



An Garda Síochána

Monthly Report to the Policing Authority

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

September 2021

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
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Luaigh an uimhir tharaghta seo
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Ms. Helen Hall
Chief Executive
Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen

I am pleased to provide the ninth monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of August 2021, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to advise you of progress in this area through our various reports.

You will note that an update has not been provided this month regarding complaints received following the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes as there has been little change to the data provided in August. We will provide an update in next month's report.

Yours sincerely,

JOHN DOLLARD
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

September 2021

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

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Message from the Commissioner

As the summer drew to a close, this month proved to be a particularly dreadful period on Ireland's roads, and in one 24-hour period, six people sadly lost their lives. In direct response, An Garda Síochána partnered with the Road Safety Authority to issue an urgent appeal to all motorists to take greater care on the roads. Gardaí nationwide also conducted high visibility activities to remind road users to consider their safety and that of others.

Road tragedies affect every county, and already between January and August of this year, over 90 people have died in road traffic crashes. Every fatal or serious injury collision that occurs leaves a lasting impact on family, friends and entire communities. An Garda Síochána, through our Roads Policing Units nationwide, continues to focus on improving road safety and significantly reducing the incidence of fatal and serious injury on Irish roads.

At a ceremony held in Dublin Castle later in the month, I was honoured to award the Scott Medal to 13 exemplary Gardaí for their bravery and heroism in service. As you will know, the Scott Medal is the highest decoration that can be bestowed upon a member of An Garda Síochána for their exceptional courage and bravery. Our ceremony gave us a valuable opportunity to reflect on and be inspired by the selfless actions of each of the Scott Medal recipients. Their remarkable actions represent the very best of our organisation and remind us all to continue with passion in our day-to-day work.

In addition to all An Garda Síochána work to support the efforts to prevent the spread of COVID-19, it has been another successful month in operational duties. In its first month since commencing, the enhanced anti-drugs operation, Operation Tara, led to several large scale drug seizures including over €2m in Co. Laois and €1m in Co. Meath.

We have also continued to monitor the issues surrounding incidents of anti-social behaviour in the country's major cities this month. Throughout August, comprehensive and adequately resourced policing plans have remained in place in Dublin City Centre, with a particular emphasis on weekend and night time activities. These developments remain under close review, and as we look ahead to the Halloween period, An Garda Síochána is working proactively with its partners to detect and prevent the illegal sale, possession and use of fireworks, as well as other criminal activity closely associated with this time of the year.

Modern policing continues to bring about complex challenges and become even more demanding, yet Garda personnel are as dedicated and determined as ever to keep people safe.

The COVID-19 pandemic has already triggered so much societal change, but for our organisation it has re-emphasised the importance of our strong bond with communities. This is an important connection that through our work we will continue to strengthen.

DREW HARRIS
COMMISSIONER

1. Update on the National Policing Plan for COVID-19

Our operational policing response to the COVID-19 pandemic continues through roads policing patrols, community engagement patrols, crime prevention and detection patrols, and uniformed beats and patrols. Maximum deployment of personnel on high-visibility outdoor operational duties is being maintained at locations where people congregate, including the night time economy. In addition, our engagement with the community continues to take place with members ensuring ongoing contact with the elderly and vulnerable in local communities.

Operation Faoiseamh

Operation Faoiseamh is also continuing with the Garda National Protective Services Bureau and Divisional Protective Service Units providing an enhanced level of support, protection and reassurance to victims of domestic abuse. An Garda Síochána wishes to remind anyone who may have been the victim of an incident of sexual or domestic crime to report the incident to Gardaí.

Whilst our efforts to support the Government's response to the COVID-19 pandemic are coming to the final phases, An Garda Síochána continues to appeal to all citizens to demonstrate personal and social responsibility, in order to continue to save lives.

2. Finance

Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end August €'000	Remaining Sept-Dec €'000	%
Gross Total	1,952,163	1,275,203	676,960	35%
Appropriation in Aid (receipts)	95,988	77,531	18,457	19%
Net Total	1,856,175	1,197,672	658,503	
Deferred Capital Surrender	12,750	12,750	0	

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of August 2021, the total combined gross expenditure is €1.275b (65% of allocation), which is less than the end of August 2021 profiled spend by €9.02m, with further detail below on specific areas of over/under profile.

Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b and pay of €1.25b (including pay for the Garda College). Expenditure on pay in August 2021 was €94.99m and year to date is €854.64m. Expenditure on the salaries pay element to the end of August 2021 was €775.03m, which is €0.61m over profile. Expenditure on the overtime element was €79.61m, which is €13.68m over profile. This is due in the main to the continued response to the COVID-19 pandemic. Overall, pay and overtime is over profiled spend at the end of August 2021 by €14.29m.

In respect of the superannuation of €364.95m, the expenditure in August 2021 was €32.78m and year to date is €242.17m. Of the non-pay allocation of €222.57m (including for the Garda College), expenditure in August 2021 was €12.56m and year to date is €115.25m. Overall, non-pay expenditure is €21.19m under profile at the end of August 2021, considered in the main due to timing of receipt of goods/services. Non-pay expenditure in relation to COVID-19 at the end of August 2021 is reported at almost €2.4m.

Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m. Expenditure on capital (including the Garda College) in August 2021 was €11.37m and year to date is €63.15m. The capital subheads have a combined under profile spend of €3m to the end of August 2021. Expenditure on IT capital (including Communications capital) to the end of August 2021 was €50.51m, which is ahead of profile by €1.04m. The variance at the end of August 2021 is a timing issue and is anticipated to come back within the 2021 allocation by year end. In addition to the 2021 allocation is €12.750m of a capital carryover from 2020 into 2021 to be utilised in capital works, and at the end of August 2021, this allocation has been fully expended.

Appropriations in Aid

Appropriations in Aid are €77.53m at the end of August 2021, €13.30m ahead of the estimated profiled receipts.

Estate Management August 2021

Development of the new purpose built Garda facility at Military Road

As reported last month, the OPW continues to manage this build and has stated that the project remains on target. The OPW has stated that the project is now entering a phase where substantial visible progress will be made with the shell of each floor being constructed every four weeks.

PPP Bundle

The PPP project to build Garda stations at Macroom and Clonmel continues. Engagement on progressing the PPP Bundle is ongoing between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency.

Developments in August 2021 with resumption of construction activity

The below projects are currently on site and are the subject of active engagement between the OPW and An Garda Síochána, with a view to progression and completion in the stated timeframes.

- **Fitzgibbon Street Garda Station:** Significant progress made in finalising the development of the station. Substantial completion and handover is expected in September/October 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of the station is expected to be complete in Q3/Q4 2021, with Phase 3 (linking Phases 1 and 2) to follow in Q4 2021.
- **Longford Garda Station:** The project is ongoing to enhance custody facilities. Anticipated project completion is Q4 2021.
- **Sligo Garda Station:** Work is ongoing to enhance custody facilities, with expected completion in Q3 2021.

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

- **Bailieboro Garda Station:** A full design team is in place. Planning has been completed and approved. Tenders have been returned and the OPW advise it is in the final stage of the evaluation process.
- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** The assessment and finalisation of the tender documents in relation to each of these projects is to be provided by the OPW. On completion of the assessment, the OPW will be in a position to advise on projected timeframes.
- **Cell Refurbishment Programme:** The OPW has advised that a number of cell projects have recommenced on site in line with the lifting of restrictions on construction activity in early May 2021. There are currently several significant upgrade projects on site and these have been rescheduled by the OPW in light of the delays caused by the pandemic and the necessity for social distancing measure (cell upgrade works occurring in extremely confined spaces).

3. Human Resources and People Development (HRPD)

- The Garda strength as at 31 August 2021 stood at 14,369 (14,326.5 WTE) and the Garda staff strength at 3,382 (3,158.8 WTE).
- There are currently approximately 100 Garda member recruitment competitions in progress across the organisation and 22 recruitment competitions for Garda staff.
- The Sergeants promotion competition has been advertised with PAS, with a closing date of 15 September 2021 at 15:00. Work continues on the Inspectors promotion competition and should be advertised with PAS by Q4 2021.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority, Departments of Justice and Public Expenditure and Reform.

Garda Strengths

Rank	As at 31 August 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	37%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	161	139	86%	22	14%	161
Inspector	423	345	82%	78	18%	423
Sergeant	1,920	1,471	77%	449	23%	1,918
Garda	11,807	8,391	71%	3,416	29%	11,766.5
Total	14,369	10,390	72%	3,979	28%	14,326.5

Of which	As at 31 August 2021	Male	%	Female	%
Career Breaks (incl. ICB)	46	22	48%	24	52%
Work-sharing	42.5	1	2%	41.5	98%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	82	N/A	0%	82	100%
Unpaid Maternity Leave	32	N/A	0%	32	100%
Paternity Leave	20	20	100%	N/A	0%
Available Strength	14,133.5	10,338	73%	3,795.5	27%

*Equates to 86 full-time members

Garda Reserves Strength as at 31 August 2021	Total*	Male	%	Female	%
	447	330	74%	117	26%

Garda members reassigned to operational duties as at 31 August 2021

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	3	22	119	144
2021	0	1	6	10	57	74
Total	0.5	11.5	32	118	658	820

Garda Staff Strengths

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	2	50%	2	50%
Chief Medical Officer	1	1	1	100%	0	0%
Director	0	0	0	0%	0	0%
PO	23	23	11	48%	12	52%
AP	72	72	31	43%	41	57%
HEO	166	165	63	38%	103	62%
AO	21	21	10	48%	11	52%
EO	730	721.4	195	27%	535	73%
CO	1,944	1,861.4	474	24%	1,470	76%
Total	2,962	2,869.8	788	27%	2,174	73%

	Total	WTE*	Male	%	Female	%
Professional/Technical (including Chief Medical Officer)	64	63.4	37	58%	27	39%
Administrative **	2,961	2,868.8	787	27%	2,174	73%
Industrial/Non Industrial	357	226.6	116	32%	241	68%
Total	3,382	3,158.8	940	28%	2,442	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	30	30	N/A	0%	30	100%
Unpaid Maternity Leave	10	10	N/A	0%	10	100%
Paternity Leave	0	0	0	100%	N/A	0%
Available Total	3,342	3,118.8	940	28%	2,402	72%

* 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	%
	310	217.2	9	3%	301	97%

*** Work-sharing figure excludes industrial/non-industrial staff. Many posts are part-time.

*Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%
	27	27	5	19%	22	81%

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

Parental Leave

01.08.2021 – 31.08.21	Garda Members	Garda Staff
	104	83

Garda staff assigned and commenced – as at 31 August 2021.

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2021*	40	20	27	31	49	48	65	48					328

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
79	70	89%	9	11%

*The total figure includes Garda members and Garda staff, including Probationers.

4. Information and Communications Technology (ICT)

With the recent Government announcement that COVID-19 restrictions are easing, it remains the advice to continue to work from home unless absolutely necessary to attend in person. ICT is continuing to deliver solutions to support An Garda Síochána personnel access Garda information systems remotely in a secure manner.

Schengen Information System (SIS Recast) - also known as SIS III: Development work is progressing in parallel with SIS II business as usual support activities. The IE (Ireland) SIS II Evaluation Draft Report was published on 16 July 2021. IE provided initial feedback on 30 July 2021. The Commission sought more clarifications and advised its position on each on 17 August 2021. Most were taken on board. The additions will be included in the next version of the report, which will be first subjected to an internal service consultation before submission to the Schengen Committee. The Commission will inform IE in due course the meeting at which the report will be presented.

Computer Aided Dispatch 2 (CAD 2): The project status was changed to amber at the August Monthly Project Board meeting. This is due to hardware delivery to Dublin being delayed from 19 August 2021 to 10 October 2021. There were also issues with testing of Tetra integration. These risks are being managed and currently not expected to impact on the overall project go live (end 2022), but the situation will be kept under review.

Roster Duty Management System Deployment (RDMS Deployment): As reported last month, RDMS deployment to DMR North Central (NC) went live on 9 August 2021. The next location identified for rollout is Kerry.

Investigation Management System Deployment (IMS Deployment): This remains unchanged from July 2021 update. Current COVID-19 restrictions have paused the rollout of IMS. Once restrictions allow, training will recommence and the rollout can continue.

Mobile Device Deployment:

- A bulk deployment of 324 frontline devices was completed across the country to members with the largest number of FCN send-backs. Active Mobility Devices were deployed to support the reduction in the number of send-backs and the overall reduction in the number of FCNs issued using paper notepads. Devices were deployed using the low-touch model due to continuing COVID-19 restrictions.
- The replacement of the remaining legacy unmanaged mobile devices (state/official mobiles) is continuing, with upgraded Active Mobility Devices available in the Divisions since mid-July 2021. Approximately 200 devices are the last ones waiting to be enrolled.
- Work has commenced on the process for selection of the next group of frontline members to receive Active Mobility Devices.
- The ongoing replacement of broken/damaged existing state mobiles continues.
- 1,453 frontline devices have been deployed so far in 2021 (bulk deployments).
- Ongoing investment is required to support devices that have been deployed. This includes significant licencing renewal costs and investment in backend infrastructure.
- Demand for app development to expand operational benefits of the mobility programme is far greater than capacity to deliver at pace. Continued and sustained investment in development capacity across ICT is required.

Overall Device Deployment Figures – remain unchanged from last month.

As of 29.07.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	3581	3734	61	7376

**Enrolled in Mobile Device Management (MDM): Actual turned on device – as soon as the device is turned on an enrolment commences.*

ICT Accommodation Plan

Works are ongoing and on schedule in Phoenix House for new office space, due to become available in Q4. Discussions are ongoing with Estate Management regarding residual accommodation needs in Garda HQ and requirements for a consolidated ICT hardware hub have been drafted. This will deliver accommodation and resourcing efficiencies. The main An Garda Síochána Data Centre (Garda HQ, J Block) will be vacated to support the Harcourt Square decant. With the location confirmed, plans for relocation are in progress. The relocation to the new data centre involves a significant amount of work and resources, to ensure it occurs on time and with minimum operational risk to the organisation, and is being delivered utilising existing personnel. To allow for this, a change freeze¹ has been implemented across the ICT environment.

Information and Technology Vision

As reported previously, prioritisation of business and technology demands on ICT are required to support the effective delivery of the transformation programme. The budget deficit in 2021 will likely require some expenditure to be deferred to 2022. Early indication is that the 2022 ICT budget will be on a par with 2021. The lack of increased investment will result in very little, if any, scope for new change initiatives, given committed expenditure from ongoing projects and increased BAU (business as usual) demands. Plans for cross-organisational prioritisation of ICT demands for 2022 have commenced. This is also likely to significantly impact on the delivery pace of existing APSFF projects dependent on ICT deliverables.

Operating Model

Geographical amalgamations (District Model): The analysis and preparation of data migration scripts being prepared across multiple systems is ongoing and ICT activities will be part of the wider amalgamation work stream under the central Operating Model team. Policing functional areas (crime and community engagement) are currently under analysis and design by the central team. A workshop was held on 10 August 2021 to review functionality within PULSE 7.6. A design gap analysis is underway by the central team.

PULSE Development: The major blocker for PULSE R7.8, the availability of a test environment, has been removed. This environment is available but later than expected. The team is working to validate the environment and testing ahead of system test handover. End-to-end testing is continuing with a system test on 16 September 2021.

¹ For the duration of the change freeze no changes will be introduced into the pre-live or live environments.

5. Corporate Communications

In August 2021, the Office of Corporate Communications continued its ongoing engagement with external and internal audiences through the continued publication of content and information across varied media platforms. These highlighted the wide range of nationwide policing activities undertaken by An Garda Síochána.

As restrictions eased throughout the country, the focus of An Garda Síochána continued to be on keeping people safe by supporting the prevailing public health measures and the Government's plan for reopening Ireland's economy and society in a safe and phased manner.

High-level communications during the month of August 2021 focused on:

- Management of all media activity relating to the Scott Medal Awards Ceremony in Dublin Castle.
- Appointments and allocations of Chief Superintendents and Superintendents.
- The policing plan surrounding the All Ireland Hurling Final.
- The policing plan in Dublin City Centre following reports of an increase in crime and anti-social behaviour.
- Organised Crime: There were multiple press releases published on various types of organised crime, including drug and cash seizures with a combined value of approximately €8.5m for the month of August 2021.
- Following the deaths of six road users in a 24-hour period, An Garda Síochána, in conjunction with the RSA, issued an urgent appeal to all road users to take greater care on the roads.
- Internal Communications: Newsbeat was published twice weekly, focusing on critical organisational messaging, attracting a readership of over 13,000 personnel in An Garda Síochána.

Media Briefings and Interviews

Several interviews facilitated with national and local media on a range of topics, and some of the high-level interviews conducted this month are highlighted below:

- The Commissioner provided a briefing to the media on a number of topics following the awards of the Scott Medals at a ceremony in Dublin Castle on 25 August 2021.



- Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement provided a briefing to media at An Garda Síochána/RSA 'Back to School' Road Safety Campaign.



- Senior officers within the Garda National Economic Crime Bureau participated in a multitude of interviews across a range of fraud issues, including student accommodation fraud during the month of August 2021.



An Garda Síochána ✓

10 Aug · 🌐

Gardaí are advising people to be wary of rental scams, particularly at this time of year when students are returning to college.

Detective Superintendent Michael Cryan provides advice in the below video:

Full release: <https://garda.ie/!S1C68T>



Launches & Initiatives

- An Garda Síochána launched various road safety initiatives relating to speeding and drink driving over the bank holiday weekend in conjunction with the Road Safety Authority (RSA). This included a road safety appeal to road users and horse riders to share the road safely in conjunction with the RSA, Horse Sport Ireland (HSI) and Horse Racing Ireland (HRI).
- An Garda Síochána continued its fraud prevention advice, in particular relating to the phone call scam, whereby the phone number appears to originate from genuine Garda phone numbers, as well as a HSE vaccination scam.
- An Garda Síochána published advice to raise awareness of student accommodation rental scams which are on the increase as students return to college. The video and advice was provided in several languages.

Press Office

- Approximately 50 nationwide interview requests on national and local issues were facilitated through the Garda Press Office during August 2021.
- In excess of 200 press releases were issued by the Garda Press Office and hundreds of press queries were handled during the month of August 2021, on a range of criminal justice issues.

Corporate Communications

The Corporate Communications team continued communication to the public in support of the Government's plan to safely reopen Ireland's economy and society over the coming months, and ongoing efforts by An Garda Síochána to detect crime, preserve the peace and reduce road fatalities. With a key focus on keeping people safe, engagement with our continuously growing 1.6m social media followers and retaining our close connection with our community, An Garda Síochána has continued to amplify and support key messaging from our public body/government counterparts in respect of COVID-19.

'Keeping people safe' - Key activities/advice in August 2021 include:

- Notices of cancellation of horse fairs during August 2021 due to COVID-19 restrictions.
- The launch of the 'Back to School' Campaign, in conjunction with the RSA and the launch of their new guidelines for improving road safety around schools (26 August 2021).

Other social media activity

- New electric vehicles added to the Garda fleet: Seven new Hyundai Kona EV's were allocated to selected Garda stations as part of an extension of the Battery Electric Vehicle (BEV) pilot.
- Episode 1: An inside look at the Garda Water Unit - *Join them on an evidence recovery training dive in the River Liffey and a patrol of Dublin Bay.*



- Coverage of the El Camino Del Garda Charity Walk 2021: This was a 3 day sponsored walk in aid of the Little Blue Heroes Foundation.



- Coverage of the Scott Medal Award Ceremony: A video was shared across social media platforms.



Internal Communications

Portal upgrade

The e-tender has been published. The deadline for proposals is 22 September 2021. This is a collaborative effort between ICT and the Internal Communications Unit.

Internal communications issued this month

The Internal Communications Unit issued Newsbeat twice a week during the month of August 2021. Readership has stayed consistently high at approximately 13,000 personnel per edition. The Garda Portal and screensavers continued to be updated with new content on a regular basis.

Key updates delivered to personnel included:

- COVID-19: Ventilation, social distancing, the Delta variant, symptoms to watch out for, explainer on long COVID, face coverings and close contact.
- Interview with a Superintendent who completed the University of Limerick Human Rights Course.
- Interview with a frontline Garda on how the mobility apps help him do his job.
- New Sergeants competition.
- Code of Ethics interviews with personnel.
- Survey on public prosecutions from the Department of Justice.
- Section 42 of the IHREC.
- Operating Model update.
- Scott Medals.
- The latest HQ Directives.
- Health and wellbeing.

6. Progress update on embedding the Code of Ethics

Current data indicates that 96.05% of all personnel have signed the Code of Ethics declaration. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation. Divisions and sections continue to encourage personnel to sign the Code of Ethics declaration or provide the Garda Ethics and Culture Bureau with their reason for not wishing to sign. As of 6 September 2021, 33 Divisions within An Garda Síochána have 100% sign up rate.

Nine Newsbeat articles communicating the relevance of each of the nine ethical standards in the context of policing during COVID-19 have been published with dates ranging from 17 June 2021 to 26 August 2021. Each article achieved over 60% readership rates. A further Newsbeat article highlighting the importance of ethical behaviour and the use of discretion by Garda personnel was published on Newsbeat on 17 August 2021.

Garda Decision-Making Model (GDMM)

As of 2 September 2021, 83.74 % of personnel have completed the GDMM e-learning module. A further article encouraging participation in the GDMM module on LMS was published on Newsbeat on 26 August 2021. The Garda Ethics and Culture Bureau has provided each Regional Officer with a list of personnel within their region who have not completed the GDMM e-learning module and have been requested to encourage personnel to complete it.

7. Implementation of Cultural Change

Culture Reform Programme

The staff cultural engagement initiative infographic will be published in Newsbeat shortly. As advised previously, the contract for the second Cultural Audit of An Garda Síochána was forwarded to the successful vendor on 13 May 2021.

8. Risk Management

As reported previously, An Garda Síochána Corporate Risk Register captures 12 principal risks which are being managed by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU). The most recent meeting of the RPGB took place on 8 September 2021. Compliance rates for Q2, 2021 are being collated. Compliance rates for Q1, 2021 remained consistently high at 92%.

The GRMU held one-to-one (online and telephone) meetings throughout August 2021 with all Corporate Risk Owners and support staff, to assist in the review and update of their risk registers.

The Unit is continuing to engage with the Strategic Transformation Office in terms of the review of governance arrangements and structures and, as reported last month, a 'Risk Appetite Statement' for An Garda Síochána is currently under development.

9. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for July and August 2021.

As outlined in all reports, the Chief Information Officer advises that this report is self-contained and prepared from a very small data set, covering two months. It should not therefore be linked or compared to other sources. The figures provided are provisional, operational and subject to change.

Comparison of data for July 2021 and August 2021:

- The use of force has remained very steady in August 2021 when compared with July 2021. There were 101 recorded uses of force in August 2021, compared with 102 recorded incidents in July 2021.
- The use of incapacitant spray has seen a decrease with 74 uses in August 2021, compared with 82 uses in July 2021.
- The use of batons has increased with 26 uses in August 2021, compared with 17 uses in July 2021.
- There was a decrease in the use of Taser in August 2021 with one discharge in August 2021, compared with two discharges in July 2021.
- There was a decrease in the use of firearms with no discharges in August 2021, compared with one discharge in July 2021.
- Types of incidents in which force was used: Public order offences have remained steady at approximately 55%. Drugs offences have seen a noticeable decrease from 18% to 10%. Mental health incidents at which there was a use of force has increased by 3%, from 5% in July 2021 to 8% in August 2021. Theft related incidents accounted for the third highest number of incidents in which there was a use of force.
- The Cork City and DMR South Central Divisions recorded the highest levels of force reported.

There continues to be extensive work on the new, more detailed, public facing, use of force report. This report is up and running and is currently being tested by staff attached to the Garda Síochána Analysis Service. It is hoped that the new report will be provided in the coming months.

10. Crime Trends

National Overview

As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015 – 2018. This downward trend resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences, while property crime has remained low compared to pre-pandemic levels.

COVID-19

Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020, late October to the end of November 2020 and the 'Level 5' restrictions (Late December 2020 – May 2021), have had a large impact on many types of crime.

Data Quality Assurance

The priority data quality actions for 2021 are continuing. As reported previously, the move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. Fieldwork is continuing on manually gathering outcome data for one crime area (rape). This has been impacted by other high priority investigations by the Garda National Protective Services Bureau who is coordinating it. The fieldwork is still expected to conclude in September, followed by a report on this crime area and the implementation of systematic recording of outcomes for all crime types later in the year.

The second priority for 2021 is the implementation of recording of victim:offender relationships with associated validation to further enhance the early identification of domestic abuse cases. As previously reported, this was implemented in PUSLE 7.7 on 11 July 2021. Operational use of this relationship data is expected to commence in September. Significant changes to PUSLE to meet additional Schengen Information System (Phase III) requirements, including those from the June 2021 review, may still impact on other data quality improvements in 2021. The list of PUSLE change requests for policy and data quality related improvements now extends into 2023, given the long running mismatch between demands and investment levels in data systems and ICT generally.

Garda Vetting turnaround times grew during August to 9 days due to a large increase in vetting applications. The spike was due to schools returning, combined this year with the continuing re-opening of the economy and sport, with associated hiring. Additional steps have been taken to reduce turnaround times to their 2020/2021 norm of 5-6 days, which is expected to be achieved by the end of September 2021.

Crime trends are set out to follow. It should be noted that 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. 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.

The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Chart 1: Total Property Crime - 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. A reduction of 23% was observed in the 12 months to August 2021, as compared with the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021, due to the higher level of restrictions during those times. With plans to reopen retail and services over the coming months, it is likely that an increase in property crime will follow as was observed during the summer months of 2020.



Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 36% and burglary occurring elsewhere down 40% in the 12 months to August 2021, as compared with the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). In June/July 2020, when the lockdown conditions were relaxed and in December when restrictions were relaxed briefly, levels of burglary increased. Burglary has remained at low levels in 2021 due to ongoing COVID-19 restrictions, however, as with property crime, it is likely to increase over the coming months as the economy reopens and we move into winter.

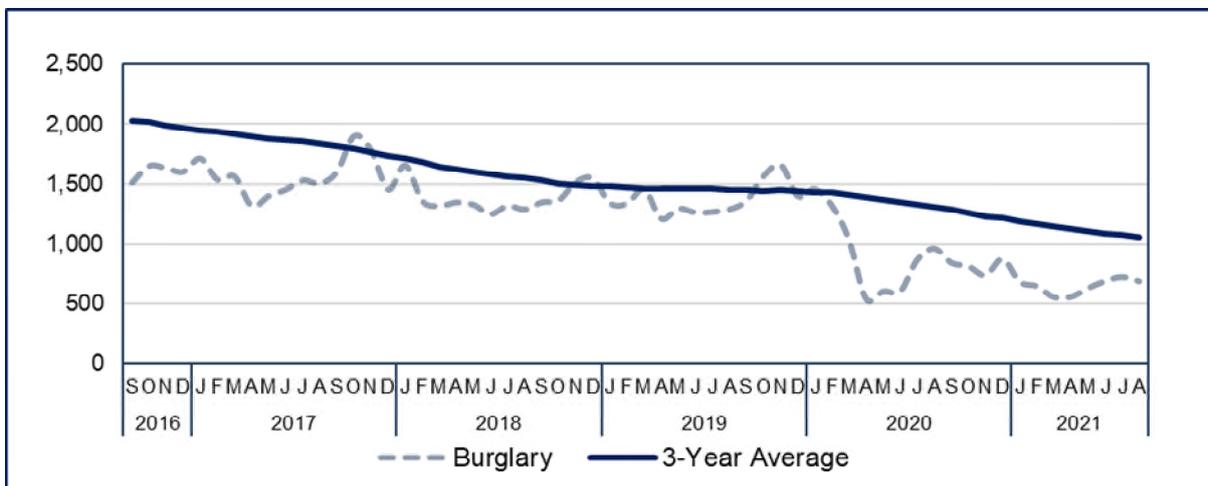


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. There was a decrease of 7% in the 12 months to August 2021, as compared with the 12 months prior. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments, however, a steady increase in 2021 has coincided with the gradual easing of restrictions. The most common offences in this category are minor assault and assault causing harm. Approximately 66% of assault typically occurs in public locations. Throughout the pandemic, changes in overall assault levels have been driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID restrictions.

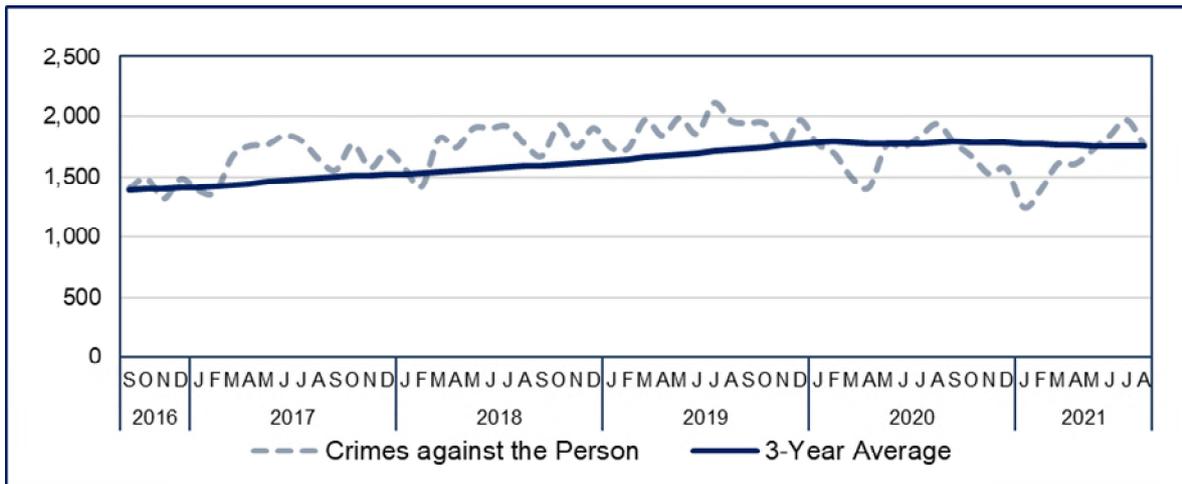


Chart 4: Sexual Offences - 5 Year Trend (to July 2021)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one-month time lag. Sexual offences have been increasing since early 2015, however, this has plateaued in 2020. In the 12 months to July 2021 there has been an 11% increase in reported sexual offences, compared to the 12 months prior. The general increase in sexual offences in recent years may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

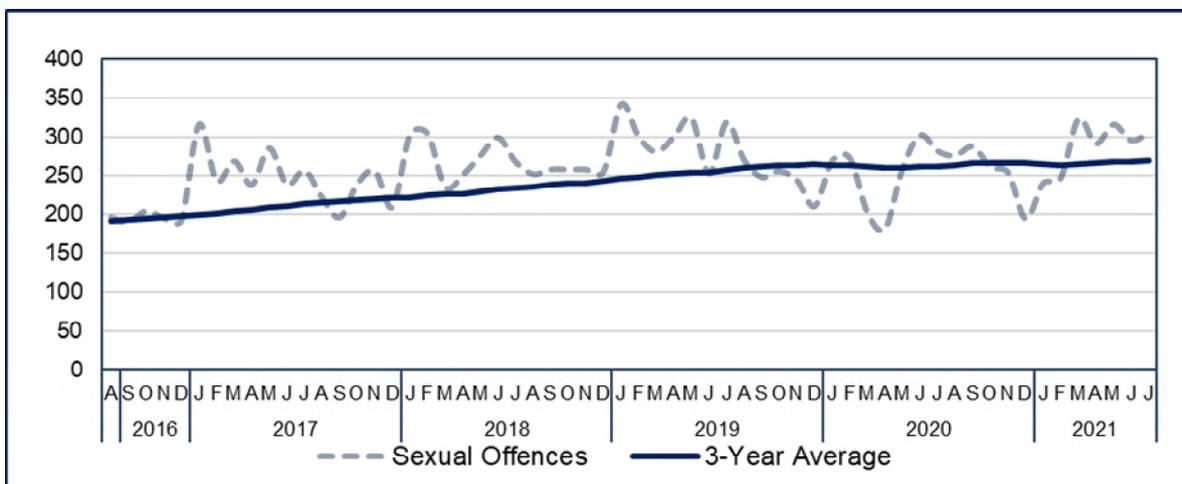


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 7% in the 12 months to August 2021, as compared with the 12 months prior. While there was proportionally less change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions, April 2020 and early 2021).

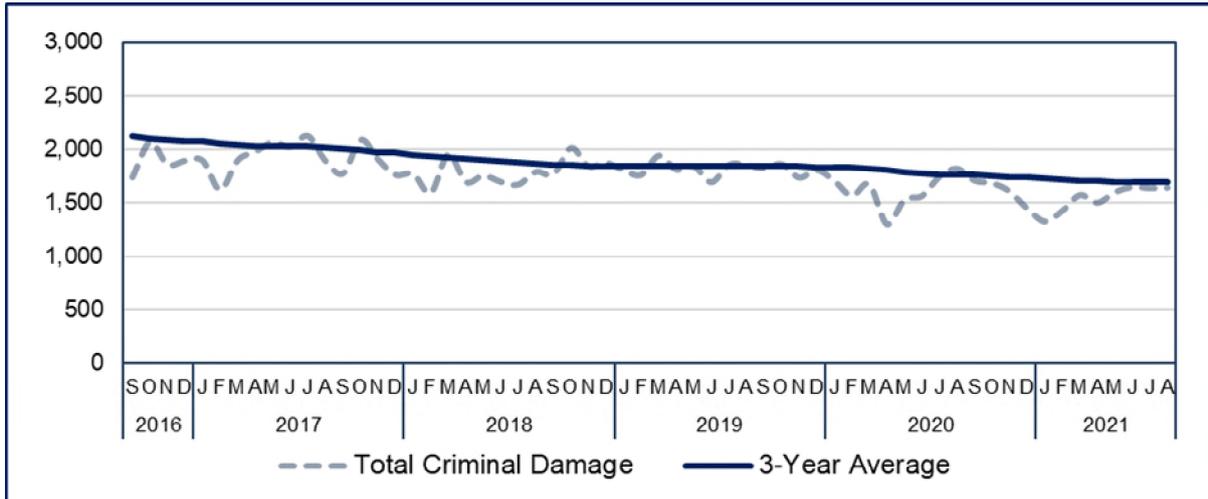
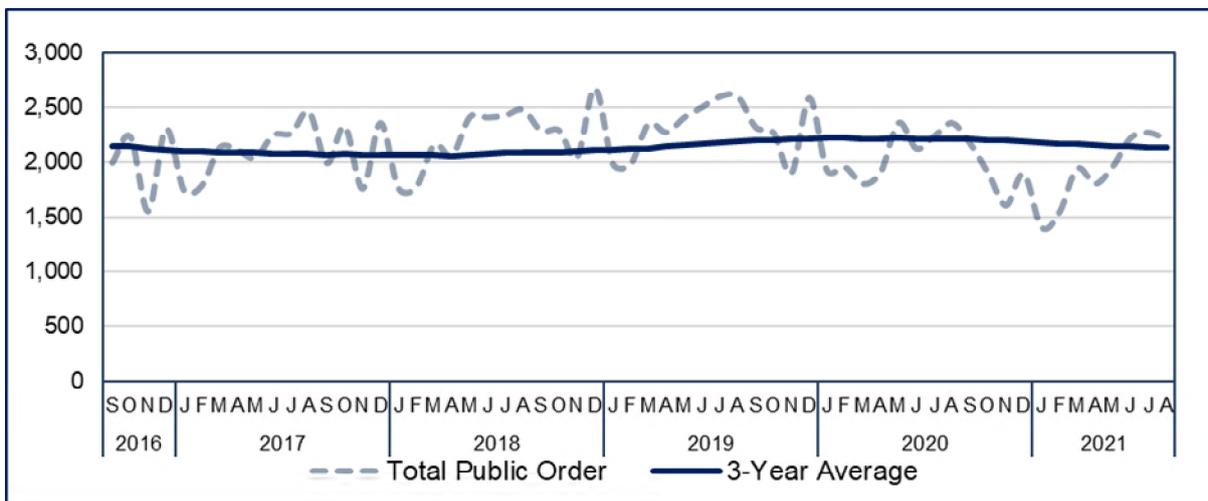


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, have seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 11% in the 12 months to August 2021, compared with the 12 months prior. Public order offences for the 12 months to August 2021 were down 10%, while drunkenness offences over the same period were down 13%. Public order tends to be higher in summer and also tends to spike at Christmas. Public order has increased in recent months and levels are expected to return to a more regular pattern as restrictions ease.



11. Policing Successes

Throughout the month of August 2021, there have been various incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from units under the remit of Assistant Commissioners Organised and Serious Crime, Garda National Crime and Security Intelligence Service, and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during August 2021 is provided below.

On 12 August 2021, as part of an ongoing investigation into the suspected production, distribution, and use of false documents by an Organised Crime Group, personnel attached to the Garda National Immigration Bureau (GNIB) conducted a co-ordinated search operation at a premises in Dublin under the provisions of Section 10 of the Criminal Justice (Miscellaneous Provisions) Act, 1997 (as amended). The search resulted in the seizure of €16,000, five mobile phones and various financial documents. This investigation remains ongoing.

On 13 August 2021, whilst on armed patrol, members from the Dublin Armed Support Unit were flagged down by a member of staff from a retail store, who reported that a suspect armed with a knife committed an attempted robbery in the store, before fleeing the scene. A description of the suspect was obtained and an immediate search of the area was conducted, resulting in the location of the suspect nearby. The suspect was subsequently detained, where they made admissions to the attempted robbery, and to discarding a knife and a pair of gloves used in the commission of the crime.

On 16 August 2021, following the release of a high risk sex offender from prison, members attached to the Surveillance Unit in the Southern Region conducted a surveillance operation as part of a multi-agency response utilising Sex Offender Risk Assessment and Management (SORAM). Upon their release, they failed to comply with the conditions imposed by their suspended sentence and utilised the rail and bus network, moving between a number of counties throughout the country. The capabilities and expertise of the Surveillance Unit allowed them to monitor the movements of this offender, which resulted in their subsequent arrest. On 19 August 2021, following a contested application, the courts re-activated the prisoner's three year suspended sentence.

Also on 16 August 2021, as part of an ongoing intelligence led operation targeting serious and organised crime in the Dublin area, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by personnel assigned to the Emergency Response Unit (ERU), intercepted a vehicle. Following a search of the vehicle and its occupants, a loaded Beretta Silver Pigeon 'over and under' double barrel shotgun and a jerry can containing petrol were recovered. Two suspects were arrested, detained and subsequently charged in respect of firearms related offences. One suspect was subsequently charged and remanded on bail pending future court proceedings. The second was released in order that a file be prepared for consideration by the Director of Public Prosecutions (DPP).

On 17 August 2021, the Financial Intelligence Unit (FIU) within the Garda National Economic Crime Bureau (GNECB) was contacted by Gardaí in the North Western Region, in relation to a victim of crime who was defrauded of €14,000. FIU utilised out-of-hours contacts, a recent initiative of a Joint Intelligence Group (JIG), in which An Garda Síochána and representatives of particular financial institutions participate to make contact with relevant financial institutions. As a result, the funds involved were immediately returned to the victim. Investigations into this matter remain ongoing.

On 18 August 2021, as part of an ongoing intelligence led operation targeting serious and organised crime, personnel attached to GNDOCB, assisted by the local Divisional Drug Unit and personnel from the Revenue and Customs Service, effected a controlled delivery of a consignment containing 2.5kg of

cannabis herb to a premises in Dublin. In the course of a follow up search of a business premises located in Dublin, 40 rounds of 9mm ammunition, 0.5 kg of heroin and a further kilogram of cannabis herb, were seized. Drugs with an estimated street value of €144,000 were recovered. One suspect was arrested, detained and subsequently charged in respect of alleged drug related offences and remains in custody, pending future court proceedings.

On 21 August 2021, personnel assigned to the Garda Air Support Unit responded to a request in respect of an armed robbery that occurred in a Dublin supermarket, during which two suspects, armed with a firearm and a hammer, entered the premises and stole a quantity of cash. In an attempt to locate the suspects, the Garda Air Support Unit conducted a thermal search of the area, which allowed them to locate the suspects hidden in undergrowth nearby. Both suspects were subsequently arrested by members of An Garda Síochána, who were guided to the relevant location by the Garda Air Support Unit.

On 26 August 2021, personnel attached to Garda National Immigration Bureau, in liaison with the Department of Social Protection, participated in a multi-agency search operation at a business premises operating in Dublin. Two non-nationals were arrested under Section 12 of the Immigration Act, 2004 and subsequently charged with immigration and employment offences.

On 27 August 2021, as part of an ongoing operation into stolen vehicles, suspicious activity and drug dealing associated with Operation Tara, Gardaí in the Dublin Metropolitan Region obtained and executed a search under warrant contrary to Section 26 of the Misuse of Drugs Act, 1977, at a property in Co. Dublin. During the course of the search, in a large shed located on the property, a significant amount of cocaine with an estimated value of €358,000, five stolen premium vehicles with a combined value of €300,000 and stolen alloy wheels valued at €30,000, were recovered. Investigations into this matter remain ongoing.

On 28 August 2021, as part of an ongoing investigation into the sale and supply of controlled substances in the Eastern Region, Gardaí conducted a co-ordinated search operation at an industrial property, which had been identified due to suspicious activity and a strong smell of suspected cannabis emanating from the location. Upon entry of the premises, a sophisticated cannabis grow house, which had 9 separate rooms, was located and 1,212 cannabis plants and a number of 15kg bags to the value of €1,269,600 were seized. During a follow up search of the surrounding areas, an additional 6kgs of suspected cannabis herb with an estimated value of €120,000 were recovered. In total, approximately €1.4m worth of controlled drugs were seized.

Extradition Unit

The COVID-19 pandemic poses particular challenges with regard to engaging in the extradition process, however, the Extradition Unit within the Garda National Bureau of Criminal Investigation (GNBCI), has continued to ensure that the process of extradition of fugitives is undertaken, where appropriate. Activity undertaken in the relevant period, includes:

- i. 13 persons subject of extradition related proceedings, arrested.
- ii. 7 repatriations.
- iii. 7 persons subject of extradition related proceedings, surrendered.

Garda National Cyber Crime Bureau

During August 2021, personnel attached to a Cyber Investigation Unit within the Garda National Cyber Crime Bureau (GNCCB) advanced their investigation into a Ransomware attack on the ICT systems of the Health Service Executive (HSE) and an attempted Ransomware attack of the ICT systems of the Department of Health. Enquiries are continuing, with a view to achieving certainty with regard to the level and source of data that has been exfiltrated from the systems of the HSE, with the assistance of Europol and Interpol, and interaction with law enforcement experts operating at an international level.

Furthermore, the Investigations Unit within GNCCB has provided assistance with regard to the retrieval of evidence from a number of locked mobile phone devices following the arrest and detention of a suspected offender, in connection with suspected serious terrorist related offences and the possession of a firearm. Significant evidence in respect of terrorist and firearms related offences, in addition to child abuse related images, have been retrieved from devices examined. Personnel engaged with forensic partners in the UK during the relevant investigation, while the suspect remains in custody. Directions with regard to initiating criminal proceedings are awaited from the DPP.

Garda National Protective Services Bureau

Also during August 2021, the Organised Prostitution Investigation Unit (OPIU) within the Garda National Protective Services Bureau (GNPSB) provided assistance to a Divisional Protective Services Unit, located in the Dublin Metropolitan Region. The investigation concerns a number of alleged serious attacks, rapes and false imprisonment, where the suspected victims are associated with the sex trade. A suspect in this investigation has been charged in respect of a number of alleged serious offences and is currently in custody awaiting formal directions from Director of Public Prosecution. It is anticipated that the successful outcome of this investigation will encourage other persons who are associated with the sex trade and who are victims of serious crime, to report the fact to An Garda Síochána.

Criminal Assets Bureau

Due to court vacation during August, no new applications were brought before the courts under the Proceeds of Crime Act. However, the Criminal Assets Bureau (CAB) continued to undertake operations targeting the assets and activities of persons believed to be involved in criminal activity, namely:

On 26 August 2021, as part of an ongoing investigation, personnel attached to CAB arrested and detained a person in the Southern Region on suspicion of money laundering offences. A file on this investigation is currently being prepared for consideration by the DPP.

On 31 August 2021, personnel attached to CAB, in conjunction with Revenue Customs at Dublin Airport, seized a high value Rolex watch from a person returning to Ireland via Dublin Airport. This seizure will form part of a proceeds of crime investigation into assets linked to the person.

Garda National Economic Crime Bureau

As part of an ongoing investigation undertaken by the Money Laundering Investigation Unit (MLIU) within GNECB, and following receipt of directions from the DPP, a senior figure in a West African Organised Crime Group (OCG) was sought for arrest for the purpose of charging. Further enquiries revealed that the suspect was the subject of two Article 26 SIS alerts, in relation to European Arrest Warrants (EAWs) issued by Poland. On 24 August 2021, the suspect was subsequently arrested on foot of the EAWs and conveyed to the High Court, where they were later remanded in custody. The suspect has since been charged with the aforementioned offences as directed by the DPP.

12. Community Engagement and Organisational Initiatives

Divisional Diversity Conference

On 11 August 2021, the Garda National Diversity and Integration Unit (GNDIU) attended a Divisional Diversity Conference in Kevin Street Garda Station. Local management and Garda Diversity Officers discussed the policing requirements and challenges in relation to diverse, minority and hard to reach groups, and the planned policing responses. GNDIU provided information on hate crime training to be delivered to the organisation, the new online hate crime reporting system, proposed local Diversity Fora and other diversity issues. It was proposed that similar events will be held in the future.

Online Career Conference hosted by the African Advocacy Network Ireland

On 14 August 2021, GNDIU joined the Garda Equality Diversity and Inclusion Section (EDI) to present on the career opportunities in An Garda Síochána at an online conference hosted by the African Advocacy Network Ireland (AANI). The event was attended by approximately 70 individuals and organisations with an interest in a career within An Garda Síochána. Discussion focused on the barriers and proposed solutions to recruitment faced by minority/diverse communities.

Speakers:
Sgt. Dermot Delaney
Garda Paul Clancy
Sgt. Rory Carey
Moderators:
JK Onwumereh
Eniola Badru
Jeff Otengo
Tosin Edunjobi

Contact Email: africanadvocacynetworkireland@gmail.com
Contact Tel: 0899642783

Are you interested in a career with the An Garda Síochána?
Join our Webinar
And learn how to fulfil this dream!
Saturday 14th Aug, 2021 @ 5pm
Zoom Meeting ID: 886 3042 2235
Passcode: 277660

An Garda Síochána
Ireland's National Police & Security Service

This programme is organised by AANI in partnership with the An Garda Síochána

Leadership in Diversity Workshop

On 16 August 2021, 21 Garda personnel, across all ranks and grades, took part in a Leadership in Diversity Workshop, established by RedQuadrant. During the workshop, attendees mapped the current equality, diversity and inclusion context within An Garda Síochána and in Irish society, politics and communities, in order to benchmark where we are as a police service in 2021. The findings from the group will form part of the training objectives for the programme to be developed in Q4 2021.

India Day

On 22 August 2021, Assistant Commissioner, Roads Policing and Community Engagement and GNDIU attended an outdoor event in Merrion Square in Dublin to celebrate India Day. The celebration featured an array of spectacular performances of both Indian and Irish patriotic songs, classical and Bollywood music, and dances and cultural presentations.

An Garda Síochána provided information on diversity issues, recruitment, the Garda Reserve, hate crime (information available in Hindi) and crime prevention to attendees. The organisation also set up a children's corner in an effort to include all ages of society, which proved very popular.



National Services Day

Between 21 and 28 August 2021, personnel from both the the Garda National Community Policing Office (GNCPPO) and the Garda National Community Policing Unit (GNCPU) attended an art and photographic exhibition at Dublin Castle to commemorate National Services Day.

National Services Day is a national thank you to the frontline workers who keep us safe every day. It acknowledges the extraordinary work by our full time and voluntary emergency and security services. An Garda Síochána assisted with the management and supervision of the event and liaison with the general public.



Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
Quarterly Verbal Update	Blue
Delayed due to Covid-19	Grey
Reported to DOJ	Dark Blue

Priority 1. Community Policing

1.1 Enhance community engagement and public safety.	1.1.1 Identify risk and the vulnerable in the community	Green
	1.1.2 Roll out of Community Policing Framework in a further 8 Divisions	Green
	1.1.3 Piloting Local Community Safety Partnerships in 3 Divisions	Green
1.2 Enhance our proactive engagement with local communities.	1.2.1 Engagement in the community, and Diversity Forum in relation to policing of Covid-19	Green
	1.2.2 Implementing the Diversity and Integration Strategy 2019-2021	Yellow
1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey.	<p>1.3.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> An Garda Síochána is trusted by the local community The local community are listened to by An Garda Síochána An Garda Síochána prioritises issues that matter to people in the local community Community relations are central to the work of Garda Síochána An Garda Síochána organisation is community focused Number of victims reporting their most recent crime incident Number of victims that felt that the right amount of information had been provided to them 	Grey
1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by Public Attitudes Survey.	<p>1.4.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> The local community is consistently satisfied with the service from An Garda Síochána The right level of Garda presence is established in local areas Victims are satisfied with the service provided by An Garda Síochána An Garda Síochána is seen as a friendly and helpful service 	Grey
1.5 Maintain or Increase the number of people in local communities who feel safe by taking actions aimed at controlling the level of assaults in public and domestic burglaries.	<p>1.5.1 Maintaining and building on positive results in respect of:</p> <ul style="list-style-type: none"> Perceptions of crime in local areas as a serious problem is reduced Awareness of Garda patrols in local areas Garda members in the area can be relied upon to be there when you need them Level of Domestic Burglaries Incidents of Assaults in Public 	Grey

Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse.	2.1.1 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh)	
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	
	2.1.3 Domestic Abuse Risk Assessment Tool	
2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability.	2.2.1 Reducing the backlog for the examination of seized electronic devices to below 12 months	
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse	
	2.2.3 Increasing the quality and quantity of information on economic crime provided to Divisions	
2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience.	2.3.1 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates	
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units	
2.4 Continue to combat drug dealing and the effects of drug dealing in communities.	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units	
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families	
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime.	2.5.1 Rolling-out Hate Crime training	
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards	

<p>2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate.</p>	<p>2.6.1 Maintaining and building on positive results in respect of the following -</p> <ul style="list-style-type: none"> • Fear of crime has no impact on quality of life • People do not worry about becoming a victim of crime • People have no fear of crime in general • Proportion of people who said they were victims of crime • Awareness of Garda patrols in local areas 	
<p>2.7 Implement appropriate operations to support any measures arising from COVID-19.</p>	<p>2.7.1 Operations and activities to respond to COVID-19</p>	
<p>2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.</p>	<p>2.8.1 Continuing to take action targeting organised crime groups</p>	
	<p>2.8.2 Implementing and reviewing the OCG threat assessment matrix</p>	
	<p>2.8.3 Monitoring the level of seizures of firearms, drugs and currency</p>	
<p>2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.</p>	<p>2.9.1 Continuing to implement Crowe Horwarth recommendations</p>	
	<p>Enhancing mobility access for Roads Policing</p>	
	<p>Increasing the proportion of FCNs issued through the use of mobility devices</p>	
	<p>2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority</p>	
	<p>2.9.3 Monitoring Road deaths / serious injuries</p>	
	<p>2.9.4 Monitoring Lifesaver offences</p>	
	<p>2.9.5 Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence</p>	

Priority 3. A Secure Ireland

<p>3.1 Continue to enhance the security of the State, managing all possible threats and challenges.</p>	<p>3.1.1</p> <ul style="list-style-type: none"> • Conducting Intelligence-led operations with our domestic and international partner agencies • Continuing to monitor threats posed by extremists • Identifying, targeting and disrupting terrorist linked activities and support network • Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism <p>DOJ</p>	
<p>3.2 Enhance our intelligence capacity/capability.</p>	<p>3.2.1</p> <p>Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence</p> <p>DOJ</p>	
<p>3.3 Collaborate with our partners, contributing to national and international security</p>	<p>3.3.1 Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises</p>	
	<p>3.3.2 Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána</p>	

Priority 4. A Human Rights Foundation

<p>4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána</p>	<p>4.1.1 Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to COVID-19</p>	
	<p>4.1.2 Rolling-out human rights training</p>	
	<p>4.1.3 Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody</p>	
	<p>4.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly</p>	
	<p>4.1.5 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason</p>	
	<p>4.1.6 Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards</p>	

	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.	4.2.1 Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	4.2.2 Commencing Anti-Corruption Unit activities	Green

Priority 5. Our People

5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce	5.1.1 Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021	Green
	5.1.2 Developing a diversity recruitment roadmap	Green
5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time.	5.2.1 Strategic workforce planning	Yellow
	5.2.2 Continuing to roll-out the HR Operating Model	Green
	5.2.3 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed	Grey
5.3 Prioritise the wellbeing of our people.	5.3.1 Commencing implementation of the Health and Wellbeing Strategy	Yellow
5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit.	5.4.1 Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	Red

Priority 6. Transforming our Service

6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges.	6.1.1 Roll-out of the Operating Model	Yellow
	6.1.2 Enhance our Finance Function	Green
	6.1.3 Progressing the enhancement of corporate functions	Green
	6.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel that An Garda Síochána is modern and progressive	Grey
6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools.	6.2.1 Continuing the roll-out of the Digital Strategy	Green
	6.2.2 Roll-out of the Investigation Management System	Yellow
	6.2.3 Roll-out of the Rosters and Duty Management System	Yellow

Appendix B – 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.												
	2021												
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	<i>Total to end 2021</i>
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	2	1	0	0	1	0	0	4
Superintendent	0	0	1	0	1	1	2	1	1	1	2	0	10
Total	0	0	1	0	1	3	3	1	1	2	2	0	14

Appendix C – Return to the Policing Authority in relation to numbers and vacancies in the specified ranks data as at the end of August 2021

<i>Data as at the end of August 2021</i>													
Rank	ECF	Position at end of last month - July	Appointed in Month - August	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	162	0	0	0	0	1	0	0	0	1	161	7
Total	223	217	0	0	0	0	1	0	0	0	1	216	7

Appendix D – Breakdown of Garda Leave – Garda Members

As at 31.08.2021	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	1	0.01%	0.01%	18	0.15%	0.21%	0	0.00%	0.00%	0	0.00%	0.00%	19	0.16%	0.23%	20	0.17%	0.24%
	Female	80	0.68%	2.34%	26	0.22%	0.76%	72	0.61%	2.11%	30	0.25%	0.88%	0	0.00%	0.00%	79	0.67%	2.31%
Sergeant	Male	1	0.05%	0.07%	2	0.10%	0.14%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.05%	0.07%	4	0.21%	0.27%
	Female	3	0.16%	0.67%	0	0.00%	0.00%	9	0.47%	2.00%	2	0.10%	0.45%	0	0.00%	0.00%	1	0.05%	0.22%
Inspector	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	0.24%	1.28%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Superintendent	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	2	0.01%	0.02%	20	0.14%	0.19%	0	0.00%	0.00%	0	0.00%	0.00%	20	0.14%	0.19%	24	0.17%	0.23%
	Total Female	83	0.58%	2.09%	26	0.18%	0.65%	82	0.57%	2.06%	32	0.22%	0.80%	0	0.00%	0.00%	80	0.56%	2.01%
	Total	85	0.59%		46	0.32%		82	0.57%		32	0.22%		20	0.14%		104	0.72%	

Appendix E – Breakdown of Garda Leave – Garda Staff

As at 31.08.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	9	0.46%	1.90%	4	0.21%	0.84%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.15%	0.63%	0	0.00%	0.00%
	Female	255	13.12%	17.35%	11	0.57%	0.75%	18	0.93%	1.22%	3	0.15%	0.20%	52	2.67%	3.54%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	39	5.34%	7.29%	7	0.96%	1.31%	10	1.37%	1.87%	6	0.82%	1.12%	20	2.74%	3.74%	0	0.00%	0.00%
AO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.60%	1.59%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	4	2.41%	3.88%	2	1.20%	1.94%	2	1.20%	1.94%	0	0.60%	0.97%	6	3.61%	5.83%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	1.39%	2.44%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.39%	2.44%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	12.50%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	6.25%	11.11%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	0.85%	0.94%	1	0.43%	0.47%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	10.00%	16.67%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Legal Professional	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.76%	5.26%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	9	0.27%	0.96%	5	0.15%	0.53%	0	0.00%	0.00%	0	0.00%	0.00%	3	0.09%	0.32%	0	0.00%	0.00%
	Total Female	304	8.99%	12.45%	22	0.65%	0.90%	30	0.89%	1.23%	10	0.30%	0.41%	80	2.37%	3.28%	0	0.00%	0.00%
	Total	313	9.25%		27	0.80%		30	0.89%		10	0.30%		83	2.45%		0	0.00%	

Appendix F – 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 and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Aug 2021	1269	166	85	13	6	1	1360	180
July 2021	1424	170	91	12	6	1	1521	183
Jun 2021	1,372	176	114	12	8	1	1,494	189
May 2021	1,161	163	123	10	6	1	1,290	174
Apr 2021	1,041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	176
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160
Sept 2020	1,242	155	104	9	8	0	1,354	164
Aug 2020	1,095	144	83	10	11	1	1,189	155

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 2021	1335	167	88	13	6	1	1429	181
July 2021	1518	170	94	12	6	1	1618	183
Jun 2021	1,451	179	121	12	8	1	1,580	192
May 2021	1,226	163	128	11	6	1	1,360	175
Apr 2021	1,095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180

Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166
Nov 2020	1,107	162	81	8	2	0	1,190	170
Oct 2020	1,158	152	97	9	2	0	1,257	161
Sept 2020	1,303	156	108	9	8	0	1,419	165
Aug 2020	1,149	145	84	10	11	1	1,244	156

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 2021	12279.5	4719	1091.5	403	86	31	13457	5153
July 2021	13056	4794.5	1159.5	346	104	31	14319.5	5171.5
Jun 2021	11038	4879	1088.5	312	95.5	30	12,222	5,221
May 2021	9,996	4,526.5	1,235	310.5	72	31	11,303	4,868
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948
Dec 2020	10,546	4,449	1,058	279	88	0	11,692	4,728
Nov 2020	10,087.5	4,338	1,004	240	44	0	11,135.5	4,578
Oct 2020	10,946	4,331	1,128.5	277	25	0	12,099.5	4,608
Sept 2020	11,307	4,067	1,043.5	244	151	0	12,501.5	4,311
Aug 2020	10,731.5	4,108	1,000	298	161	17	11,892.5	4,423

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Aug 2021	13,457.00	-862.50	-6.02%
July 2021	14,319.50	2,097.50	17.16%
Jun 2021	12,222.00	919.00	8.13%
May 2021	11,303.00	1166.50	11.51%
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%
Dec 2020	11,692.00	556.50	5.00%

Nov 2020	11,135.50	-964	-7.97%
Oct 2020	12,099.50	-402	-3.22%
Sept 2020	12,501.50	609	5.12%
Aug 2020	11,892.50	1011	9.29%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Aug 2021	5,153.00	-18.50	-0.36%
July 2021	5,171.50	-49.50	-0.95%
Jun 2021	5,221.00	353.00	7.25%
May 2021	4,868.00	240.50	5.20%
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%
Oct 2020	4,608.00	297	6.89%
Sept 2020	4,311.00	-112	-2.53%
Aug 2020	4,423.00	-30.50	-0.68%

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

Month	No. of Days Absent	LTR	Commentary
Aug 2021	13,457.00	3.51%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 3.2%.
July 2021	14,319.50	3.72%	
Jun 2021	12,222.00	3.17%	
May 2021	11,303.00	2.90%	
Apr 2021	10,136.50	2.61%	
Mar 2021	10,286.50	2.65%	
Feb 2021	9,678.50	2.50%	
Jan 2021	10,885.00	2.81%	
Dec 2020	11,692.00	3.03%	
Nov 2020	11,135.50	2.87%	
Oct 2020	12,099.50	3.12%	
Sept 2020	12,501.50	3.21%	
Aug 2020	11,892.50	3.05%	

Garda Staff - Numbers who availed of sick leave

Date	No.
Aug 2021	297
July 2021	320
Jun 2021	301
May 2021	299
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Aug 2021	302	6	308
July 2021	335	5	340
Jun 2021	316	6	322
May 2021	312	5	317
Apr 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302
Aug 2020	213	1	214

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Aug 2021	3891	130.5	4,021.50	323.50	8.74%
July 2021	3606	92	3,698.00	445.00	13.67%
Jun 2021	3,102	151	3,253.00	-275.50	-7.81%
May 2021	3,404.5	124	3,528.50	557.50	18.76%
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.50	76.00	2.45%

Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%
Oct 2020	2,966.5	41	3,007.50	-31.5	-1.04%
Sept 2020	3,008	31	3,039.00	354	13.18%
Aug 2020	2,654	31	2,685.00	-22.50	-0.83%

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

Date	Days Absent	LTR	Commentary
Aug 2021	4,081.50	4.84%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 5.2%.
July 2021	3,730.00	4.43%	
June 2021	3,253.00	3.89%	
May 2021	3,528.50	4.20%	
Apr 2021	2,971.00	3.56%	
Mar 2021	3,179.50	3.81%	
Feb 2021	3,103.50	3.72%	
Jan 2021	3,216.00	3.85%	
Dec 2020	3,174.00	3.82%	
Nov 2020	2,656.50	3.19%	
Oct 2020	3,007.50	3.61%	
Sept 2020	3,039.00	3.66%	
Aug 2020	2,685.00	3.25%	

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
Aug 2021	18	519
July 2021	16	461
Jun 2021	14	380
May 2021	16	413
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549

Oct 2020	18	486
Sept 2020	13	354
Aug 2020	10	293

Sick leave statistics as recorded on SAMS and reported @ 1.09.2021. 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.

Commentary Sick Absence – August 2021

Sick absence for Garda members has seen a decrease in the last month, however, an increase can be seen in ordinary illness sick absence for Garda staff. Instances and numbers availing of sick absence leave reflect a decrease for both Garda members and Garda staff in comparison to the previous month. Comparing August 2021 to August 2020, year on year ordinary illness days have increased for Garda members by 13.16% and have also significantly increased for Garda staff by 52%. There is no specific factor identified to explain the monthly or the yearly increase.

Injury on duty sick absence shows a slight decrease month on month, however, comparing August 2021 to August 2020, year on year injury on duty has increased by 16.5%.

The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the Annual Report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and staff).

Injury on duty

Overall, injury on duty for Garda members shows a slight decrease in the last month over the number of sick absence days at 0.36%. Instances of sick absence reflects a decrease at 1.09% and the number of Garda members availing of sick absence leave month on month also displays a decrease of 1.64%.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 6.02% for Garda members and a 9.42% increase for Garda staff. The instances of sick absence month on month also show a decrease for Garda members at 11.68%, and for Garda staff, the decrease can be seen at 9.36%. The number of members availing of sick absence leave shows a similar trajectory to that of the sick absence instances for Garda members, reflecting a 10.59% decrease and a 7.19% decrease for Garda staff.

From November 2020, we are including an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 18, which reflects a 12.5% increase from July 2021. The number of sick day absences for Garda members in August 2021 was 519 days, which shows a 12.58% increase from July 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

The Department of Public Expenditure and Reform have issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence will not be recorded as sick absence, it will be recorded as special paid leave and applies in the following circumstances;

- Employees required to self-isolate;
- Employees under restricted movements, where no flexible working arrangement can be achieved; or
- Employees required to cocoon, where a working from home arrangement cannot be facilitated.