

An Garda Síochána

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



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

Teileafón/Tel: (046) 9036350

Bí linn/Join us



Láithreán Gréasain/Website:
www.garda.ie

Ríomh-phoist/Email: foi@garda.ie

Re: Freedom of Information Request FOI-000213-2019 Request Part-Granted

Dear

I refer to your request, dated 29th May 2019 and received on 30th May, 2019 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:

Materials showing how many recruits left An Garda Síochána before finishing their training, in 2015, 2016, 2017, 2018 and to date in 2019; the reasons given for leaving, and the numbers of recruits in their individual intakes.

I wish to inform you that I have decided to part-grant your request on the 12th June, 2019.

The purpose of this letter is to explain my decision.

1. Findings, particulars and reasons for decision.

Upon receipt, your request was forwarded to the Garda College where a number of records have been identified in relation to same.

For clarification purposes, Garda recruits are categorised under 2 headings, namely Trainee Gardaí and Probationer Gardaí. As a guideline, Trainee Gardaí complete Phase I training at the Garda College. This training is conducted over a 32-week period. After this time if the Trainee Gardaí are successfully attested, they then become Probationer Gardaí and are allocated to a training station for Phase II (34 weeks) and Phase III (36 weeks) of training.

In respect of your request, figures have been received from the Garda College for both Trainee and Probationer Gardaí and are provided herewith.

Table A below outlines the number of Trainee Gardaí who resigned or were dismissed on Phase I of their training. This table is broken down on an annual basis.

Table B below also sets out the number of Gardaí who either resigned or were dismissed on Phase I, however, this table is broken down by Intake for years 2014 to 2019. This breakdown includes the number of Gardaí per Intake. The Intake number references the year of each Intake, e.g. 141 and 142 are Intakes for 2014.

You will note that the total number of resignations/dismissals correlate on each table. The yearly resignation/dismissal statistics in Table A refer to the year the Trainee Garda resigned or was dismissed. As Phase I of training programme takes 32 weeks, the Intake timelines overlap into the following year (eg. Intake 141 commenced in September 2014 and were Attested in April 2015). In many cases a Trainee may have commenced in one year (i.e. September 2014) and resigned late in their training, meaning the resignation date is the following year (i.e. 2015). In the case of dismissals, the Trainee Garda would be suspended from training pending an investigation, meaning the year they were dismissed is likely different to the year they commenced training and may even differ from the year their original Intake was Attested from Phase I of the training programme.

Table A: Annual Breakdown of Trainee Gardaí Resigned/Dismissed on Phase I

Number of Trainee Gardaí who Resigned/Dismissed from Training on Phase I		
Year	Number Resigned	Number Dismissed
2015	4	0
2016	2	0
2017	4	1
2018	12	2
2019	3	1
Totals	25	4
Total	29	

Table B: Breakdown of Trainee Gardaí Resigned/Dismissed on Phase 1 by Intake

Intake	Commencing Figure - Signed Contract	Resignations	Dismissals
141	100	1	0
142	100	1	1
151	101	1	0
152	100	0	0
153	75	1	0
154	75	1	0
161	150	0	0
162	151	0	0
163	147	1	0
164	203	2	0
171	195	0	0
172	209	2	1
173	203	1	0
174	204	6	1
181	201	4	1
182	197	0	0
183	200	3	0
184	201	0	0
191	199	1	0
Total	3011	25	4

Additionally, please see Appendix A which outlines the number of Probationer Gardaí who resigned or were dismissed following attestation. These figures are broken down annually and also by Intake. You will note that the commencing figures differ from the Attested figures for most Intakes for various reasons, including Resignations and Dismissals. As well as these, suspensions from training and reversions into previous Intakes can affect these figures. These generally occur for medical, behavioural, or academic reasons.

Your request is also seeking information regarding the reasons for leaving. Under the FOI Act, records are released without any restriction as to how they may be used and thus, release under the FOI Act, is in effect, regarded as being released to the world at large. As a result, I am conscious of my obligations to retain personal information in a confidential and secure manner and prevent personal information from being released in to the public domain unnecessarily. Section 2 of the FOI Act defines personal information as follows:

Section 2 — Interpretation

2. (1) In this Act—

"personal information" means information about an identifiable individual that, either—

- (a) would, in the ordinary course of events, be known only to the individual or members of the family, or friends, of the individual, or*

(b) is held by an FOI body on the understanding that it would be treated by that body as confidential,

and, without prejudice to the generality of the foregoing, includes –

(iii) information relating to the employment or employment history of the individual,

As referenced at Section 2 above, Section 11(6)(a) refers to access to records but does not include personal records. Section 11(4) sets out the right of access to records and the types of records that can be accessed. However, in Section 11 there are a number of records that are considered personal and are not automatically subject to release by an FOI body. Section 11(6)(a) sets out the records that are not included for release at Section 11(4)

(6) Subsection (4) shall not be construed as applying, in relation to an individual who is a member of the staff of an FOI body; the right of access to a record held by an FO body that –

(a) is a personal record, that is to say, a record relating wholly or mainly to one or more of the following, that is to say, the competence or ability of the individual in his or her capacity as a member of the staff of an FOI body or his or her employment or employment history or an evaluation of the performance of his or her functions generally or a particular such function as such member,

I believe that by releasing this information, the individuals involved will become easily identifiable beyond their family and friends and it would be considered a breach of the confidentiality upon which the information is being held by the Garda organisation. The release of this information, which is specific to each individual, will allow for a person to become more identifiable and possibly named in the public domain. I am therefore applying Section 37(1) Personal Information to the release of the reasons why trainees/probations left An Garda Síochána. Section 37 states:

Section 37 – Personal Information

37 (1) Subject to this section, a head shall refuse to grant an FOI request if, in the opinion of the head, access to the record concerned would involve the disclosure of personal information (including personal information relating to a deceased individual).

There is a Public Interest Test applicable to section 37 of the FOI Act.

Public Interest Test

As per section 37 of the FOI Act I have considered the public interest issues which arise in this case and have taken account of the following factors in favour of release:

- Ensuring openness and transparency of organisational functions to the greatest possible extent,
- The public interest in members of the public exercising their rights under the FOI Act,
- That there is more than just a transitory interest by the public in this information,
- The right to privacy is outweighed by the needs of the public.

In considering the public interest factors which favour withholding the records I have taken account of the following:

- Allowing a public body to hold personal information without undue access by members of the public,
- The public interest is not best served by releasing these records,
- That the Organisation can conduct its business in a confidential manner,
- That there is no overriding public interest that outweighs the individual's right to privacy.

A public interest test was carried out when considering the release of the personal information but having balanced the factors both for and against the release, I decided that the public interest in preserving the personal information and the reasonable expectation that information can be maintained in a confidential manner by An Garda Síochána outweighs the public interest which would be served were the records released to you in the manner requested.

2. Right of Appeal

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000213-2019**.

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: IE86BOFI90001710026896

BIC: BOFIE2D

You must ensure that your FOI reference number FOI-000213-2019 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.

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,

Maria Brodigan ACTING ASSISTANT PRINCIPAL
MARIA BRODIGAN
FREEDOM OF INFORMATION OFFICER

13th JUNE 2019

Resignations of Probationers - BA in Applied Policing Programme - 2014 to 31st May 2019									
Intake	Number Attested	Year of Resignation					Total resigned from Phase	% resigned from Phase	
		2015	2016	2017	2018	2019 to date			
141	99	0	2	2	1	0	5	5.05	
142	97	0	1	2	0	1	4	4.12	
151	100	0	7	0	0	1	8	8.00	
152	99		0	0	1	0	1	1.01	
153	68		0	0	2	0	2	2.94	
154	78		2	1	1	0	4	5.13	
161	148		0	2	1	1	4	2.70	
162	150			0	4	1	5	3.33	
163	143			2	2	0	4	2.80	
164	198			0	3	1	4	2.02	
171	181			0	3	2	5	2.76	
172	211			0	3	1	4	1.90	
173	206				1	0	1	0.49	
174	198				0	3	3	1.52	
181	186				1	1	2	1.08	
182	199								
183	207								
Total	2568	0	12	9	23	12	56	2.18	