

# An Garda Síochána

Oifig Saorála Faisnéise  
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

Bí linn/Join us  

Láithreán Gréasain/Website: [www.garda.ie](http://www.garda.ie)

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

## Re: Freedom of Information Request FOI-000008-2017 Grant

*Dear .*

I refer to your request, dated 10<sup>th</sup> January 2017 and received on 12<sup>th</sup> January 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:

*Full details of all members of the Garda Síochána who received career breaks during the past five years to include,*

- a. The members of Garda that receives such breaks*
- b. The duration granted*
- c. And the amount of compensation paid to each member*

*Also, you might let me know how many new recruits recruited during each of the individual past five years.*

I wish to inform you that I have decided to grant your request on 19<sup>th</sup> January 2017.

The purpose of this letter is to explain my decision.

## 1. Findings, particulars and reasons for decisions.

On receipt of your request, I understand you spoke to a member of staff from this office and advised that you were only seeking information in respect of the Incentivised Career Break Scheme availed of by members of An Garda Síochána. In this regard, your request was forwarded to the Human Resource Management Section of where a search was conducted and records were identified.

The general career break scheme provides that Garda members may be granted special leave without pay for a period of not less than 6 months and not more than 5 years. In addition to the general career break scheme, the Incentivised Career Break Scheme was introduced in 2013 as a once-off scheme. The Incentivised Career Break Scheme was introduced pursuant to the terms of the Public Service Stability (Haddington Road) Agreement 2013-2016. The Incentivised scheme was for a period of three continuous years. The scheme was open to all members who had completed 12 months continuous service, post attestation and had been confirmed in their appointment.

In respect of Part A of your request wherein you sought *'the members of Garda that receives such breaks'*, I can advise you that 190 members of An Garda Síochána (183 members of Garda Rank and 7 members of Sergeant Rank) were successful in applying for the Incentivised Career Break scheme.

Part B of your request sought *'The duration granted'*. When applying for the Incentivised Career Break, it was compulsory for members to take three continuous years. However, 17 members have resumed duty earlier than the three year period.

Part C of your request sought *'the amount of compensation paid to each member'*. Successful applicants for the Incentivised Career Break Scheme received one third of their normal yearly salary (i.e. less allowances, overtime, etc) subject to a maximum of €12,000 per annum which was payable quarterly in arrears for each of the years of the 3 year period of the career break. This amount was reduced 'pro-rata' for any person on reduced working hours under the work-sharing arrangements.

Finally, the last part of your request sought *'how many new recruits recruited during each of the individual past five year'*. Please see table below outlining the number of Gardaí recruited from the years 2012 to 2016 inclusive.

Year	Numbers Recruited
2012	0
2013	0
2014	200
2015	350
2016	651

Due to the moratorium which was in place, there was no recruitment in the years 2012 and 2013. However, following the recruitment campaign in 2013, the Trainee/Probationer Education, Training and Development Programme re-commenced in September 2014 leading to a recruitment drive in 2014, 2015 and 2016.

## 2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review by writing to the address below and quoting reference number **FOI-000008-2017**.

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

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:** Garda Síochána Finance Section Public Bank Account  
**Account Number:** 10026896  
**Sort Code:** 900017  
**IBAN:** IE86B0F190001710026896  
**BIC:** BOFIE2D

**You must ensure that your FOI reference number (FOI-000008-2017.) 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,

 **SUPERINTENDENT**  
**HELEN DEELY**  
**FREEDOM OF INFORMATION OFFICER**

23<sup>rd</sup> JANUARY 2017