

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

Bí linn/Join us  

Ríomh-phoist:/Email: foi@garda.ie

Ms. Tessa Fleming.

Re: Freedom of Information Request FOI-000246-2017 Request Granted

Dear Ms. Fleming,

I refer to your request, dated 1st June 2017 and received 2nd June 2017, 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:

How many complaints of injury were made by Gardaí in the Cavan/Monaghan District so far this year, and in 2016? (Injuries received whilst on duty)

How many sick days were taken by Gardaí in Cavan and Monaghan so far this year and in 2016?

How many Gardaí and Garda staff in the Cavan/Monaghan Division took long-term sick leave so far this year, and in 2016?

How much did the total amount of sick leave in the Cavan/Monaghan Division cost An Garda Síochána so far this year, and in 2016?

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I wish to inform you that I have decided to grant your request on the 27th June 2017.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decisions.

Following a search of records within the Human Resource and People Management Directorate, a number of records have been identified in respect of your request.

Part 1 of your request sought ‘*How many complaints of injury were made by Gardaí in the Cavan/Monaghan District so far this year, and in 2016? (Injuries received whilst on duty)*’

The table below outlines the number of complaints of injury which were made by Garda members in the Cavan/Monaghan District for the period 2016 and to date in 2017.

Reported Injuries for the Cavan/Monaghan Division for the Years 2016 and 2017

	Assault	Manual Handling	Needle Stick Injury/Stab/Blood or body fluid exposure	Other	Road Traffic Accident (R.T.A)	Slips/Trips/Falls	Grand Total
2016	3	1		2	2	4	12
2017	3		1	1	1		6
TOTAL	6	1	1	3	3	4	18

The Human Resources and People Development section also identified the records relating to parts 2, 3 and 4 of your request wherein you sought

How many sick days were taken by Gardaí in Cavan and Monaghan so far this year and in 2016?

How many Gardaí and Garda staff in the Cavan/Monaghan Division took long-term sick leave so far this year, and in 2016?

How much did the total amount of sick leave in the Cavan/Monaghan Division cost An Garda Síochána so far this year, and in 2016?

Human Resource and People Development have advised that the figures contained below are based on queries on data produced from An Garda Síochána’s Sickness and Absences Management System (SAMS) for 2016 for Garda members on the 1st February 2017 and from the Human Resource Management System (HRMS) for civilian members on the same date. The figures for both Garda and civilian staff for the first 5 months of 2017 are based on queries on data produced from both SAMS and HRMS on the 12th June 2017.

Members of An Garda Síochána who avail of sick leave of more than one day absence are required to provide a medical certificate from their GP.

The new Public Service Sick Leave Scheme was introduced from 31st March 2014. The Public Service Management (Sick Leave) Regulations 2014, made by the Minister for Public Expenditure and Reform set out the terms of the new Public Service Sick Scheme.

The rationale for the new scheme is to increase productivity, and lower the cost of sick leave by reducing the periods during which paid sick leave will be available and capping the period during which "temporary rehabilitation remuneration", formerly "pension rate of pay", may be paid.

Under the terms of the new Public Service Sick Leave Scheme entitlement to paid sick leave is now calculated over a rolling four year period for members of An Garda Síochána.

The table below sets out the total number of days lost due to illness by both Gardaí and civilian members of An Garda Síochána in 2016 and up to 31st May 2017 in the Cavan/Monaghan Division.

Sick Leave Statistics for Garda Members 2016 and to 31st May, 2017				
YEAR	1) Sworn Members Total Sick Days	2) *Long Term Sick Leave Absence (Sworn & Civilian Members)		3)**Cost of Sick Leave
2016	3,734.5	Sworn members	Civilian members	€473,085.60
		27	0	
2017	1,292.0	Sworn members	Civilian members	€167,465.17
		7	1	

*** Long Term Sick Leave Absence is considered to be 28 days and greater**

**** Cost of Sick Leave for Sworn Members is calculated based on the midpoint of the PPC scale for each rank. Cost of Sick Leave for Civilian Members is calculated on the actual sick leave costings from HRMS for each civilian member. These costs have not been adjusted to take into account staff who were on half rate of pay/zero rate of pay due to exceeding sick leave limits as set out in Public Service Management (Sick Leave) Regulations 2014, SI 124 of 2014 and Public Service Management (Sick Leave) (Amendment) Regulations 2014, SI 384 of 2015.**

In order to provide the total costs of sickness and absences for Garda members would require correlating the allowances applicable for the member concerned and calculating the proportional amount for the absence. This would cause a substantial and unreasonable disruption to the Human Resources and People Development section of An Garda Síochána to inspect all records held to identify these costs.

It should be noted that the total number of Sick Days recorded on SAMS (Sickness Absence Management System) are the number of calendar days that sworn members are absent, including those who are absent due to being injured on duty and may also include weekends and rest days.

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-0000246- 2017**.

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

You must ensure that your FOI reference number FOI-0000246-2017 is included your appeal application.

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.

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,

 _____ SUPERINTENDENT
HELEN DEELY
FREEDOM OF INFORMATION OFFICER.

27TH JUNE 2017