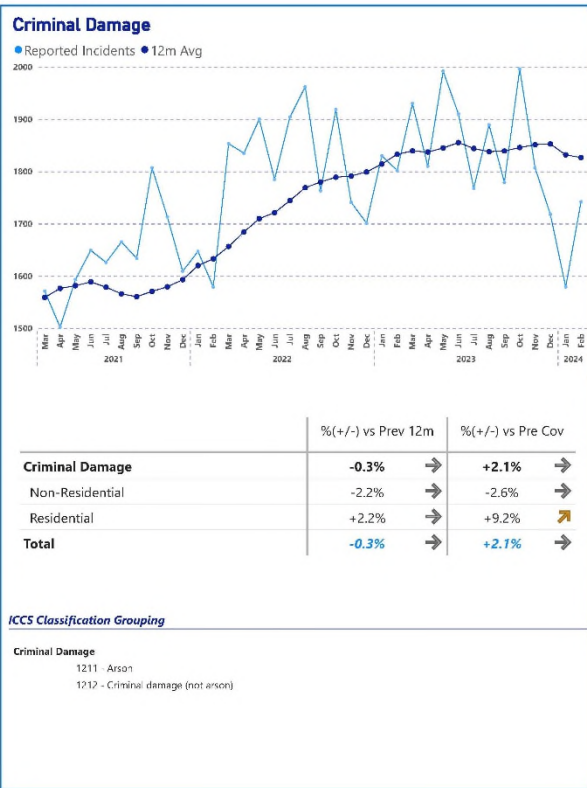
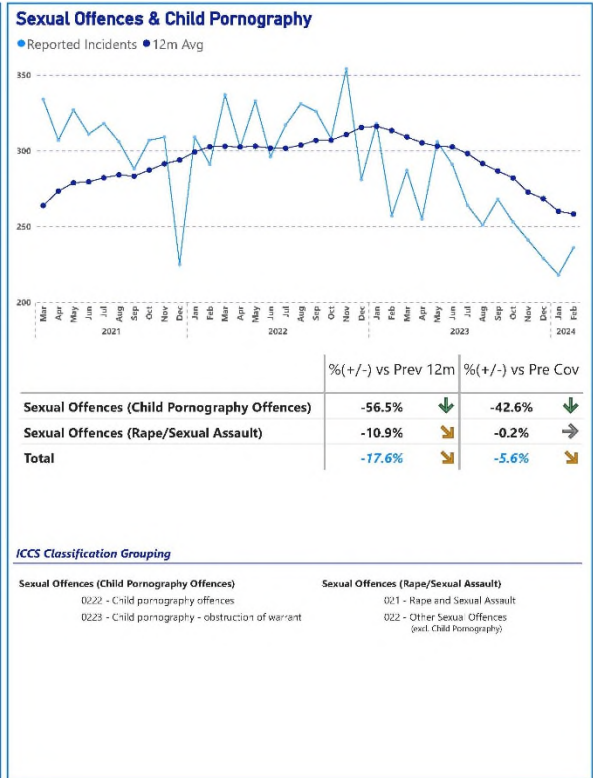
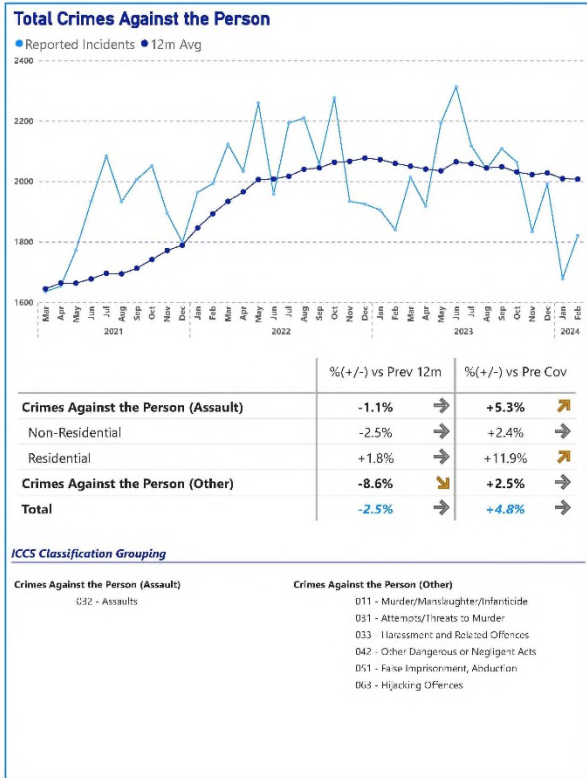


	%(+/-) vs Prev 12M	%(+/-) vs Pre Cov
Property Crime (Burglary)	+3.4% →	-43.2% ↓
Non-Residential	+15.6% ↗	-32.3% ↓
Residential	-1.7% →	-47.4% ↓
Property Crime (Other)	+21.1% ↗	+11.7% ↗
Property Crime (Theft Offences)	+9.0% ↗	+6.1% ↗
Property Crime (UT/Interference - Vehicle)	+22.8% ↗	+71.8% ↗
Total	+9.8% ↗	+0.2% →

ICCS Classification Grouping

Property Crime (Burglary)	Property Crime (Other)
071 - Burglary	061 - Robbery
Property Crime (Theft Offences)	062 - Extortion Offences
082 - Theft (not vehicle)	Property Crime (UT/Interference - Vehicle)
	081 - Theft/Lacking of Vehicle and Related Offences

Feb 2024



8. Policing Successes

Throughout the month of February 2024, 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, supported by specialist personnel from national units. A synopsis of some of those incidents that occurred during the month of February 2024 is set out hereunder.

On 3 February 2024, as part of an ongoing intelligence-led investigation, Gardaí conducted a coordinated search of a residential premises, during which a 9mm Semi-Automatic handgun, 13 rounds of 9mm ammunition and a silencer were seized. One suspect was arrested and subsequently charged with possession of a firearm and remanded in custody.

On 6 February 2024, a suspect appeared before the courts charged with a range of offences following a two year investigation by the Organised Prostitution Investigation Unit and other units within the Garda National Protective Services Bureau. In total, the suspect has been charged with over 100 offences, including one alleging contravention of Section 72 of the Criminal Justice Act 2006 in relation to Organised Crime, as well as offences under the Criminal Law (Sexual Offences) Act 1993 and the Criminal Justice (Money Laundering and Terrorist Financing) Act 2010. The Organised Crime charge represents the first occasion that a charge for this type of offence was directed in the specific context of a prostitution investigation. The suspect was remanded in custody.

On 7 February 2024, members from the Extradition Unit at the Garda National Bureau of Criminal Investigation, extradited a suspect sought for murder and arson, from the UK to Ireland. This suspect was arrested in the UK on 31 January 2024 on foot of an Irish requested Trade and Cooperation Agreement (TCA) warrant, which had been endorsed at the High Court on 11 December 2023. On return, this suspect was arrested by the investigating member and was brought before the District Court on 8 February 2024, where they were charged and remanded in custody.

Also on 7 February 2024, following identification of a suspected unlawful entrant and accompanying facilitator by the Border Management Unit in Dublin Airport, personnel attached to the Garda National Immigration Bureau, detained an individual under the provisions of Section 4 of the Criminal Justice Act, 1984. The alleged facilitator was subsequently charged with an offence under Section 6 (1) of the Criminal Justice (Smuggling of Persons) Act, 2021, for smuggling a Syrian national into the State. The alleged facilitator was remanded in custody awaiting the DPPs directions and the Syrian national was refused leave to land.

On 16 February 2024, as part of a multi-jurisdictional investigation, members of An Garda Síochána including the Garda National Drugs and Organised Crime Bureau, the Garda National Bureau of Criminal Investigation, and the Revenue and Customs Services, effected a controlled delivery in Cork Port, during which approximately €32m worth of suspected MDMA was located and seized. Two suspects were arrested, detained and subsequently charged under Section 15A of the Misuse of Drugs Act, 1977, as amended. One suspect was also charged under Section 15B of the Misuse of Drugs Act, 1977, as amended. Both suspects were remanded in custody and investigation files are being prepared for the consideration of the DPP.

On 17 February 2024, Gardaí responded to reports of an unresponsive person. The members at the scene performed a number of response tests and determined that the person had lost consciousness. They called for urgent assistance from emergency services. Two Gardaí began CPR, while the third

member went in search of a defibrillator. Dublin Fire Brigade arrived shortly after this and conveyed the person to hospital, where they received further medical attention. The individual continues to make a full recovery, following the prompt actions of the responding Gardaí.

On 22 February 2024, as part of an ongoing intelligence-led operation targeting an organised crime group involved in the importation and onward distribution of controlled drugs into the State, personnel attached to the Garda National Drugs and Organised Crime Bureau carried out a coordinated and controlled stop of two vehicles. 100Kg of suspected cannabis herb worth an estimated street value of €2,000,000 was recovered in one vehicle. Follow up searches were then conducted on a number of identified premises, during which 3kg of suspected ketamine, 12kg of suspected MDMA, 10kg of suspected cannabis herb, 626g of suspected amphetamine, 10,000 suspected ecstasy tablets, and assorted suspected cannabis edibles and vapes were recovered. The total estimated street value of suspected drugs seized was €3,250,000. Three suspects were arrested under the provisions of the Misuse of Drugs Act and detained under Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. They were subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

On 27 and 28 February 2024, Criminal Profilers from the Royal Canadian Mounted Police (RCMP) visited the Garda National Bureau of Criminal Investigation (GNBCI) in Walter Scott House. The Criminal Profilers have more than 30 years' experience between them in investigating serious and serial offending, including homicide and sexual crime. Their briefings focussed on a Persons of Interest Priority Assessment Tool, and concepts of geographic profiling and the geography of crime which are particularly relevant to the work of GNBCI. Continued engagement is envisaged between the RCMP with regard to these and other areas of crime investigation.

Also on 27 and 28 February 2024, the Cross-Border Police Conference on Organised and Serious Crime took place. The theme of this year's conference was 'Current Trends and Emerging Risks'. Topics explored during the conference included emerging drug trends on the island of Ireland, the increasing use of crypto-assets by Irish organised crime groups, the impact of transnational economic organised crime in the Irish context, threats and trends in human trafficking and immigration, and the Joint Agency Task Force.

On 29 February 2024, whilst on mobile patrol, members attached to a Roads Policing Unit observed a car driving dangerously. Roadside checks ascertained that the vehicle was the subject of an unauthorised taking earlier that day. The vehicle attempted to evade Gardaí and following a lengthy pursuit, Gardaí apprehended and arrested the suspects. The driver was arrested for dangerous driving and was questioned in relation to a number of other crime incidents in the area, including burglary and a threat to kill. They were subsequently charged with dangerous driving offences and brought before the courts, where they were remanded in custody.

Also on 29 February 2024, Gardaí became aware of a video circulating where a suspect recorded themselves making threats about other individuals, whilst in possession of two firearms. The suspect's location was identified and Gardaí immediately attended the scene. An Operational Commander was assigned and the Garda Emergency Response Unit, local Armed Support Units, and national and local negotiators attended the scene. A cordon was established and the suspect was directed to exit the location by members of the Emergency Response Unit and was subsequently arrested. Two firearms were recovered inside the location and a further two firearms were subsequently recovered close to the address. The suspect has appeared before the courts in connection with this incident.

During the month of February 2024, Operation Sonnet checkpoints were carried out by personnel attached to the Garda National Immigration Bureau on the M1 motorway at the border with Northern Ireland on four separate days. A total of 47 buses travelling southbound to Dublin were stopped and immigration checks carried out in respect of all passengers on board. From the 47 buses, a total of 25 persons were detected entering the State illegally, without the relevant visas or travel documents. All were subsequently refused leave to land and returned to the UK by ferry to Holyhead (19) and train to Belfast (6).

9. Community Engagement and Organisational Initiatives

St. Brigid's Day Bank Holiday Weekend Road Safety Operation

From 1–6 February 2024, An Garda Síochána implemented a national roads policing plan for the St. Brigid's Day bank holiday weekend. The plan had members conduct high visibility patrols with a focus on the enforcement of lifesaver offences; speeding, holding a mobile phone while driving, seatbelt use and driving while intoxicated. Over the course of the operation, there were in excess of 900 mandatory intoxicant testing checkpoints conducted, over 160 persons detected driving under the influence of alcohol and/or drugs, over 230 detections for using a mobile phone, over 60 detections for seatbelt offences and almost 3,000 speeding offences detected.



The Bi-annual National Metal Theft Forums

On 8 February 2024, the first of the bi-annual National Metal Theft Forums took place. The National Metal Theft Forum is embedded in the Crime Prevention and Reduction Strategy 2021-2024. A number of presentations took place touching on topics such as crime statistics, metal theft and crime prevention. This forum provides An Garda Síochána an opportunity to hear from those involved in the metal industry, i.e. communications providers, recycling facilities, scrap metal facilities. It also allows them to ask Gardaí questions in an open forum regarding metal theft, as well as crime prevention and prosecution.

Office for Democratic Institutions and Human Rights Webinar

On 13 February 2024, the Garda National Diversity Unit attended an Office for Democratic Institutions and Human Rights webinar in the "Under the Spotlight" series devoted to promoting better support for hate crime victims with learning disabilities and/or autism. During the online session, the

#ImWithSam hate crime campaign was presented. Topics included tackling hate crime at its roots and a demonstration of practical ways to offer better support for victims. The campaign represents the 73% of people with a learning disability and/or autism who have experienced hate crime; people who have been subjected to physical attacks, sexual assault and emotional manipulation because of their disability.

Heroes Rock event in Limerick

On 16 February 2024, members attached to Henry Street Garda Station organised and hosted an event at Dolans Warehouse, Limerick. The “Heroes Rock” event was organised in aid of the Little Blue Heroes and a host of Ireland’s most talented musicians rocked Dolans. The ticketed event was a great success with an excellent turn out. All proceeds went to the Little Blue Heroes charity.



The personnel photographed are as follows from L-R: Chief Superintendent Derek Smart, Sgt Karen Doherty, CO Lucy Pratt, CO John Talbot, Sgt Gavin Mc Donnell and Superintendent Andrew Lacy.

The Youth Justice Gaisce Awards

On 27 February 2024, members attached to the Garda National Youth Diversion Bureau attended the Youth Justice Gaisce Awards at the Department of Justice Atrium, St. Stephens Green. The event was opened by Mr. James Browne T.D., Minister of State at the Department of Justice. Members from the Garda Youth Diversion Bureau spoke on the day. Young people involved in KEEP, Bru, Clay and Smart, all of which are Youth Diversion Projects, were awarded with Silver and Bronze Gaisce Awards to acknowledge the pro-social activities they have engaged in and the consequent personal development they have achieved.

The First National Slow Down Day of 2024

On 29 February 2024, An Garda Síochána, the Road Safety Authority and Transport Infrastructure Ireland, ran the first National Slow Down Day of 2024 for a 24-hour period. During the course of the operation, divisional roads policing members, supported by their colleagues and mobile safety camera vans, carried out speed checkpoints nationwide. GoSafe, the current service provider for our mobile safety cameras, have reported that during the 24-hour period, they checked the speed of 218,575 vehicles and detected 423 vehicles travelling in excess of the applicable speed limit. Early detection figures show that there were 479 drivers detected speeding by Garda member interceptions, bringing the total number of detections to 902 for the day of action*.

*Operational data based on early detection figures as of 1 March 2024, subject to change.



Security and Safety briefings provided by the Garda National Crime Prevention Bureau

Throughout the month of February 2024, the Garda National Crime Prevention Bureau provided security and safety briefings to a number of external organisations, such as Virgin Media, the HSE, Inditex and Deliveroo.

10. Operating Model

Business Services and Performance Assurance Functional Areas

Following successful deployment of the Operating Model into the DMR North Central Division on 25 February 2024, 12 divisions have now fully commenced the four functional area structures (Business Services, Performance Assurance, Crime and Community Engagement). The Operating Model Central Implementation Team continues to monitor, liaise, support and engage with the 12 divisions concerned following implementation, in an effort to provide organisational support to the respective divisional management teams in managing the transitional and post-implementation phases.

- Progress continues with Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA) implementation across the remaining nine divisions, with preparation continuing to transition the Wexford/Wicklow Division to the Operating Model structure on 24 March 2024.
- 21 divisions have commenced implementation of BSFAs. They are receiving continual support from the Operating Model Team.
- Chief Superintendents have been appointed to the two new divisions of Kildare and Donegal, following on from the 2023 Operating Model Review.
- The implementation of PAFA standardised processes in the 12 fully commenced Operating Model divisions is ongoing. In addition, Superintendents have been assigned to PAFAs in the DMR West, DMR East, DMR North, Laois/Offaly, Kildare and Wexford/Wicklow Divisions. They have commenced utilising Performance Assurance standardised processes and are at various stages of implementation within these divisions.

The Regional Office

- Regional Office phased implementation commenced on 12 June 2023 in the Southern Region with wave 1, which relates to Performance Assurance. This involves the alignment of the Regional Office standardised processes with the Functional Areas in their divisions. Commencement of waves 2, 3 and 4 is on hold due to divisional office process re-alignments (seven processes), which took place in the Southern Region. This concluded in December 2023, and following review and analysis of feedback, the rollout will continue with waves 2, 3 and 4.

Crime and Community Engagement Functional Areas

The following 12 divisions are operating in the four Functional Area structure.

- | | |
|-------------------------------|--------------------------|
| i. Cork City | vii. DMR South, |
| ii. Kerry | viii. DMR South Central, |
| iii. Galway | ix. Clare/Tipperary |
| iv. Limerick | x. Meath/Westmeath |
| v. Mayo/Roscommon/Longford | xi. Louth/Cavan/Monaghan |
| vi. Waterford/Kilkenny/Carlow | xii. DMR North Central |

These 12 divisions have commenced their Community Engagement and Crime Functional Areas as follows:

- 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.

Current Status

Planning and implementation preparation is underway for the continued rollout of the remaining divisions in 2024, allowing for the alignment of other transformation projects, including the Roster and Duty Management System (RDMS), CAD 2 and the Investigation Management System (IMS). Each division that has not already introduced PULSE 7.8 has been provided with a tailored divisional implementation plan. The implementation plan has been developed to provide an incremental approach and step-by-step guide to implementing the Operating Model in the remaining nine divisions. The plan is designed to assist each Divisional Officer to manage and track key deliverables required to transition to new Operating Model structures. Process development work for Community Engagement and Crime standardised processes is still underway, with significant progress made to date.

Garda National Crime and Security Intelligence Service (GNCSIS)

A formal working group has been set up to include personnel from the Operating Model Team and the Garda National Crime and Security Intelligence Service (GNCSIS), to commence the design process of a blueprint for a Regional Business Services Functional Area at GNCSIS.

Current Emerging Issues

- There are five divisions where accommodation works are required. This is having an impact on the implementation of areas such as Business Services in these divisions.

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.												
	2024												<i>Total to end 2024</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	2	0	1	0	0	0	0	1	2	1	7
Superintendent	1	1	1	1	2	0	2	1	1	0	0	1	11
Total	1	1	3	1	3	0	2	1	1	1	2	2	18

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of February 2024</i>													
Rank	ECF	Position at end of last month January 2024	Appointed in Month – February 2024	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	0	0	0	0	0	0	0	0	0	47	0
Superintendent	168	168	1	0	0	0	1	0	0	0	0	168	0
Total	223	223	1	0	0	0	1	0	0	0	0	223	0

Appendix C – Breakdown of Garda Leave – Garda Members

Data as at the end of February 2024									
As at 29.02.24	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	20	0	0	15	28	3	0
	Female	79	15	14	6	0	107	3	3
Sergeant	Male	1	0	0	0	1	2	0	0
	Female	3	1	1	2	0	8	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	1	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	20	0	0	16	30	3	0
	Total Female	82	16	16	8	0	116	3	3
	Total	85	36	16	8	16	146	6	3

Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 29.02.24	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	5	8	0	0	2	0	1	0
	Female	220	17	8	7	34	0	11	7
EO	Male	1	1	0	0	1	0	0	1
	Female	41	10	4	2	11	0	1	4
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	2	0	0	0
	Female	3	0	1	0	5	0	0	1
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	0	1	0	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	0	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	1
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	1	0	1	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Photographer	Male	0	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	0	0	0	0	0	0
	Total Male	7	10	0	0	5	0	1	1
	Total Female	272	28	14	10	50	0	12	13
	Total	279	38	14	10	55	0	13	14

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 & above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Feb 2024	1,802	217	158	9	11	3	1,971	229
Jan 2024	2,117	216	193	10	17	3	2,327	229
Dec 2023	1,916	208	183	10	18	3	2,117	221
Nov 2023	1,741	209	143	11	17	3	1,901	223
Oct 2023	1,835	186	138	12	13	3	1,986	201
Sept 2023	1,737	194	147	12	7	3	1,891	209
Aug 2023	1,684	198	139	13	9	4	1,832	215
July 2023	1,566	202	123	13	14	4	1,703	219
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
April 2023	1,515	194	103	11	13	3	1,631	208
March 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Feb 2024	1,952	218	167	9	11	3	2,130	230
Jan 2024	2,117	216	193	10	17	3	2,327	229
Dec 2023	1,918	208	183	10	18	3	2,119	221
Nov 2023	1,903	210	152	11	17	3	2,072	224
Oct 2023	1,990	189	144	12	13	3	2,147	204
Sept 2023	1,894	194	152	12	7	3	2,053	209
August 2023	1,829	200	148	13	9	4	1,986	217
July 2023	1,703	203	129	14	15	4	1,847	221

June 2023	1,726	196	138	11	18	2	1,882	209
May 2023	1,890	187	147	13	15	2	2,052	202
April 2023	1,618	196	107	11	13	3	1,738	210
March 2023	1,902	198	152	10	14	2	2,068	210
Feb 2023	1,694	180	147	11	23	2	1,864	193

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Feb 2024	13,439.5	5,952.5	1,362	254	158	87	14,959.5	6,293.5
Jan 2024	15,470	6,279	1,512	277	181	93	17,163	6,649
Dec 2023	15,917.5	6,214	1,652	310	181	93	17,750.5	6,617
Nov 2023	14,065	5,889.5	1,362.5	319	209	90	15,636.5	6,298.5
Oct 2023	16,376	5,496.5	1,444.5	338	166	93	17,986.5	5,927.5
Sept 2023	15,491	5,533.5	1,407.5	360	128	90	17,026.5	5,983.5
Aug 2023	15,046	5,956	1,413.5	373	167	106	16,626.5	6,435
July 2023	14,015	5,938.5	1,579.50	369	163	124	15,757.5	6,431.5
June 2023	13,091	5,440	1,397.5	326	250	60	14,738.5	5,826
May 2023	14,824.5	5,369	1,324.5	350	237	62	16,386	5,781
April 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
March 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

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Feb 2024	14,959.50	-2,203.50	-12.84%
Jan 2024	17,163.00	-587.50	-3.31%
Dec 2023	17,750.50	2,114.00	13.52%
Nov 2023	15,636.50	-2,350.00	-13.07%

Oct 2023	17,986.50	960.00	5.64%
Sept 2023	17,026.50	400.00	2.41%
Aug 2023	16,626.50	869.00	5.51%
July 2023	15,757.50	1019.00	6.91%
June 2023	14,738.50	-1647.50	-10.05%
May 2023	16,386.00	1270.50	8.41%
April 2023	15,115.50	-1090.00	-6.73%
March 2023	16,205.50	1700.00	11.72%
Feb 2023	14,505.50	-2660.00	-15.50%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Feb 2024	6,293.50	-355.50	-5.35%
Jan 2024	6,649.00	32.00	0.48%
Dec 2023	6,617.00	318.50	5.06%
Nov 2023	6,298.50	371.00	6.26%
Oct 2023	5,927.50	-56.00	-0.94%
Sept 2023	5,983.50	-451.50	-7.02%
Aug 2023	6,435.00	3.50	0.05%
July 2023	6,431.50	605.50	10.39%
June 2023	5,826.00	45.00	0.78%
May 2023	5,781.00	-48.00	-0.82%
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.50	-650.50	-11.34%

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

Month	No. of Days Absent	LTR
Feb 2024	14,959.5	4.03%
Jan 2024	17,163.00	4.62%
Dec 2023	17,750.50	4.76%
Nov 2023	15,636.50	4.23%
Oct 2023	17,986.50	4.84%

Sept 2023	17,026.50	4.61%
Aug 2023	16,626.50	4.48%
July 2023	15,757.50	4.24%
June 2023	14,738.50	3.97%
May 2023	16,386.00	4.48%
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%

Garda Staff – Numbers who availed of sick leave

Date	No.
Feb 2024	452
Jan 2024	500
Dec 2023	412
Nov 2023	447
Oct 2023	398
Sept 2023	400
Aug 2023	364
July 2023	368
June 2023	379
May 2023	405
Apr 2023	291
Mar 2023	435
Feb 2023	371

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Feb 2024	481	6	487
Jan 2024	494	6	500
Dec 2023	407	5	412
Nov 2023	481	3	484
Oct 2023	425	5	430
Sept 2023	424	5	429
Aug 2023	379	5	384

July 2023	382	4	386
June 2023	401	8	409
May 2023	433	7	440
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Feb 2024	3,753.50	89	3,842.50	-318.50	-7.65%
Jan 2024	4,073.00	88	4,161.00	141.00	3.51%
Dec 2023	3,955.50	64.50	4,020.00	-142.50	-3.42%
Nov 2023	4,101.50	61	4,162.50	-10.50	-0.25%
Oct 2023	4,099.00	74	4,173.00	99.50	2.44%
Sept 2023	3,989.50	84	4,073.50	42.50	1.05%
Aug 2023	3,949.00	82	4,031.00	-204.00	-4.82%
July 2023	4,167.00	68	4,235.00	176.50	4.35%
June 2023	4,003.00	55.50	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.50	67	4,263.50	611.00	16.73%
Feb 2023	3,568.50	84	3,652.50	-706.00	-16.20%

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

Date	Days Absent	LTR
Feb 2024	3,842.50	4.64%
Jan 2024	4,161.00	5.05%
Dec 2023	4,020.00	4.94%
Nov 2023	4,162.50	5.22%
Oct 2023	4,173.00	5.35%
Sept 2023	4,073.50	5.21%
Aug 2023	4,031.00	5.14%
July 2023	4,235.00	5.42%

June 2023	4,058.50	5.22%
May 2023	4,059.50	5.23%
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.50	5.48%
Feb 2023	3,652.50	4.67%

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
Feb 2024	9	212
Jan 2024	7	210
Dec 2023	8	217
Nov 2023	9	215
Oct 2023	11	225
Sept 2023	11	309
Aug 2023	13	349
July 2023	15	389
June 2023	14	408
May 2023	15	413
April 2023	17	357
March 2023	16	415
Feb 2023	15	378

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.

Sick Leave as at 29 February 2024

Personnel on sick leave on 29 February 2024

- Total number of Garda members on sick leave: 806 (215 injury on duty) (5.79%).
- Total number of Garda Staff on sick leave: 139 (3 occupational injury/illness).
- Overall personnel on sick leave: 945 (5.52%).

Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 455 (207 injury on duty) (3.27%).
- Total number of Garda Staff on long term sick leave: 76 (3 occupational injury/illness).
- Overall personnel on long term sick leave: 531 (3.10%).
- The percentages show the number of personnel on sick leave as a percentage of the total strengths.

Accrued figure of those who are on adjusted duties/have reasonable accommodations

- Per the most recent return to the end of Q4 2023, the total number of members on light duties/reasonable accommodations is 648.

Overview of Sick Absence for February 2024

