



APPENDIX
HUMAN RESOURCES
AND PEOPLE DEVELOPMENT
2023

Appendix – Human Resources and People Development

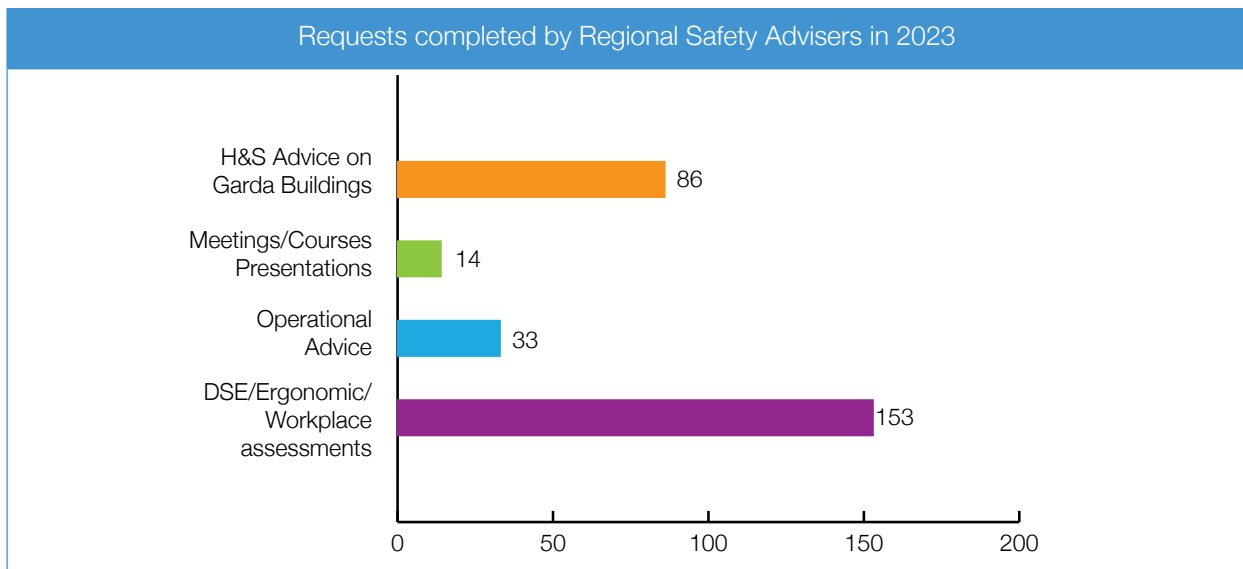
EXTRACTION/TRAINING DAYS 2023

2023				
School		Total Offered	Total Places Taken	Actual Extraction Days (Based on Places Taken)
Crime Specialists and Operational Skills Training	Crime Training	618	594	4019
	Driver Training	1796	1778	9761
	Firearms Training	9824	7951	6558
	Investigative Interviewing	219	216	1712
	Safety Skills	3960	3470	13244
	Specialist Interviewing	261	252	1053
	Total		16678	14261
Leadership Management and Professional Development	Crime Investigation Techniques	6668	6668	1344
	Garda Staff Development	1825	1544	1892
	Continuous Professional Development	3646	3646	1996
	Digital Learning Hub	12900	8192	14551
	International Training Academic Coordination Office	237	237	3058
	Leadership / Management Development	2479	1782	4534
	Total		27755	22069
Grand Total		44,433	36,330	63,722

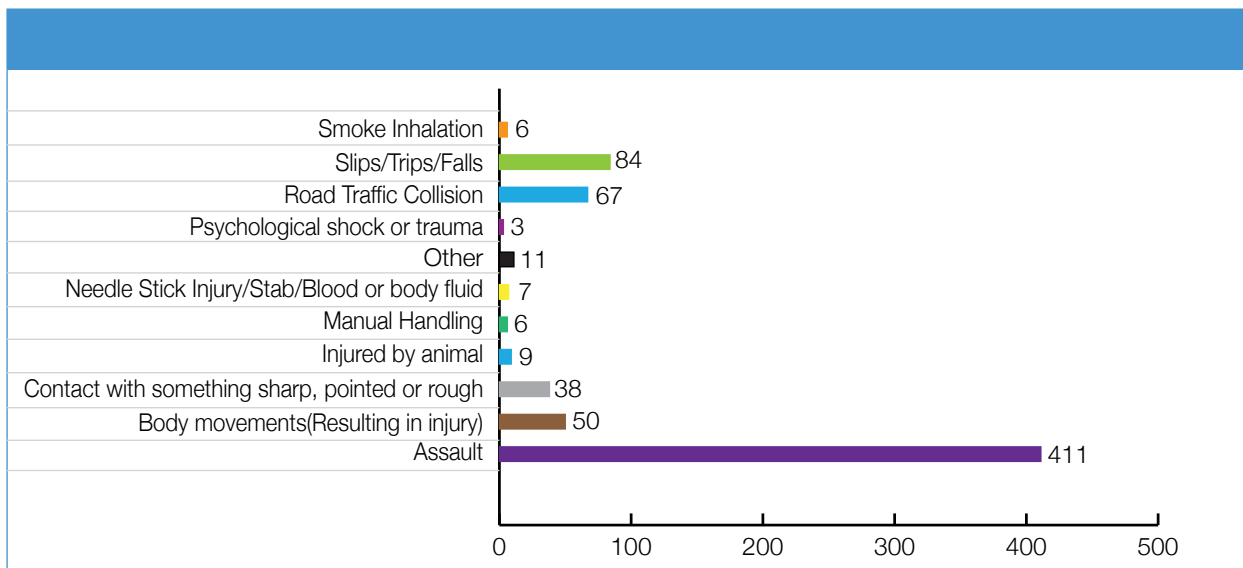
Educational Course Sponsorship 2023/24

- Post Graduate Diploma in Child Protection and Welfare – six members received full sponsorship.
- Diploma in Court Presenting – 38 members received full sponsorship.
- F13 – Fully Funded Sponsorship – 15 successful applicants – Members / Garda Staff.
- F13 – Partially Funded Sponsorship – 91 successful applicants – Members / Garda Staff.
- Post Graduate Certificate in Fraud and E Crime Investigation – 65 members received full sponsorship.
- Partially Funded MA Programmes – six members received 1/3 funding from the Garda College in relation to these courses

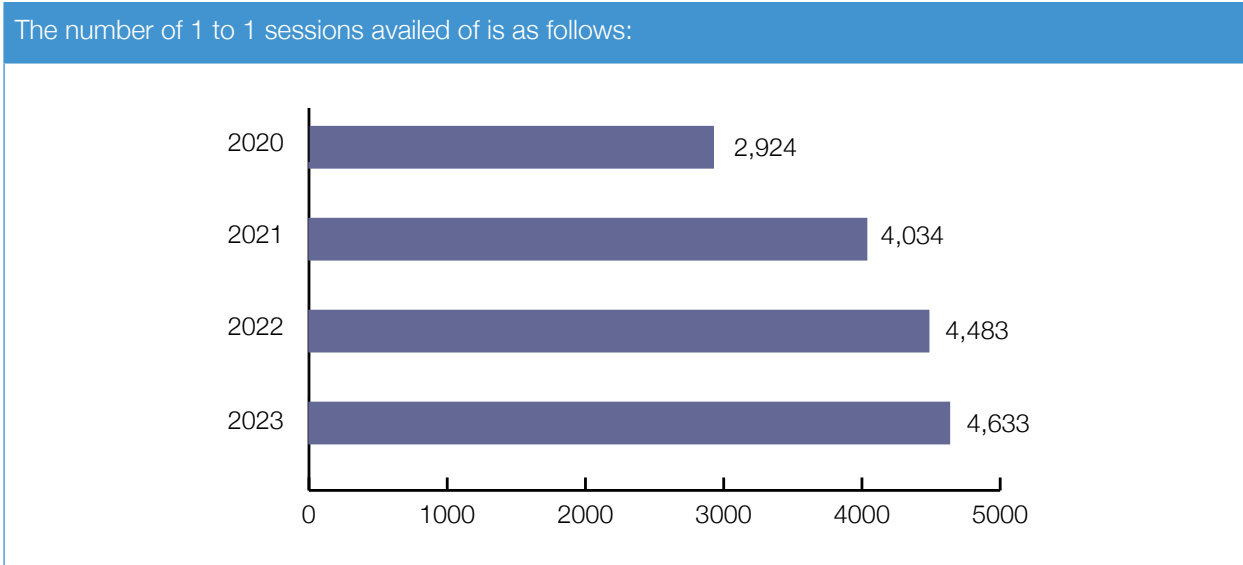
Requests completed by Regional Safety Advisers in 2023



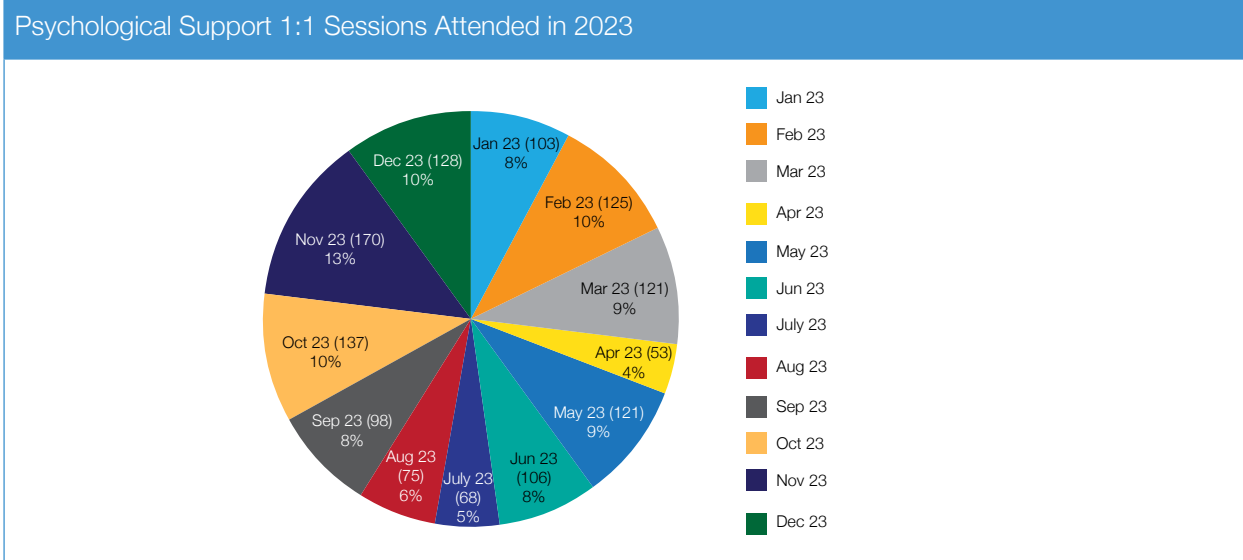
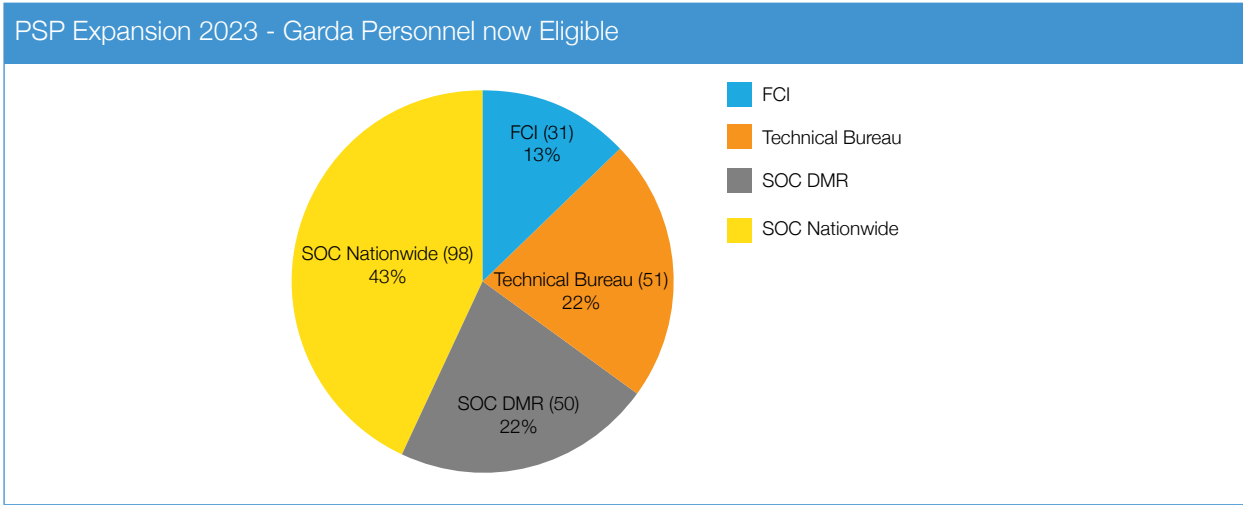
Occupational Injuries Breakdown



24/7,365 Independent Counselling Service



Psychological Support Programme



Number of staff promoted by internal competition in 2023

- PO – 2
- AP – 18
- HEO – 14
- EO – 97

Garda and Garda Staff Sickness Absence Section

The tables below show a breakdown of the number of days lost for both Garda Members and Garda Staff during the years 2014 – 2023. Garda Member sick absence is categorised as Ordinary Illness (OI) and Injury on Duty (IOD).

Garda Members and Garda Staff whole-time equivalent (WTE) and average days lost are also shown for comparison purposes.

The total number of sick days recorded on SAMS are the number of calendar days that personnel are absent, and may include weekends and rest days.

Garda Member Annual Sick Leave Statistic 2014-2023				
Year	No. days IOD	% Change Year on Year	Total days	% Change Year on Year
2014	36,145	-5.50%	176,082	-25.77%
2015	44,864.50	24.12%	157,864	-10.35%
2016	50,215	11.93%	164,080.50	3.94%
2017	54,317.50	8.17%	176,559.50	7.61%
2018	62,996.50	15.98%	202,892	14.91%
2019	61,942	-1.67%	207,307	2.18%
2020	62,147.50	0.33%	189,248	-8.71%
2021	71,761	15.47%	204,304.50	7.96%
2022	75,352.50	5.00%	235,742.50	15.39%
2023	85,396	13.33%	245,222.50	4.02%

Sick Leave Statistics for 2014 as recorded on SAMS and reported @ 04.02.2015

Sick Leave Statistics for 2015 as recorded on SAMS and reported @ 03.02.2016

Sick Leave Statistics for 2016 as recorded on SAMS and reported @ 01.02.2017

Sick Leave Statistics for 2017 as recorded on SAMS and reported @ 06.02.2018

Sick Leave Statistics for 2018 as recorded on SAMS and reported @ 05.02.2019

Sick Leave Statistics for 2019 as recorded on SAMS and reported @ 05.02.2020

Sick Leave Statistics for 2020 as recorded on SAMS and reported @ 05.02.2021

Sick Leave Statistics for 2021 as recorded on SAMS and reported @ 04.02.2022

Sick Leave Statistics for 2022 as recorded on SAMS and reported @ 07.02.2023

Sick Leave Statistics for 2023 as recorded on SAMS and reported @ 23.02.2024

Garda Staff Annual Sick Leave Statistic 2014-2023					
Year	WTE	Avg. days per Staff Member	% Change Year on Year	No. days OI	% Change Year on Year
2014	2,042.36	12.11	-1.94%	24,741.00	-1.79%
2015	2,090.40	12.09	-0.17%	25,267.00	2.13%
2016	2,071.66	12.41	2.65%	25,716.00	1.78%
2017	2,193.72	11.88	-4.27%	26,054.00	1.31%
2018	2,361.64	11.83	-0.42%	27,941.00	7.24%
2019	2,797.00	11	-7.02%	30,760.42	10.09%
2020	3,096.71	8.81	-19.91%	27,286.71	-11.29%
2021	3,259.85	9.19	4.31%	29,957.20	9.79%
2022	2,913.85	15.84	72.36%	46,151.00	54.06%
2023	2,935.44	16.52	4.28%	48,487.50	5.06%

Sick Leave Statistics for 2014 as recorded on HRMS and reported @ 04.02.2015
 Sick Leave Statistics for 2015 as recorded on HRMS and reported @ 03.02.2016
 Sick Leave Statistics for 2016 as recorded on HRMS and reported @ 01.02.2017
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 Sick Leave Statistics for 2023 as recorded on SAMS and reported @ 23.02.2024

Lost Time Rate – Gardaí

Garda Member Lost Time Rate (LTR)						
Year	No of days lost due to sick	Sick days adjusted 5/7	Whole time equivalent	Standard working year	SWY x WTE	LTR
2019	145,365.00	103,832.14	14,236.25	229	3,260,101.25	3.18%
2020	127,100.50	90,786.07	14,628.00	229	3,349,812.00	2.71%
2021	132,543.50	94,673.93	14,402.00	229	3,298,058.00	2.87%
2022	160,390.00	114,564.29	14,212.75	229	3,254,719.75	3.52%
2023	159,826.50	114,161.79	13,918.79	229	3,187,403.29	3.58%

Note 1 Sick absence for Garda Members is recorded on SAMS as the number of calendar days that they are absent and may include weekend and/or rest days. To estimate the working days lost, the number of sick absence days recorded is adjusted by a factor of 5/7.

Note 2 The LTR figure is calculated using only the ordinary illness absence type.

Note 3 Standard working year (SWY) = 229 days (365 minus weekends, public holidays and 22 days annual leave)

Note 4 LTR Formula: $(\text{Days recorded as sick absence} * 5/7) / (\text{SWY} * \text{WTE}) * 100 = \text{LTR}\%$

Note 5 Whole time equivalent does not factor other leave types such as maternity, career break etc.

Lost Time Rate – Garda Staff

Garda Member Lost Time Rate (LTR)						
Year	No of days lost due to sick	Sick days adjusted 5/7	Whole time equivalent	Standard working year	SWY x WTE	LTR
2019	30,760.42	N/A	2,797.00	229	640,513.00	4.80%
2020	27,286.71	N/A	3,096.71	229	709,146.59	3.85%
2021	29,957.20	N/A	3,259.85	229	746,505.65	4.01%
2022	46,151.00	32,965.00	2,913.85	229	667,271.65	4.94%
2023	48,487.50	34,633.93	2,935.44	229	672,215.76	5.15%

Note 1 All years prior to 2022 were extracted from HRMS on an actual basis. LTR for 2022 and 2023 was calculated using 5/7 adjusted figure. SAMS data has been used since 2022 to ensure consistency with all other sick leave reporting statistics.

Note 2 Standard working year (SWY) = 229 days (365 minus weekends, public holidays and 22 days annual leave)

Note 3 Whole time equivalent does not factor other leave types such as maternity, career break etc.

Departures of Gardaí during 2023 by rank

2023	Comm	Deputy Comm	Assistant Comm	Chief Super	Super	Inspector	Sgt	Garda	Total
	0	0	1	8	19	29	98	365	520

2023	2022	2021	2020	2019	2018
520	476	404	339	333	311

Departures of Garda staff during 2023 by grade

	CAO	Ass CMO	PO	AP	HEO	EO	AO	CO	Civilian Driver	Cleaner	SA	SO	Traffic Warden	Total
Total	1	1	0	2	6	21	0	52	1	6	3	5	1	99

