

# An Garda Síochána

Oifig Saorála Fáisnéise,  
An Garda Síochána, Teach áth Luimnigh,  
Lárionad Gnó Udáras Forbartha Tionscail,  
Baile Sheáin, An Uaimh,  
Contae na Mí.  
C15 DR90



Freedom of Information Office,  
An Garda Síochána, Athlumney House,  
IDA Business Park,  
Johnstown, Navan,  
Co Meath.  
C15 DR90

Teileafón/Tel: (046) 9036350

Láithreán Gréasain/Website:

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

*Bí linn/Join us*  

Ríomh-phoist:/Email: [foi@garda.ie](mailto:foi@garda.ie)

## Re: Freedom of Information Request FOI-000177-2022 Request Part Granted

*Dear*

I refer to your request, dated 2<sup>nd</sup> May, 2022 and received on 3<sup>rd</sup> May, 2022 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

*Under the FOI Act 2014, I am seeking the following:*

- *a copy of the data that issued in response to FOI-000055-2020 updated to cover the calendar years 2020 and 2021.*

*I would prefer to receive this information electronically, ideally in its original electronic format.*

*I seek the following information under the Freedom of Information Act ( re Human Resources);*

*1). Number of Members recorded as taking sickness absence because of-*

- *Post-Traumatic Stress Disorder*
- *Work related stress*

- *Anxiety*
  - *Depression*
  - *Occupational Stress*
  - *Stress*
  - *Any other mental health disorder/illness.*
  - *The total number of days taken/lost because of the above.*
- 2). *The number of Members on restricted duties/reduced hours as a result of any of the above.*
  - 3). *No. of serving Members who committed suicide.*
  - 4). *No. of serving Members known to have attempted suicide.*
  - 5). *No. of Members granted early retirement because of mental ill health.*
  - 6). *No. of members denied early retirement after presenting with mental health issues.*
  - 7). *No. of Members referred for psychiatric or psychological assessment or related primary care.*
  - 8). *No. of Members receiving psychiatric/psychological treatment funded by An Garda Síochána.*
  - 9). *No. of Members referred for counseling.*
  - 10). *No. of Members referred for Critical Incident Stress de-brief.*
  - 11). *No. of Members referred for Cognitive Behavioral Therapy.*
  - 12). *No. of Members referred for addiction treatment.*

I wish to inform you that I have decided to part grant your request on 7<sup>th</sup> June, 2022 and I wish to apologise for the delay in providing this reply.

The purpose of this letter is to explain my decision.

### **1. Findings, particulars and reasons for decision**

Upon receipt of your request, a search was conducted with the Garda Chief Medical Officer, and the Sickness Absence Management System in the Human Resource Section of An Garda Síochána. I have numbered the various parts of your request for ease of reference.

In relation to part 1 of your request I wish to advise that Sickness absences are recorded and reported under the following categories: Ordinary Illness, Occupational Injury/Illness arising from Duty and Critical Illness.

Ordinary Illness Category contains the following sub categories:-

- Flu/viral
- Mental Health
- Musculoskeletal
- Not provided
- Other –Please specify
- Post Pregnancy
- Pregnancy Related
- Surgery / Post Op

Occupational Injury/illness arising from Duty category contains the following sub categories;-

- Injury On Duty: Accident
- Injury On Duty: RTA
- Malicious Injury Off Duty
- Malicious Injury On Duty
- Occupational illness arising from duty

Critical Illness Category contains the following sub-category -

- Critical Illness

There is currently no specific sub-category on the Sickness Absence Management System for the recording of absences due to stress, anxiety or depression but in some cases, this is recorded under the Mental Health sub-category or in the comments field against another sub-category. It is not possible to show the comments on a sickness absence report. Each instance of sickness absence throughout the required time period would need to be manually accessed on the Sickness Absence Management System to ascertain if the illness relates to stress, anxiety or depression.

The following statistics have been compiled using the Mental Health illness subcategory. Unfortunately, there is no guarantee that all absences due to stress, anxiety or depression have been recorded under this sub-category.

#### **Number of Members Recorded as Taking Sickness Absence because of Mental Health Illness**

<b>Year</b>	<b>Members</b>
2021	47
2020	51

*\*Sick Leave Statistics as recorded on SAMS and reported @ 04.02.2022  
Sick Leave Statistics as recorded on SAMS and reported @ 05.02.2021*

## The Total Number of Days Taken/Lost because of Mental Health Illness

Year	Members
2021	5236.5
2020	5940

*\*Sick Leave Statistics as recorded on SAMS and reported @ 04.02.2022  
Sick Leave Statistics as recorded on SAMS and reported @ 05.02.2021*

In reply to part 2 of your request the table below outlines the numbers of members that are on restricted duties/reduced hours. These figures relate to all members on light/restricted duties both for mental health and other reasons.

Year	Members
2021	629
2020	581

*Figures are as at the final quarter of each year*

With regard to Parts 5, 7 and 11 of your request please see table below which outlines the records requested by you. The figures for members referred for psychiatric, psychological assessment or related care and for members referred for CBT relate to Garda members referred by the Garda Occupational Health Service

Year	Serving Members Granted Early Retirement – Mental Ill-Health	Members referred for Psychiatric, Psychological Assessment or Related Primary Care	Members referred for Cognitive Behavioural Therapy
2021	5	261	28
2020	4	217	18

This office has been informed that the CMO does not hold records in relation to Parts 3, 4, 6, 8, 9, 10 and 12. Therefore in accordance with Section 15(1)(a) I am refusing these parts of your request. Section 15(1)(a) states:

### **Refusal on administrative grounds to grant FOI Requests:**

*15(1) A head to whom an FOI request is made may refuse to grant the request where –  
(a) The record concerned does not exist or cannot be found after all reasonable steps to ascertain its whereabouts have been taken,*

An Garda Síochána have a duty of care to their members in the event of an occupational injury. In this regard, there are a number of services available to members who suffer an injury on duty.

The primary service available is that of the Occupational Health Service whose role is to advise the Garda Commissioner on fitness for duty, and to protect, maintain and promote the health of all Garda employees.

## **2. Right of Appeal**

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000177-2022**.

**Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Navan, Co. Meath, C15 ND62.**

Please note that a fee applies. This fee has been set at €30 (€10 for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

**Account Name:** An Garda Síochána Imprest Account

**Account Number:** 30000302

**Sort Code:** 951599

**IBAN:** IE28DABA95159930000302

**BIC:** DABAIE2D

**You must ensure that your FOI reference number FOI-000177-2022 is included in the payment details.**

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at [www.garda.ie](http://www.garda.ie)

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact me by telephone at (046) 9036350.

Yours sincerely,



**ASSISTANT PRINCIPAL**

**PAUL BASSETT**

**FREEDOM OF INFORMATION OFFICER**

7<sup>th</sup> JUNE, 2022.