



An Garda Síochána

Monthly Report to the Policing Authority

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

January 2024

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
D08 HN3X



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-28711/24**



Office of the Commissioner
Corporate Affairs
Garda Headquarters
Phoenix Park
Dublin 8
D08 HN3X

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the first report in 2024, outlining the key aspects of the administration and operation of An Garda Síochána for the month of December 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,


SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE

19 January 2024

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

Message from the Commissioner

In mid-December 2023, An Garda Síochána welcomed 151 new Gardaí. These newest recruits chose to serve the people of Ireland, putting them first. They spoke to me of their desire to make a real difference in people's lives, which is why a career in An Garda Síochána is a job worth doing.

At year's end, a total of 746 people commenced their training with An Garda Síochána in 2023, which also saw 388 Gardaí attested. In January 2024, we will launch our "It's a job worth doing" Garda recruitment campaign, which will work to further bolster our Garda numbers. It is our hope that with the increase in the age limit and the trainee allowance, this campaign can attract suitable candidates from diverse backgrounds, further enriching the organisation.

Other developments during December 2023 included the launch of Operation Táirge, as part of the Crime Prevention and Reduction Strategy of An Garda Síochána. Working with the business and retail sectors, this operation aims to reduce the detrimental impact that criminals can have on retail businesses through theft. It is led by the Organised Retail Crime Tasking and Co-ordination Group within An Garda Síochána, and supports each Garda region to monitor and respond to emerging trends in their area. It is supported by Minister for Justice Helen McEntee, TD; Minister of State at the Department of Enterprise, Trade and Employment Neale Richmond, TD, and by Retail Ireland.

In December 2023, I was pleased to see the introduction of our community engagement vans. As you will be aware, this latest addition to our fleet will enable An Garda Síochána to enhance our high visibility presence in communities across the country. Operating effectively as mobile Garda stations, these vans will provide a range of services to the public. They can also transport two Garda mountain bikes, enabling patrolling from wherever these vans are assigned. Initially, we have deployed 10 community engagement vans regionally to support the work of Gardaí nationwide. These vans will be used by Gardaí to extend our proactive, positive, community-based approach to help people feel safe and supported by An Garda Síochána.

An Garda Síochána also commenced its Christmas and New Year Road Safety Enforcement Operation. This operation focused on the dangers of driving under the influence of an intoxicant, without a seatbelt, speeding and using a mobile phone while driving. During the four weeks of the operation, 673 drivers were arrested on suspicion of driving under the influence of an intoxicant. Of these, 166 were arrested on suspicion of driving under the influence of drugs. Furthermore, in excess of 12,147 fixed charge notices were issued for driving in excess of the speed limit, 882 for use of mobile phones while driving and 247 for non-compliance with seatbelts, up until 28 December 2023.

Tragically, too many lives are being lost on our roads and An Garda Síochána continues to appeal to motorists to drive safely on our roads, never drive under the influence of an intoxicant, reduce your speed, always wear a seatbelt and never use a mobile phone while driving. These are lifesaving actions and will ensure that families and communities do not suffer the pain of losing a loved one needlessly on our roads.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

Below are the preliminary sums at year end, prior to audit and hence are subject to change.

	2023 Allocation €'000	Expenditure/Receipts end Dec €'000	Remaining €'000	Remaining %
Gross Total	2,324,335	2,302,696	21,639	1%
Appropriation in Aid (receipts)	130,388	132,713	-2,325	-2%
Net Total	2,193,947	2,169,983	23,964	

The total gross 2023 allocation for An Garda Síochána is €2.32b and net allocation is €2.19b, which includes the supplementary allocation of €74.7m. At the end of December 2023, the total combined gross expenditure is €2.3b (99% of allocation). At the end of December 2023, €21.6m funding remained of which €15m of capital funding has been carried forward to 2024, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.12b, which includes pay of €1.44b (including pay for the Garda College). This included a supplementary estimate of €49.2m. Expenditure on the pay subhead in December 2023 was €118.73m and for the year end is €1.44b. Expenditure on the salaries, allowances, Employer PRSI and other elements in December 2023 was €102.97m, and for the year end is €1.26b. Expenditure on overtime in December 2023 was €15.76m and for the year end is €183.79m. This sum includes overtime related to the visit of the US President.

In respect of superannuation of €428.46m, expenditure in December 2023 was €40.53m and at year end is €427.83m. Other non-pay subheads of €252.53m (including for the Garda College) included a supplementary estimate of €8m. Expenditure on non-pay in December 2023 was €33.94m and year to date is €247.16m. Overall, non-pay expenditure is €5.37m under profile at the end of December 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €200.54m (including a supplementary estimate of €17.5m). Expenditure on capital (including the Garda College) in December 2023 was €62.47m and year to date is €185.49m. The capital subheads have a combined under spend of €15.05m at the year end, of which €15m is being carried forward into 2024.

Appropriations in Aid

Appropriations in Aid are €132.71m at the end of December 2023, €2.33m ahead of the estimated profiled receipts (including supplementary estimate of €26.2m).

Estate Management December 2023

The following projects are currently onsite 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;

- **J-Block, Garda HQ:** Substantial completion on refurbishment achieved at the end of November 2023. The fit out is underway, with personnel due to move in in early 2024.

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

- **Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS:** Substantial completion on the enabling works in Drogheda was achieved in Q3 2023. The main tender package for Drogheda PEMS and locker room has issued. Target to commence works onsite in Q1 2024, with an estimated 12-month construction programme. Tallaght and Naas to follow, subsequent to the main works contract starting onsite in Drogheda.
- **Newcastlewest Garda Station:** Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Demolition of the old station commenced in Q4 2023 and was completed before Christmas. The tender for the main contract is to issue in Q1 2024.
- **Clonmel and Macroom:** Garda Estate Management is in discussion with the OPW and local management on these developments. Plans have been signed off in principle and are with the OPW for tender pack preparation.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

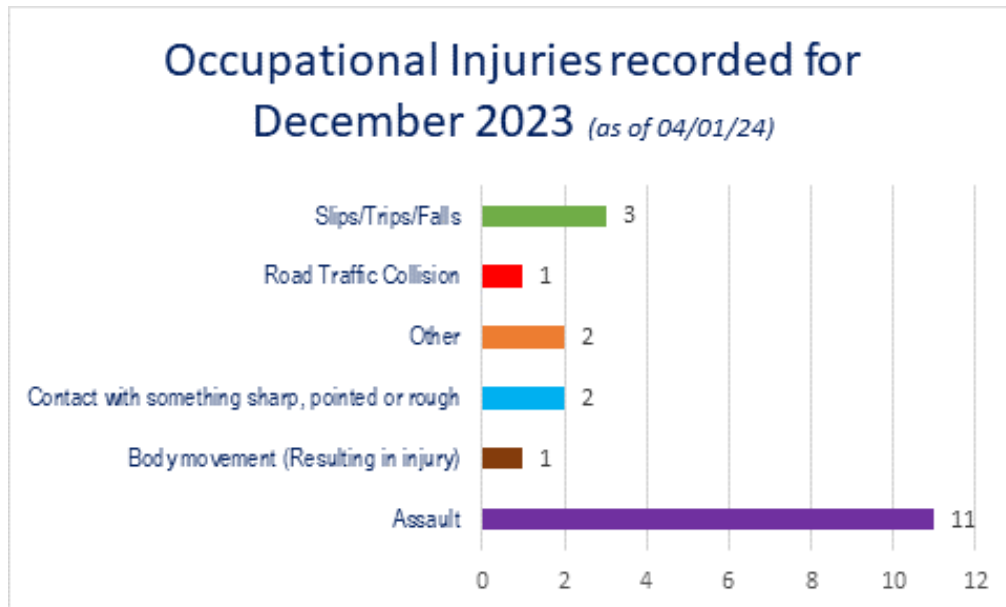
- Go-live on RDMS recently completed in Security and Intelligence, Garda National Economic Crime Bureau and, Garda National Drugs and Organised Crime Bureau on 4 December 2023.
- Go-live on RDMS was recently completed in operational division Louth/Cavan/Monaghan on 11 December 2023.
- The remaining specialised divisions are due to go live on RDMS on 6 February 2024.
- A85s (record of duty and claim form for overtime, and other allowances) continue to be retired across live divisions, most recently in the Special Detective Unit, Garda National Technical Bureau and the Garda National Cyber Crime Bureau on 25 December 2023.
- There are circa 14,000 Garda members using the RDMS system for duty planning and to book on/off.

Employee Assistance Service (EAS)

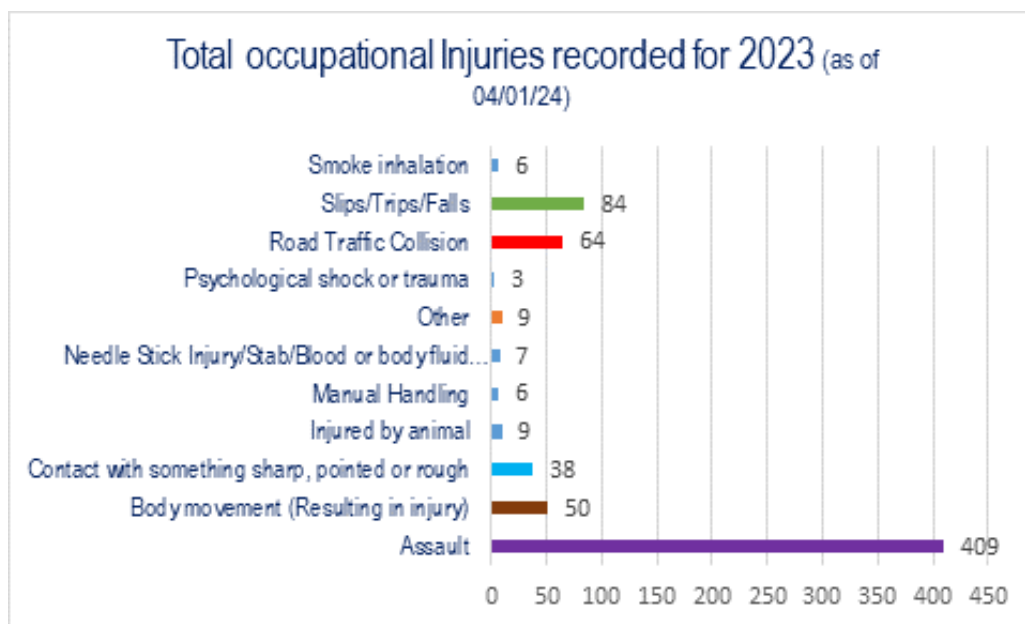
Date	Work Type	Division/Region
01/12/2023	Wellness days	Special Tactics & Operations Command (STOC)
05/12/2023	Presentation on the roles and supports of EAS	Ennis Garda Station
05/12/2023	Probationer presentation	DMR South Central (Kevin Street)
05/12/2023	Scenes of Crime Examiner Course	Cathal Brugha Barracks
07/12/2023	Specialist course	Roscommon
07/12/2023	Crime conference	Roscommon
07/12/2023	Probationer presentation	Athlumney House
08/12/2023	Pre-trial welfare conference	Tallaght
12/12/2023 & 13/12/2023	Employee Assistance Officer's end of year team meeting	Athlone
15/12/2023	GISC members following sudden death	GISC
19/12/2023	Presentation on the roles and supports of EAS	Ennis Garda Station
20/12/2023	End of year welfare meeting	Walter Scott House
19/12/23 & 21/12/2023	Presentations – exposure to traumatic Incidents	Mullingar

Health and Safety

- 20 occupational injuries recorded for December 2023 (as of 04/01/24).



- 685 occupational injuries recorded for 2023 (as of 04/01/24).



- The number of National Incident Management System (NIMS) incidents created in December 2023 was 81 (as of 04/01/2024).
- Total number of NIMS incidents created in 2023: 1,217 (as of 04/01/24).
- Training carried out by the Health and Safety Unit in December 2023;
Safety Representative Training: 31 personnel were trained as safety representatives in multiple divisions within the DMR.
- Scheduled Health & Safety Trainings for January 2024:
Fire Warden Training: Clare/Tipperary Division, Kildare Division.

Workforce Planning

- The Workforce Planning Team are continuing to engage with divisions and regions nationwide.
- Operating Model implementation continues nationwide, with staff at all grades being allocated to divisional functional areas as staff become available from recruitment streams.
- Commissioning a Workforce Strategy in early 2024: The Strategic Workforce Plan is currently in progress. Forecasting and planning the supply and demand of resources and business requirements is an ongoing exercise.
- Business Case Validation Framework: The Business Case Validation Framework continues to assist in the efficient assessment of business cases from several areas. The framework has been trialled with the Finance, Internal Audit, Legal and Occupational Health sections, and the Strategic Transformation Office.
- The next clearing house meeting with the Department of Justice, the Policing Authority and the Department of Public Expenditure, NDP Delivery and Reform (DPENDPR) will take place in February 2024.
- Demand Meeting: The next demand meeting is due to be held in January 2024.
- Workforce Planning Quarterly Report: The Q4 quarterly report is in progress and is due to be submitted in early Q1 2024.

Resourcing

- There are currently 22 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Open Clerical Officer: The first batch of interviews was completed in December 2023. Panels are in place for six counties. Offers are due to commence in January 2024. Batch 2 interviews will be scheduled in late January/early February 2024.
- Executive Officer competition: A panel is in place and offers are ongoing.
- Assistant Principal Officer competition: Four candidates remain on the panel.
- Fleet Support Officer: The remaining candidates on the panel are due to take up positions imminently, pending final clearance.
- Professional Accountant grade 2: Three candidates remain on the panel.
- Higher Executive Officer: Four candidates were offered positions and accepted in December 2023.
- PO Finance: Two candidates were appointed to the position of Principal Officer by the Policing Authority on 19 December 2023.
- Internal CO Competition is finalised. All contracts have issued and there is now a total of 73 new permanent CO staff.
- Solicitor: The final candidate commenced in December 2023 and the panel is now exhausted.

Garda Appointments/Recruitment

- 838 trainees have commenced in the Garda College since the 2022 Trainee Competition closed:
 - 92 in November 2022
 - 135 in February 2023
 - 154 in May 2023
 - 174 in July 2023
 - 174 in October 2023
 - 109 in December 2023
- 92 candidates have cleared all elements of the process and will be invited to the next intake.
- Invitations to candidates will issue four/five weeks prior to the next intake in April 2024.

- 1,171 candidates, inclusive of the 92 who have cleared all elements so far, are still in An Garda Síochána clearance process. Of these, 362 are from the 2022 competition and 809 from the 2023 competition.
- An Garda Síochána clearance process encompasses a physical competency test, a medical, drug testing and vetting.
- The 2024 Garda Trainee competition will open on 15 January 2024.
- Ongoing Garda member competitions: There are currently 26 national, four regional, one overseas and 49 divisional member competitions underway.

Equality, Diversity and Inclusion (EDI)

- The Equality, Diversity and Inclusion Strategy 2024 – 2026 has received approval from the Senior Leadership Team. Engagement with representative bodies has commenced.
- The diversity calendar 2024 has been published and is available on the Garda portal, highlighting many major cultural and religious days of importance, as well as international days of interest.

Dignity, Policy Administration Office

- In December 2023, the equality adviser/contact person training was completed in the last region (North Western Region). 42 people were trained in this area. This now brings the total of equality advisers/contact persons in both Dignity at Work Policies to 132 nationwide, for grades of Principal Officer, Assistant Principal Officer and Higher Executive Officer.

Resource Allocation

- The following promotions took effect during the month of December 2023:
 - Promotions to Chief Superintendent: 1
 - Promotions to Superintendent: 7
 - Promotions to Inspector: 13

Garda College

- On 15 December 2023, after months of rigorous training, 151 new Gardaí were attested at the Garda College in Templemore and are now fully sworn members of An Garda Síochána. This attestation was held earlier than previously planned, to ensure high visibility policing over the Christmas period.





- On Wednesday 27 December 2023, An Garda Síochána welcomed its newest intake of Garda recruits. Intake 235 consists of 109 Garda trainees, who have commenced Phase 1 of their training.



Overseas Office

- There are currently 12 Garda personnel deployed to the United Nations Peacekeeping Force in Cyprus, comprising of one Superintendent, one Inspector, three Sergeants and seven Gardaí.



(Pictured above are Garda members at a UNFICYP medal parade on Thursday, 9 November 2023 with the Irish Ambassador in Cyprus.)

Other HRPD Activities

- Through a public procurement process, Staffline has now been awarded a contract to offer end-to-end recruitment solutions across a number of Garda Staff grades within the organisation. Staffline will play a crucial role, complementing the support of the Public Appointments Service, in helping An Garda Síochána recruit top talent across diverse fields, including finance and services, occupational health and wellbeing, data and technology, human resources and people development, strategy and transformation, legal, communications, administration and management.



(Yvonne Cooke A/Executive Director, HRPD and Tina McKenzie, CEO of Staffline Ireland)

- The HRPD charity Christmas coffee morning took place in Garda Headquarters on 14 December 2023. This event, attended by internal and external Garda stakeholders, saw a high turnout and raised €620 on the day for our charity partners Little Blue Heroes, with additional donations made online.



Human Resources and People Development Analytics and Data

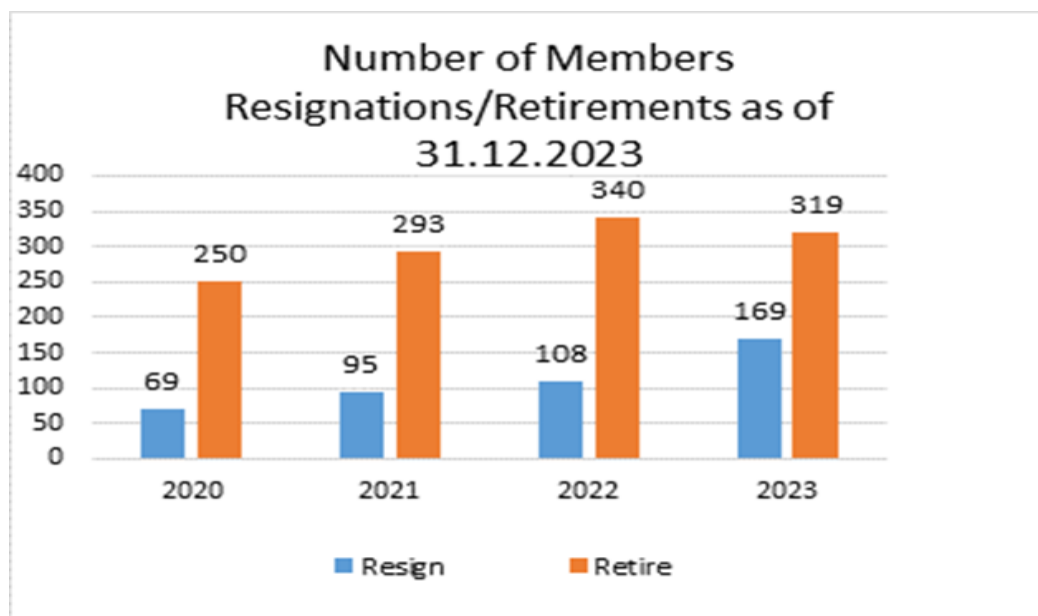
As at 31 December 2023, the Garda member strength stood at 13,998 (WTE 13,957) and the Garda Staff strength stood at 3,444 (3,254.6 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	As at 31 Dec 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	47	37	79	10	21	47
Superintendent	168	142	85	26	15	168
Inspector	479	378	79	101	21	479
Sergeant	2,129	1,606	75	523	25	2,127.5
Garda	11,164	7,851	70	3,313	30	11,124.5
Total	13,998	10,019	72	3,979	28	13,957

Of which	As at 31 Dec 2023	Male	%	Female	%
Career Breaks (incl. ICB)	40	24	60	16	40
Work-sharing	41	1.5	3	39.5	97
Secondments	54	38	70	16	30
Maternity Leave	15	0	0	15	100
Unpaid Maternity Leave	47	0	0	47	100
Paternity Leave	9	9	100	0	0
Available Strength	13,792	9,946.5	72	3,845.5	28

2.2 Garda Resignations/Retirements



Compulsory Retirements from An Garda Síochána to 2033

The number of retirement exits below the rank of Commissioner will increase steadily over the next 10 years, with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,169 exits based on service in the coming years, irrespective of any other factors.

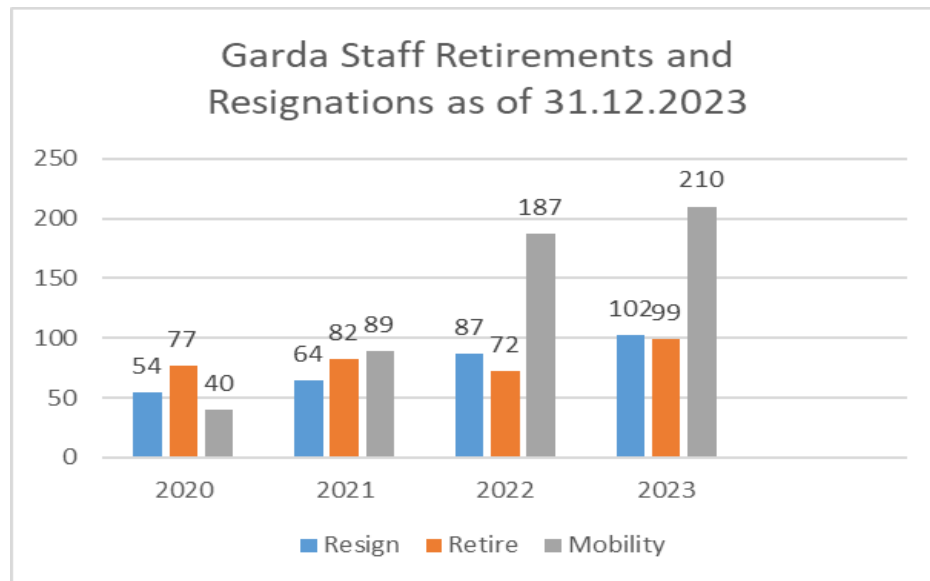
Rank	31 Dec 23	31 Dec 24	31 Dec 25	31 Dec 26	31 Dec 27	31 Dec 28	31 Dec 29	31 Dec 30	31 Dec 31	31 Dec 32	31 Dec 33
DC	0	1	0	0	0	0	0	0	1	0	0
AC	1	0	0	2	0	0	2	1	0	3	0
CS	5	7	2	2	4	0	3	8	1	3	6
SU	9	11	5	7	5	11	12	14	15	19	10
IN	7	10	15	10	8	13	22	19	27	36	33
SG	15	30	24	22	25	41	51	70	88	99	97
GD	29	64	37	37	53	74	122	146	199	259	283
Grand Total	66*	123	83	80	95	139	212	258	331	419	429

**As of 31 December 2023, actual compulsory retirements included in the actual/projected headline figures for current year.*

Applications to Extend Service

To date, 85 applications for extension of service (for members due to compulsorily retire in 2023 or 2024) have been made pursuant to provisions of An Garda Síochána (Retirement) (No.2) Regulations 1951, (S.I No. 335/1951), to extend service to An Garda Síochána, broken down as follows (up to 31 December 2023):

- 2023: 62
- 2024: 23



Garda Reserve Strength

Garda Reserves Strength As at 31 Dec 2023	Total*	Male	%	Female	%
	351	268	76	83	24

2.3 Garda Staff Strengths (Administrative and Civil Service and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	3	3	1	33	2	67	0	0
PO	27	27	16	59	11	41	0	0
AP	90	90	39	43	51	57	0	0
HEO	207	206.4	81	39	126	61	0	0
AO	18	18	10	56	8	44	0	0
EO	805	794.9	235	29	570	71	0	0
CO	1,912	1,844.1	487	25	1,425	75	0	0
Total	3,068	2,989.4	872	28	2,196	72	0	0

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	60	59.4	35	58	25	42	0	0
Administrative **	3,067	2,988.4	871	28	2,196	72	0	0
Industrial/Non Industrial	317	206.8	101	32	216	68	0	0
Total	3,444	3,254.6	1,007	29	2,437	71	0	0
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	13	13	0	0	13	100	0	0
Unpaid Maternity Leave	12	12	0	0	12	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,419	3,229.6	1,007	29	2,412	71	0	0

* 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	%	Undisclosed	%
	270	79.2	6	2	264	98	0	0

*** Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	24	24	8	33	16	67	0	0

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

Parental Leave

01.12.2023–31.12.2023	Garda Members	Garda Staff
	135	102

Garda Staff assigned and commenced – as at 31 December 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	88*	49	55	66	62	38	79	41	53	50	113*	98	792

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
116	103	89	13	11

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

Garda Staff transfers out of An Garda Síochána for 2023 (up to 31/12/2023)

The record includes up to 31 December 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer). It may be relevant to note that Clerical Officer mobility outbound was paused for a six-month period between 6 January 2023 to 6 July 2023.

Type	2021	2022 (Full Year)	2023
Mobility	42	115	131
Transfer out on promotion	47	66*	65
Open Competition	0	6**	14
Total	89	187	210

*3 additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion i.e. CO to CO w/shift allowance).

**6 additional leavers at equivalent grade via open competition i.e. CO to CO external dept.

3. Information and Communications Technology

2023 has been another very strong year of achievement for ICT in supporting the delivery of major priority projects, as part of An Garda Síochána Modernisation Programme. This includes GardaSAFE (the new Computer Aided Dispatch system), which went live across the four regional control centres in 2023, along with the continued deployment of mobile devices and enhanced mobile app functionality. In 2024, ICT will continue to progress the delivery of other key projects in line with An Garda Síochána strategic goals and in line with our Data and Technology Vision on 'Information-Led Policing'. We will also continue to support and enhance the operational needs of the organisation in the office, on the frontline and working remotely, by enabling An Garda Síochána personnel to access Garda information systems in a secure manner where needed, particularly in the use of digital collaboration tools for desktop and mobile.

ICT Capacity

Progress is continuing in relation to the recruitment for over 100 approved posts in ICT. The tender process is now complete and the selected agency has been awarded the contract. Meetings between ICT and the selected agency are continuing, and the commencement of direct recruitment competitions is planned in early 2024.

GardaSAFE – The new Garda Computer Aided Dispatch (CAD) System

As reported previously, the organisation's new GardaSAFE (CAD) System for managing calls for service from the public is now operational across all regions, having gone live in Dublin (DMR) on 22 November 2023. It provides for the more efficient use of resources to enhance responses to calls for service. As well as the significant new technology support in the regional control centres, there are now over 6,000 users of the new CAD mobile app, which provides frontline members with key incident, intelligence and warning details, as well as turn by turn directions to the scene. It is important to note that how the public interacts with An Garda Síochána remains unchanged. All Garda stations remain open to the public and everyone can continue to contact An Garda Síochána in the normal way by phone, email or by visiting their local station. If a local Garda station thinks a call requires the dispatch of a Garda resource, the call will be transferred to an experienced and qualified call taker at the Regional GardaSAFE Control Centre, where the nearest and most appropriate response can then be dispatched.

The e-learning for the new GardaSAFE is available for Garda members and public counter staff on the new Garda learning management system, GETS (Garda Educational Training System). It will ensure all Garda members and public counter staff are trained on the new system and the changes introduced by its launch, including the call transfer procedure.

Following the latest deployment of GardaSAFE, the system is currently in a stabilisation period with enhanced support from ICT and the external supplier. Phase 2 of the GardaSAFE project will commence in 2024, which will introduce additional functionality and enhancements to the system.

Roster and Duty Management System (RDMS) Deployment

As reported previously, the RDMS system is being deployed on an incremental basis to Garda divisions and a number of specialist sections in accordance with local readiness to adopt same. Most recently, RDMS went live in the Louth/Cavan/Monaghan Division on 11 December 2023. This completes the RDMS rollout to all operational divisions, which marks a major milestone in the implementation of this system. There remains a small number of specialist units in Garda HQ yet to receive RDMS but these are planned for rollout in Q1 2024.

The table below details the next rollout schedule.

STO Liaison and Protection ICT Human Resources and People Development Governance and Accountability GNRPB (roads policing) GNCEB (community engagement)	6 February 2024
DMR Regional Resources	26 February 2024

As outlined in previous reports, the deployment of mobility devices is continuing to being managed in conjunction with RDMS rollout to ensure the operational benefits of the RDMS app are fully realised.

Investigation Management System (IMS) Deployment

IMS is currently operational in Wicklow, Wexford, Waterford, Carlow, Kilkenny, Tipperary, Clare, Meath and Westmeath. Following a recent review of IMS and feedback from user-group workshops, work on ongoing system adoption is progressing well, and continues the solid engagements with business owners and frontline users. This ongoing engagement seeks to listen to frontline members and supervisors, and implement changes suggested by user-groups based on the deployment of the system to date. This includes system changes to improve user experience, changes to business rules to reduce administrative burden and the development of an IMS app to enable tasks to be viewed and updated by Garda members on their mobile device whilst out in the community. The requirement for additional hardware to support the use of IMS is also being assessed. In this regard, installation of equipment has been carried out in Naas Garda Station, with additional distribution of equipment in Limerick being progressed and a site survey has been carried out in Kildare Garda Station. Requirements for other stations within the Kildare Division have been agreed and deliveries to these areas will take place in early January 2024.

Mobile Device Deployment

To date, almost 15,000 mobile devices have been deployed to frontline policing members. Deployments to the DMR East and Louth/Cavan/Monaghan Divisions are currently planned for Q1 2024. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant software licence renewal costs, investment in backend infrastructure and routine replacement of end-of-life devices.

Overall Device Deployment Figures

At 14/12/2023	Total Devices
Enrolled in MDM*	14,941

**Overall total includes active mobility devices and standard devices.*

Mobile App Development

The Person Search App V2 was launched in November 2023 which included the introduction of connectivity to the Schengen Information System (SIS), providing access to alerts on persons from all European Member States. Since its launch, Person Search V2 has been accessed by nearly 6,000 An Garda Síochána members and staff, with approximately 500 unique users every day.

ICT Workstream to enable and support the new Garda Operating Model

As previously reported, the Operating Model was successfully deployed to the Louth/Cavan/Monaghan Division on 3 December 2023, supported by ICT changes to core information systems. Planning discussions are continuing for further deployments throughout Q1 2024.

The table below details the next rollout schedule:

Waterford/Kilkenny/Carlow	28 January 2024
---------------------------	-----------------

Other End of Year Achievements

- 500,000 Fixed Charge Notices issued electronically using the FCN App.
- Person Search and Person Search SIS App delivered.
- Computer Aided Dispatch Garda Incident App delivered.
- SIS Recast entered into operation (EiO) on 7 March 2023.
- Continued Operating Model support.

4. Corporate Communications

Throughout the month of December 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe.

The Office of Corporate Communications supported a number of high level communications and campaigns, including highlighting ongoing recruitment in the organisation with the attestation of 151 Gardaí this month. In support of our upcoming “It’s a Job Worth Doing” recruitment campaign, this office created content related to activities by these newly attested Gardaí during the month of December. This included promotion on social media of their induction at stations; the investigation of crimes; and video content highlighting why they wanted to become Gardaí, and offering words of encouragement to those contemplating joining.

Also this month, Commissioner Harris conducted an interview with Carla O’Brien for RTÉ’s Crimecall, where he spoke on a range of policing and public safety issues. These included addressing questions on the recent public disorder in Dublin, organised crime, road safety, recruitment and more. This episode of Crimecall was watched by 362,000 people, with over a third of the adult population viewing it.

Internally, a special Newsbeat edition was issued highlighting the great work which had been done during 2023, offering a review of developments in An Garda Síochána during the year.

Further to this, the Office of Corporate Communications conducted a number of high profile media briefings, campaigns, events, and promotional activity during the month of December. These included the promotion of the 16 Days of Activism Campaign, Christmas road safety messaging, a media briefing with the Criminal Assets Bureau promoting the online auction of forfeited items and the deployment of 10 new community safety vans.

Media Briefings: Operation Táirge

This office held a media briefing at Walter Scott House on 11 December 2023 marking the commencement of Operation Táirge, which supports operational activity aimed at detecting and preventing organised retail crime. The media briefing was facilitated by Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, with operational details provided by Chief Superintendent Padraic Jones, Community Engagement and Superintendent Sean Fallon, Community Engagement.

The event was also attended by Minister for Justice Helen McEntee, TD, Minister of State at the Department of Enterprise, Trade and Employment Neale Richmond, TD and representatives from various retail bodies/organisations. Supporting the promotion of this operation, a press release was prepared and issued. This provided information about organised retail crime, and further updates were provided to media in respect of arrests and developments under the operation.



Media Briefings: Attestation Garda College Templemore 15 December 2023

On 15 December 2023, 151 Gardaí were attested as sworn members of An Garda Síochána, bringing the number of sworn Gardaí to 13,998. This office was involved in promoting the passing out ceremony. This included the issuing of a press release, creation of video content, and the holding of a press briefing with Commissioner Harris and newly attested Gardaí at the Garda College in Templemore. These activities served to highlight the current strength of personnel in An Garda Síochána, that being a Garda is a job worth doing and the ongoing efforts in the area of recruitment.



Media Campaigns: Christmas Road Safety Campaign and National Slow Down Day

The Office of Corporate Communications facilitated media briefings and social media video content to support campaigns related to road safety during the Christmas period. This included the start of the Christmas Road Safety Campaign and subsequent National Slow Down Days. These briefings and video appeals were delivered by Chief Superintendent Jane Humphries and Inspector Ronan MacDonald. To support these awareness campaigns, this office disseminated a series of press releases highlighting statistics around detections and appeals to the public supporting the operations being undertaken. Further to this, detections were also shared on our social media platforms highlighting the key road safety messages of these campaigns.



An Garda Síochána

Published by Michael Staines · December 12, 2023 at 6:44 PM

Our Christmas and New Year Road Safety Enforcement Operation began at 7:00am on Thursday, 30th November 2023 and will continue until 7:00am on Thursday, 4th January 2024.

176 people have lost their lives in road traffic collisions on Irish roads this year. This is 31 more deaths than at this time last year.

During this checkpoint on the M9 along by Kildare this morning:... See more



See insights and ads

Boost post

93

13 comments · 17 shares

Like

Comment

Share

16 Days of Activism Against Gender Based Violence Campaign

As part of the 16 Days of Activism Against Gender Based Violence Campaign, the Office of Corporate Communications organised a media briefing at Clyde House. This was facilitated by Detective Chief Superintendent Colm Noonan, Detective Superintendent Sinéad Greene, Detective Superintendent Ian Lackey and Detective Superintendent Derek Maguire of the Garda National Protective Services Bureau. The purpose of this briefing was to raise awareness of domestic violence, human trafficking and female genital mutilation, as part of An Garda Síochána support for the United Nation's 16 Days of Activism. It also served to highlight the ongoing support offered by An Garda Síochána to victims of domestic abuse and coercive control. Further to this briefing, 14 infographics were prepared in 14 languages and shared across An Garda Síochána social media platforms, in line with the 16 days of Activism which ran from November 2023.



Garda Info 
@gardainfo

Tá teagmháil á déanamh againn leo siúd inár bpobail a labhraíonn an Ghaeilge.

[#16DaysOfActivism](#) [#KeepingPeopleSafe](#)

Is coir é foréigean baile, gnéasach agus inscne.

Mura mbraitheann tú sábháilte, déan teagmháil, le do thoil, le do Stáisiún Gardaí áitiúil/an Ghníomhaireacht Tacaíochta nó glaoigh ar 999 nó 112 i gcás éigeandála

#daoineachoimeádsábháilte

#16lágníomhaíochais

#16lá2023



Community Engagement: Introduction of 10 Community Engagement Vans

The Office of Corporate Communications worked to promote the introduction and deployment of 10 community engagement vans, which will be used to support the work of Gardaí nationwide. This involved a photocall with Minister for Justice Helen McEntee, TD and the issuing of a press release detailing how these community engagement vans will enhance high visibility. It also explained how the vans operate as mobile Garda stations, providing a range of services to the public. This communication worked to highlight ongoing community engagement right across the country, and received coverage in national and regional print, and broadcast media during December 2023.



Further interviews with media in December 2023 included:

The Office of Corporate Communications was responsible for coordinating the following media interviews, and providing support and guidance to those conducting these engagements.

Requestor / Media Outlet	Topic	Interviewee	Date Published/ Broadcast
Amy Molloy RTÉ Consumer TV show	Online scams	Detective Superintendent Michael Cryan	13/12/2023
Carla O'Brien RTÉ's Crimecall	Policing and public safety issues	Commissioner Drew Harris	18/12/2023
Michael Hughes RTÉ Radio One	Christmas Road Safety Campaign	Chief Superintendent Jane Humphries	21/12/2023
Erin McCafferty Sunday Times	Garda working over Christmas	Sergeant Trevor Shannon Gaillimh	24/12/2023
Conor Gallagher Irish Times	Increase in vehicle theft in recent years	Sergeant Mark Bolger, Garda National Crime Prevention Unit	26/12/2023
Ali Bracken Sunday Independent	Female genital mutilation	Detective Superintendent Ian Lackey	31/12/2023

Garda Press Office Activity

The Garda Press Office operates 7am-11pm, seven days a week, responding to hundreds of queries, coordinating external communications and media relations, and regularly updating our social media platforms. Further to those already outlined, this month's activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation. These included drug and cash seizures, such as the seizure of €8m worth of suspected heroin seized by the Garda National Drugs and Organised Crime Bureau, and Revenue in Co. Dublin and Co. Kildare on 1 December 2023, and €4m worth of suspected cannabis seized at Rosslare, Co. Wexford on 12 December 2023.
- 173 press releases were issued during the month of December 2023, including 27 appeals related to missing persons investigations, 11 witness appeals and the following items:
- Fatal assault at Main Street, Blanchardstown, Dublin 15 on 24 December 2023.
- 30th Anniversary of the disappearance of Marie Kilmartin on 16 December 2023.
- Shooting incident in Delgany, Co. Wicklow on 14 December 2023.
- Christmas Road Safety Operation – weekly updates.
- Multiple arrests and court appearances. Ongoing investigations into robbery incidents in North Dublin.
- Burglary and arrests, Henry Street, Dublin 1 on 13 December 2023.
- Investigation into the death of a man in Tallaght, Dublin 24 on 11 December 2023.
- Commencement of Operation Táirge, supporting investigations into organised retail crime on 11 December 2023.

- Shane MacGowan funeral arrangements in Nenagh, Co. Tipperary and Dublin on 8 December 2023.
- Joint Agency Task Force – Cross Border Operation on 5 December 2023.
- An Garda Síochána participate in joint action day as part of EU-wide investigation targeting illegal manufacturing of firearms.
- Renewed appeal in relation to the disappearance and murder of Sandra Collins, Killala, Co. Mayo on 4 December 2000.
- An Garda Síochána commences Operation Open City, 2023.
- Media Invite: Criminal Assets Bureau online auction of forfeited items on 1 December 2023.
- Media liaison briefing to Western Region Major Emergency Management Strategic and Operational group in Galway.
- Arranging of upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

Internal Communications

Newsbeat updates, including one special edition. Readership consistently remained at around 60%.

Newsbeat

The final Newsbeat of 2023 was a special edition titled "Reeling in the Year 2023," providing a retrospective of the year's events. Key highlights in Newsbeat for the month of December 2023 included updates on:

- Garda baseball cap pilot: An initiative to trial the use of Garda baseball caps began in December 2023.
- The issuance of stronger incapacitant spray to frontline Gardaí.
- The Operating Model rollout: 10 divisions have now established the four functional areas under the new Operating Model.
- A nationwide initiative called "Operation Táirge", which was launched to support operational activity aimed at detecting and preventing organised retail crime.
- The Policing, Security and Community Safety Bill 2023.
- The internal publication of An Garda Síochána National Policing Plan 2024, whereby a link to the publication was provided.



Garda Portal






The Garda Portal and digital signage received ongoing content updates, and these digital displays, including screensavers and portal banners, were visible on desktops across the organisation. Notable updates provided to personnel during this period included:

- Counselling services available to all personnel.
- Health and safety notice reminding people not to over load plugs and extension leads.
- Information on injection naloxone and nasal spray naloxone.
- Reminder on the PALF annual review deadline.


Social Media Activities

The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, X (formerly Twitter), Instagram and LinkedIn. These channels are used to promote activity within the organisation, highlighting the good work that is being done nationwide. They are also used to provide key communications to the public on behalf of An Garda Síochána. These communications may include public information regarding traffic disruption, public appeals for information, alerts, i.e. CRI alerts, and campaigns. The Office of Corporate Communications measure the success of these communications by capturing:

1. The number of followers/individual users who have subscribed to each account.
2. The rate of engagement with the account. A high percentage indicates we are producing compelling posts that resonate with our audience. Typically, a good engagement rate is in the region of 1-5%.
3. The number of engagements with the content/posts we produce.

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	393,918	1.2%
 X- @GardaInfo	283,295	4%
 X - @GardaTraffic	605,629	4%
 Instagram - @GardaInsta	189,681	2.5%
 LinkedIn – An Garda Síochána LinkedIn	39,091	18.9%

Top Monthly Posts

 Facebook - @AnGardaSiochána
PostEngagement / Reach: 161,110



An Garda Síochána

Published by Michael Staines · December 2, 2023

Gardaí on patrol in Dublin today were handed this card by a very young gentleman with a lovely message.

Tadhg and Rían, we absolutely agree!

Dublin is open for business and looking festive 🎄🌲

Some days are better than others!

[#ItsAJobWorthDoing](#)

[#keepingpeoplesafe](#)



[See insights and ads](#)

[Boost post](#)

 3.7K

125 comments 105 shares



X - @GardaInfo

Post Engagement / Reach: 353,000 views



Garda Info @gardainfo · Dec 19, 2023

Promote ...

After a man had his laptop stolen while socialising in a pub in Dublin's City Centre in recent days, he reported it to us at Store Street station and let us know of the address that he was able to track it to via the 'Find My' app.

[#HereToHelp](#)

60 47 670 353K



Garda Info @gardainfo · Dec 19, 2023

Yesterday evening, we visited this address and recovered the laptop along with some other stolen items that we are yet to reunite with their owners.

Have you recently had one of the devices here stolen?

Call into us in Store Street with proof of ownership.

[#HereToHelp](#)



13 28 245 42K



Garda Info @gardainfo · Dec 19, 2023

Following the discovery of these stolen goods last night, we arrested one man who has since been charged with 17 counts of possessing stolen property and will appear in court today.

[#HereToHelp](#)

19 5 292 35K



X - @GardaTraffic

Post Engagement / Reach: 183,700 views



An Garda Síochána

@GardaTraffic

Promote



In the first 14 hours of National Slow Down Day, GoSafe checked the speed of 169,361 vehicles, 408 vehicles were detected for speeding

Some speeds detected include:

- 149kph in a 120kph Zone
- 110kph in a 80kph Zone

#SaferRoads



9:20 PM · Dec 22, 2023 · 183.7K Views



Instagram - @GardaInsta
Post Engagement / Reach: 155,000

gardiainsta
Original audio

gardiainsta newly attached Garda Lorraine Deaherty left her role as a Police Officer in Australia to return and change the lives of others in Ireland as a member of An Garda Síochána.

Our next recruitment competition will open for applications on Monday, January 15th, 2024.

#ItsAJobsWorldDoing

2 likes

For you

annamariemalley They really should raise the age limit! 0

1 like · 2 likes · Reply

— View replies (2)

doophell I still think it's the career for me, just need to take the first step 0

1 like · 4 likes · Reply

— View replies (2)

amy_foley93 It's always been a dream job of mine since I can remember but since becoming a mum at a young age I don't think I've encountered enough schooling for this. Can you please state the requirements for this? Is there a way of going about it with no leaving cert etc? And also is there anyway around that to try get your dream job? Thank you 🙏 0

1 like · Reply

gavin.king87 Will the robbing Palestinian fags off law-abiding Irish citizens? 0

1 like · Reply

kevbrady_photography Which Aussie Police service did you serve in and for how long...thanks 0

1 like · Reply

cacoinhe_bon 🙏🙏🙏🙏 welcome home, we're lucky to have you 0

1 like · 2 likes · Reply

danelawlor9315 Good girl Lorraine did it 0

1 like · 1 like · Reply

mline_chelle93 🙏🙏🙏🙏 0

1 like · 1 like · Reply

annaughton_inland Welcome back. Good to see that many are coming back. I hope more follow the same. Go níl an bóthar leat. 🙏🙏🙏🙏 0

1 like · Reply



LinkedIn – An Garda Síochána LinkedIn
Post Engagement /Reach: 84,902



An Garda Síochána

39,279 followers

3w · 🌐

Probationer Gardaí, James King and Michael Bracken had their first tour of duty at Pearse St station on Sunday 17th December having attested at the Garda College on Friday 15th.

First things first, Garda O'Sullivan took both new colleagues out on Operation Citizen patrol around Temple Bar.

The three Gardaí spotted someone acting suspiciously down a lane way around 10am. When searched he had four MacBook Pro laptops, two Kindle's and a pair of Bose headphones.

Turns out, the laptops had been stolen from three US tourists and their Irish mate, Nicholas over the weekend.

Nicholas picked up all four laptops just in time for his three pals flight back to the States last night.

All in all, the three Gardaí recovered over €7k worth of stolen goods and arrested one man.

Not bad for their first walkabout on duty in Dublin City Centre.

[#ItsAJobWorthDoing](#)

[#KeepingPeopleSafe](#)



Liam Geraghty and 1,481 others

54 comments · 9 reposts



Like

Comment

Repost

5. Implementation of Cultural Change

Culture Reform Programme

- Assistant Commissioner, Governance and Accountability has approved the Summary of Evidence and Insights from Focus Group Report, and implementation plan. It will be presented to the Senior Leadership Team in January 2024 for consideration.
- Leading Ireland's Future Together (LIFT) was launched in 2018 and is a 'social enterprise initiative aimed at increasing the level of positive leadership in Ireland'. Deputy Commissioner Strategy, Governance and Performance has approved in principle a four-month pilot partnership programme between An Garda Síochána and LIFT, and consultations are currently ongoing with Director of Training, Garda College towards the pilot's integration with existing leadership development programmes.

Enhancing Professional Conduct

- The next edition of 'Learning the Lessons' will be published on Newsbeat in Q1 2024. The title for this edition will be 'Abuse of Power for Sexual Gain'. The next meeting of the Lessons Learned Working Group is scheduled for 8 January 2024.

6. Risk Management

- An Garda Síochána Corporate Risk Register captures ten principal risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Chief Risk Officer, Risk and Policy Committee, and supported by the Garda Risk Management Unit (GRMU).
- GRMU, in conjunction with risk owner, Executive Director, Strategy and Transformation, are currently developing a dedicated risk, in respect of the potential impact of the Policing, Security and Community Safety Bill on the organisation, for inclusion on the Corporate Risk Register. It is anticipated that this risk will be proposed at the next meeting of the Risk and Policy Committee.

During the month of December 2023, the Garda Risk Management Unit (GRMU);

- Held one-to-one meetings with all corporate risk owners/support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Continued to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model Divisions. Under this initiative, GRMU conduct risk management refresher training and risk register development workshops with Performance Assurance Functional Area personnel.
- Conducted risk management training in the Mayo/Roscommon/Longford Division.
- Worked towards implementing agreed actions arising out of the Garda Internal Audit Service Report – implementation of required key actions on the Corporate Risk Register.
- A risk management workshop is scheduled to be delivered to senior management in the Waterford/Kilkenny/Carlow Division on 11 January 2024.

7. Data Quality and Operational Value of Data

Information-led Policing: Data in support of Policy Development and Performance Monitoring

- On 12 November 2023, PULSE R7.8.3 introduced incident outcomes on PULSE nationwide. In December 2023, the Data and Technology branch, alongside Chief Superintendent Colm Noonan, presented to the Policing Authority Policing Strategy and Performance Committee.
- GISC hosted a PAF webinar on IMS and PULSE data quality with colleagues from Garda National Bureau of Criminal Investigation.

Data Quality and Operational Value of Data

The December 2023 data quality metrics are available at the link below.

Link: [AGS Crime Incident Data Quality Metrics 31 December 2023 \(garda.ie\)](https://garda.ie/AGS-Crime-Incident-Data-Quality-Metrics-31-December-2023)

Garda National Vetting Bureau Update

- Garda standard vetting average turnaround times were 5-6 working days once an application is received.
- 6.6% year on year increase on vetting applications received to end of December 2023.
- A record 585,576 Garda vetting applications were received to the end of December 2023, the highest number of applications since the Vetting Legislation was enacted in April 2016.

Crime Trends






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, and are subject to change following review. CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. There were reductions in most crime groups during this period. Upward trends since that time indicate a return to more typical pre-COVID levels.

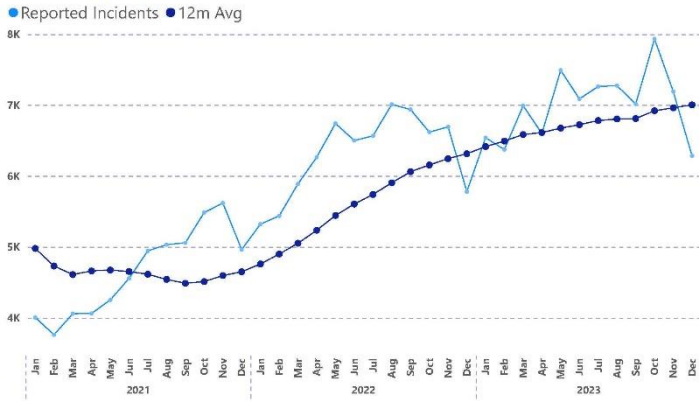
The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (e.g. 12m average for April 2022 = average per month for the period May 2021 - April 2022). Reported incidents for the 12 months up to and including the most recent complete month are compared to:

The equivalent 12-month period a year ago %(+/-) vs Prev 12m

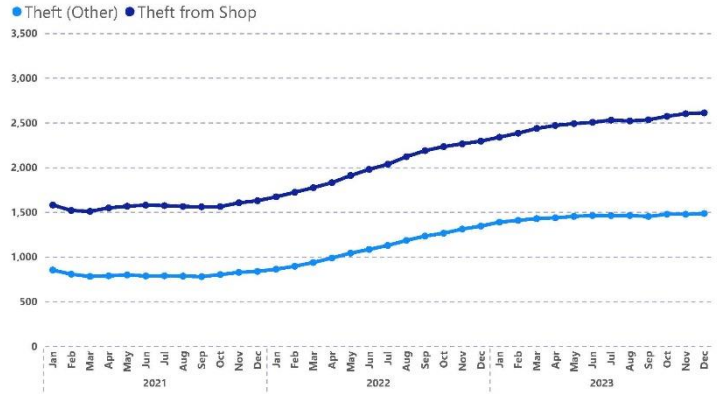
The equivalent period from 2018/2019
(representing a pre-COVID period) %(+/-) vs Pre Cov

Increase of +20% or more	
Increase of +5% to +20%	
Increase or decrease of up to 5%	
Decrease of -5% to -20%	
Decrease of -20% or more	

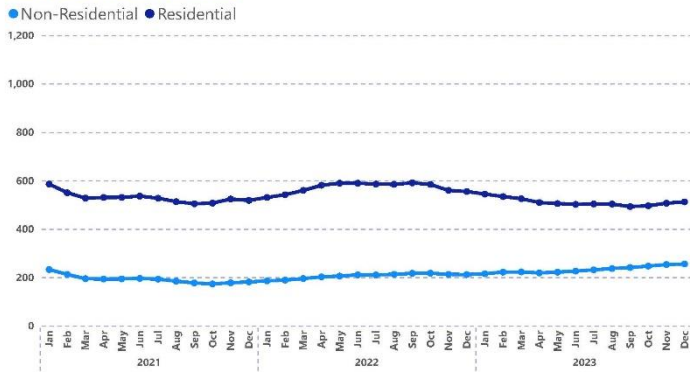
Total Property Crime



High Volume Theft Offences (12 Month Avg)



Burglary (12 Month Avg)



	%(+/-) vs Prev 12M	%(+/-) vs Pre Cov
Property Crime (Burglary)	+0.2% →	-43.9% ↓
Non-Residential	+20.8% ↑	-32.4% ↓
Residential	-7.7% ↓	-48.3% ↓
Property Crime (Other)	+24.9% ↑	+12.2% ↗
Property Crime (Theft Offences)	+10.7% ↗	+4.2% →
Property Crime (UT/Interference - Vehicle)	+24.6% ↑	+62.8% ↑
Total	+10.9% ↗	-1.6% →

ICCS Classification Grouping

Property Crime (Burglary)	Property Crime (Other)
071 - Burglary	061 - Robbery
Property Crime (Theft Offences)	062 - Extortion Offences
082 - Theft (not vehicle)	Property Crime (UT/Interference - Vehicle)
	081 - Theft/Taking of Vehicle and Related Offences

Total Crimes Against the Person

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Crimes Against the Person (Assault)	-2.1% →	+4.4% →
Non-Residential	-3.0% →	+0.8% →
Residential	-0.4% →	+12.4% ↗
Crimes Against the Person (Other)	-12.1% ↘	+1.3% →
Total	-4.7% →	+3.8% →

ICCS Classification Grouping

- | | |
|--|--|
| <p>Crimes Against the Person (Assault)</p> <ul style="list-style-type: none"> 032 - Assaults | <p>Crimes Against the Person (Other)</p> <ul style="list-style-type: none"> 011 - Murder/Manslaughter/Infanticide 031 - Attempts/Threats to Murder 033 - Harassment and Related Offences 042 - Other Dangerous or Negligent Acts 051 - False Imprisonment, Abduction 063 - Hijacking Offences |
|--|--|

Sexual Offences & Child Pornography

● Reported Incidents ● 12m Avg



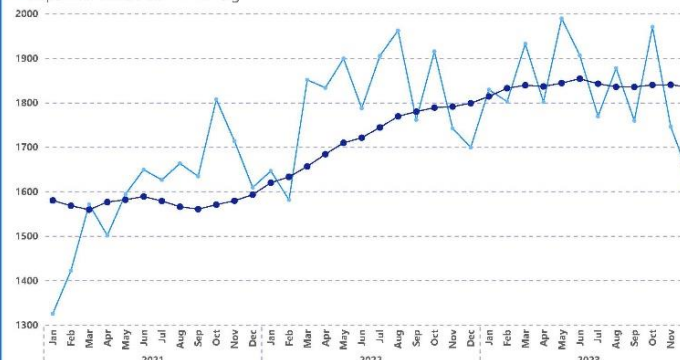
	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Sexual Offences (Child Pornography Offences)	-50.7% ↓	-45.3% ↓
Sexual Offences (Rape/Sexual Assault)	-9.9% ↘	+0.4% →
Total	-15.8% ↘	-6.2% ↘

ICCS Classification Grouping

- | | |
|---|--|
| <p>Sexual Offences (Child Pornography Offences)</p> <ul style="list-style-type: none"> 0222 - Child pornography offences 0223 - Child pornography - obstruction of warrant | <p>Sexual Offences (Rape/Sexual Assault)</p> <ul style="list-style-type: none"> 021 - Rape and Sexual Assault 022 - Other Sexual Offences (excl. Child Pornography) |
|---|--|

Criminal Damage

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Criminal Damage	+2.0% →	+1.2% →
Non-Residential	+0.0% →	-3.6% →
Residential	+4.8% →	+8.3% ↗
Total	+2.0% →	+1.2% →

ICCS Classification Grouping

- Criminal Damage**
- 1211 - Arson
 - 1212 - Criminal damage (not arson)

Total Public Order

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Public Order (Drunkness)	-5.8% ↘	-5.7% ↘
Public Order (Public Order Offences)	-7.5% ↘	-14.9% ↘
Total	-6.8% ↘	-11.7% ↘

ICCS Classification Grouping

- Public Order (Drunkness)**
- 1313 - Drunkenness offences
- Public Order (Public Order Offences)**
- 1312 - Public order offences

8. Policing Successes

Throughout the month of December 2023, there have been numerous incidents of outstanding police work performed by members of An Garda Síochána in the course of their routine operational policing duties, supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of December 2023 are set out hereunder.

On 1 December 2023, as part of an ongoing intelligence-led operation targeting a transnational organised crime group involved in the importation of controlled drugs, personnel attached to the Garda National Drugs and Organised Crime Bureau effected a warrant to search an aircraft at an aerodrome in the Dublin Metropolitan Region. During the search of the aircraft, 60kg of suspected heroin, with an estimated street value of €8.4m, was recovered and seized. Simultaneously, a coordinated stop of a vehicle was conducted. Two suspects were arrested, detained and charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1977–1984.

On 5 December 2023, following a lengthy investigation, personnel attached to the Garda National Immigration Bureau arrested and charged an individual with six separate offences of people-smuggling, contrary to Section 6(1) of the Criminal Justice (Smuggling of Persons) Act, 2021; all of which are to proceed on indictment. All offences relate to incidents of smuggling Zimbabwean nationals into Ireland through Dublin Airport on five separate dates over the past year. A file was prepared for the DPP and directions received to charge the suspect, who remains in custody awaiting the service of the Book of Evidence.

On 6 December 2023, as part of an intelligence-led investigation targeting a prolific offender committing theft-related fraud and economic crimes, Gardaí arrested a suspect following a surveillance operation. The suspect was involved in change-related scams at retail establishments, such as service stations, fast food outlets, shops and large hardware stores nationwide. During the investigation, local Gardaí, with the assistance of the Co-ordination and Crime Tasking Unit, reviewed 38 crimes with similar motives and collated CCTV evidence to identify the suspected offender. Investigation files were prepared containing all the relevant evidence collected. The suspect, faced with 33 charges of Section 6 Criminal Justice (Theft and Fraud Offences) Act, 2001, was remanded on continuing bail to future court sittings.

On 15 December 2023 the new Garda Text Alert Service was launched in Listowel. The service, which is the first of its kind in the country, aims to provide community and business groups with regular crime prevention advice and safety information, as well as seeking the public's assistance in solving crimes that occur in the Listowel area. The new system complements the '*See Something Say Something Initiative*', and provides the facility to text out and distribute information. The service is being piloted with Listowel Business Watch and Feale Drive Text Alert, with a number of other areas to be added in the near future.

On 19 December 2023, following an extensive investigation in collaboration with local retailers, Gardaí arrested a suspect identified as using a stolen vehicle fitted with cloned plates to conduct drive-offs across the region. The suspected offender was charged with the unauthorised taking of a vehicle, 15 counts of making off without making payments and road traffic offences, including 16 counts of driving without a driving licence.

On 19 December 2023, the Operational Support Services District Office received reports of a sailing boat that had gone missing. The boat was last seen docked in a harbour a month previously on 18

November 2023. Images of the boat were circulated to the Garda Water Unit and, whilst on patrol in a secluded area on 21 December 2023, members of the Water Unit identified the missing boat, despite the vessel having been altered in an attempt to disguise it. The investigating members were notified of the find and the boat was subsequently seized.

On 19 December 2023, the Garda National Immigration Bureau (GNIB) saw 'Operation Mombasa' come to a successful conclusion with the final conviction received in the Circuit Court. A male, originally from Georgia, entered a guilty plea before the Circuit Court and was convicted on two counts of possessing false documents. With full facts provided to the court for all eight charges, he was sentenced to two years to run consecutively. 'Operation Mombasa' commenced in late 2017 and focused on an organised crime gang involved in the production of false travel documents and their distribution throughout Europe, utilising DHL agents and depots. Six suspects were convicted in relation to 290 charges.

On 19 December 2023, as part of a joint operation with Revenue, members of An Garda Síochána conducted a coordinated search of a Maltese registered bulk cargo vessel in the Port of Foynes, Co. Limerick. During the search, 300kgs of suspected cocaine, worth an estimated street value of €21m was recovered in the crew quarters within the vessel. Six suspects were arrested and detained under the provisions of Section 2 of the Criminal Justice (Drug Trafficking) Act, 1996. These persons have now been released from custody and a file is being prepared for submission to the Director of Public Prosecutions.

On 21 December 2023, Gardaí responded to reports of a robbery, during which a suspect brandishing a knife approached staff who were filling an ATM. The suspect made good their escape with a cash box containing €17,700. Gardaí coordinated an effective policing response which included the tracking and following of evidence. As a result, the suspect was apprehended, hiding out in a concealed area atop an apartment complex and the cash box was recovered. The suspect was arrested, charged with robbery and is currently before the courts.

Also on 21 December 2023, Gardaí responded to a dispute call involving knives and swords. Upon arrival, Gardaí were approached by a suspect aiming a double-barrelled shotgun directly at them. Gardaí took precautionary measures and, despite the offender's attempts to prevent them doing their duty, Gardaí effected an arrest and recovered the firearm, which was subsequently found to have been unloaded. The suspect was subsequently charged with possession of the firearm, along with other offences, and was remanded in custody.

On 22 December 2023, following a lengthy and comprehensive investigation conducted by the Garda National Protective Services Bureau into allegations of child and adult sexual abuse, a ten-person jury returned a unanimous guilty verdict against the accused in respect of six complainants and nine counts on the indictment. The convicted person has been remanded on bail to appear at the Central Criminal Court on 4 March 2024 for sentencing.

From 25 November to 10 December 2023, An Garda Síochána, once again, supported the 16 Days of Activism Against Gender-Based Violence campaign. We used the opportunity to communicate our commitment to treating all instances of gender-based violence as a priority and re-enforce our mission in 'keeping people safe', particularly the victims of domestic and sexual abuse. During this year's campaign, An Garda Síochána effectively utilised social media channels to reach out to communities across Ireland through 14 different languages.

During December 2023, the Criminal Assets Bureau secured orders pursuant to Section 2 and Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of five residential properties, six vehicles, cash sums to the value of €456,625 and £575, funds in bank accounts totalling in excess of €402,000, two Rolex watches, and high-value clothing and footwear.

The Insurance Fraud Co-ordination Office

The Insurance Fraud Co-ordination Office (IFCO) was established in the Garda National Economic Crime Bureau (GNECB) to take in reports of insurance fraud, in line with a memorandum of understanding (MOU) which governs the work of the office.

The office was the subject of a media article in the Irish Independent on 25 October 2023, following the formal signing of the MOU. IFCO has been in operation and taking reports since September 2021. The MOU is an agreement between Insurance Ireland and the Alliance for Insurance Reform.

IFCO is a single point of contact for the insurance industry with An Garda Síochána. It has provided a formal mechanism for the reporting of suspected insurance fraud. Overall, IFCO has proven to be an excellent response to the issue of insurance fraud and is working well with the insurance companies in combatting same.

9. Community Engagement and Organisational Initiatives

The Launch of the Christmas and New Year's Road Safety Campaign

On 1 December 2023, An Garda Síochána, in conjunction with the Road Safety Authority, launched the Christmas and New Year's Road Safety Campaign, aimed at reducing the number of deaths and serious injuries on our roads. Lifesaver offences (speeding, seatbelts, mobile phones and intoxicated driving) were the primary offences targeted in the operation. During the campaign, there were in excess of 8,000 checkpoints in place, with over 4,800 being mandatory intoxicant testing checkpoints. Early detection figures show that over 15,500 drivers were detected speeding. There were over 300 seatbelt offences and more than 1,000 drivers caught holding a mobile phone whilst driving. More than 800 motorists were arrested on suspicion of driving under the influence of alcohol/drugs.



UN International Day for Persons with Disabilities

On 3 December 2023, An Garda Síochána, in conjunction with the Disability Federation of Ireland, marked UN International Day for Persons with Disabilities by lighting up Garda HQ with purple lights. An Garda Síochána was just one of many national organisations lighting up public buildings, landmarks, vehicles and institutions, demonstrating our collective support for and solidarity with the disabled community across Ireland.



Final Late Night League of 2023

On 7 December 2023, the final of the late night league was held, with four teams playing over two pitches. The leagues ran twice in the autumn of 2023 (four weeks in October and three weeks in November), with a short break in between. Probationer and student Gardaí helped out with the leagues.



The launch of 'Operation Táirge'

On 11 December 2023, An Garda Síochána launched 'Operation Táirge', which is designed to support operational activity aimed at detecting and preventing organised retail crime. The Minister for Justice, Helen McEntee, attended the launch, along with the Minister of State for Business, Employment and Retail, Neale Richmond, Assistant Commissioner Paula Hilman, Roads Policing and Community Engagement, senior Garda management personnel and representatives of the retail industry. 'Operation Táirge' is led by the Organised Retail Crime Tasking and Co-ordination Group within An Garda Síochána and is supportive of each Garda region in monitoring and responding to emerging trends in their respective areas. As is often the case in organised crime, organised retail crime can often include an international dimension. Therefore, the coordination group also aims to maintain its close working relationships with its international counterparts, including those in the UK and Northern Ireland.



Christmas Village event in Malahide, organised by the Coolock Garda District

On 13 December 2023, the Garda National Youth Diversion Bureau were on hand to staff the Garda stand at the Christmas Village event at Malahide. The event was organised by the Coolock District and is a new initiative specifically for young people within the community. Its initial focus was on young people engaged with youth services and Garda Diversion Programmes. Building on its success, the event was later extended to include a number of schools, some charity organisations, young people with special needs, those in care and a range of other groups.



(Garda National Youth Diversion Bureau stand at the Christmas Village event at Malahide Castle on 13 December 2023. L to R: Principal Officer Rose Sweeney, Clerical Officer Deirdre Gallagher and Garda Susan Mulcahy.)

Film screening of “Midnight Traveller” attended by Garda National Diversity Unit

On 15 December 2023, the Garda National Diversity Unit (GNDU) attended the screening of the film, ‘Midnight Traveller’ at the Irish Film Institute to mark International Migrants Day. Following the screening of the film, the director joined online discussions relating to the film’s content and other topical issues, including the subject of hate crime. GNDU provided information on identification, reporting methods and the recording of hate crime.

The Final National Slow Down Day of 2023

The final National Slow Down Day of the year was held on 22 December 2023. During the course of the operation, our mobile safety camera vans checked the speed of 175,379 vehicles, detecting 467 such vehicles driving in excess of the speed limit. Garda members issued more than 160 Fixed Charge Notices in respect of speed intercepts.

Rollout of new speed detection devices

During the month of December 2023, An Garda Síochána rolled out 60 new speed detection devices to operational members, further supporting efforts towards keeping people safe on the roads. The Trucam II (pictured right) has the ability to detect speeding vehicles from distances over one kilometre. It provides a high-resolution image of the vehicle registration plate and a video of the traffic offence committed. The smaller device (pictured left) is the TruSpeed Sxb. Due to its size and rapid deployment time, this device is capable of detecting a greater number of speeding offences than previously possible.



The Garda National Crime Prevention Unit provided crime prevention advice during December 2023 when attending the following fora:

- 4 December 2023 – National Rural Safety Forum;
- 6 December 2023 – Bi-annual National Metal Theft Forum;
- 11 December 2023 – Transdev Dublin Light Rail Ltd. Safety Forum.

Fatal and Serious Injury Collisions

2023 proved to be a devastating year on the roads following a stark increase in fatal road traffic collisions across the majority of road-user types. When compared to 2022, an increase of 33 fatalities was recorded. With 188 lives tragically lost, 2023 has been the worst year on Ireland’s roads since 2016. In respect of serious injury collisions, a national decrease of 18% was observed when compared to 2022.

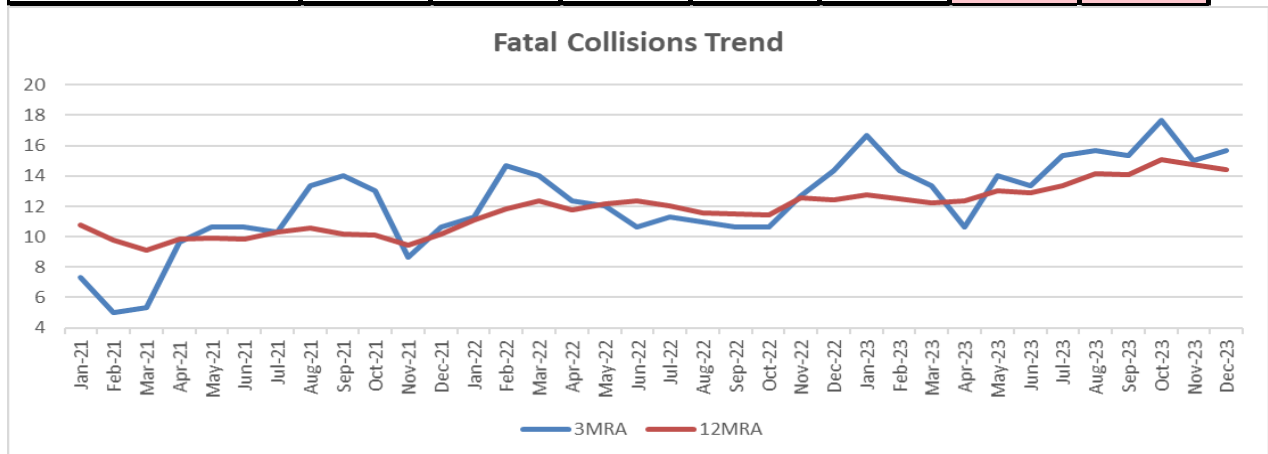
Fatality - Road User	2019	2020	2021	2022	2023*	Change 22/23	Change 19/23
Driver	73	60	67	59	73	24%	0%
Passenger	15	25	18	22	35	59%	133%
Pedestrian	28	33	20	44	46	5%	64%
Pedal Cyclist	8	10	7	7	7	0%	-13%
Motorcyclist**	17	17	22	23	27	17%	59%
Total	141	145	134	155	188	21%	33%

*Data correct as of 19 January 2024.

**Figures for motorcyclists include pillion passengers.

Fatal Collisions

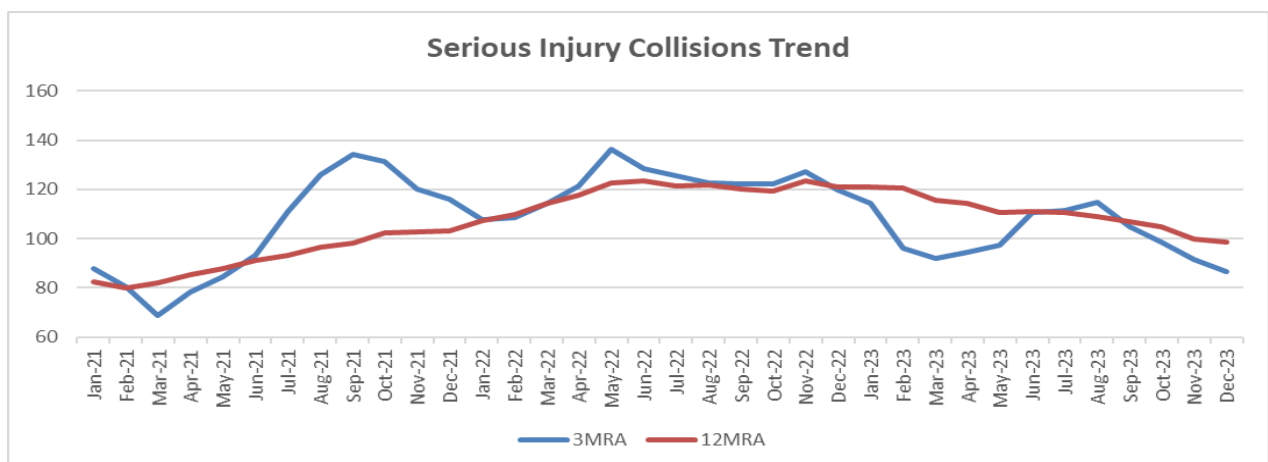
Region	Fatalities Running Total YTD					Change	
	2019	2020	2021	2022	2023	Change 22/23	Change 19/23
All Region	141	145	134	155	188	21%	33%
Dublin Region	19	20	20	14	15	7%	-21%
Eastern Region	41	37	36	45	48	7%	17%
North Western Region	34	43	47	51	71	39%	109%
Southern Region	47	45	31	45	54	20%	15%



Serious Injury Collisions

Region	Serious Injuries Running Total YTD					Change	
	2019	2020	2021	2022	2023	Change 22/23	Change 19/23
All Region	1523	1185	1386	1634	1342	-18%	-12%
Dublin Region	450	369	363	450	335	-26%	-26%
Eastern Region	385	276	367	403	363	-10%	-6%
North Western Region	349	255	305	378	312	-17%	-11%
Southern Region	339	285	351	403	332	-18%	-2%

*Data correct as of 19 January 2024.



*Please be aware that statistics issued are provisional, operational and liable to change.

10. Operating Model

Business Services and Performance Assurance Functional Areas

Following successful deployment of the Operating Model into the Louth/Cavan/Monaghan Division on 3 December 2023, 10 operational divisions have now successfully transitioned to the Operating Model Divisional Functional Area structure, having implemented both Business Services Functional Area (BSFA) and Performance Assurance Functional Area (PAFA), which included the deployment of PULSE 7.8. The Operating Model Central Implementation Team continues to monitor, liaise, support and engage with the ten divisions concerned following implementation, in an effort to provide the organisational support to the respective divisional management teams in managing the transitional and post-implementation phases. In total, 20 operational divisions have commenced the development and implementation of the Business Services Functional Area.

Progress continues with BSFA and PAFA implementation across the remaining 11 divisions, with preparation continuing to transition the Waterford/Kilkenny/Carlow Division to the Operating Model structure on 28 January 2024. 16 divisions are at various stages of implementing the standardised PAFA processes. In addition to the 10 divisions who have transitioned into the Operating Model structure, Superintendents have been assigned to PAFAs in the following divisions in advance of the 'go-live' milestone; the DMR North Central, Waterford/Kilkenny/Carlow, Laois/Offaly/Kildare, Wexford/Wicklow, DMR East and DMR North Divisions. They have commenced establishing the Performance Assurance structure and are at various stages of implementation within each respective division.

Crime and Community Engagement Functional Areas

The following 10 divisions are operating in the Four Functional Area structure.

- | | |
|----------------------------|-------------------------|
| i. Cork City | vi. DMR South |
| ii. Kerry | vii. DMR South Central |
| iii. Galway | viii. Clare/Tipperary |
| iv. Limerick | ix. Meath/Westmeath |
| v. Mayo/Roscommon/Longford | x. Louth/Cavan/Monaghan |

These 10 divisions have commenced their Community Engagement and Crime Functional Areas as follows:

- Garda personnel formally aligned to one of the four Functional Areas in the division.
- Each Garda station aligned to a Community Engagement Functional Area within the division.
- PULSE 7.8 deployed to embed and align PULSE with the Operating Model Functional Area structures.

Regional Implementation

The regional office phased implementation commenced on 12 June 2023 in the Southern Region with Wave 1, which relates to Performance Assurance. This involves the alignment of the regional office standardised processes with the Functional Areas in their divisions. Commencement of Waves 2, 3 and 4 is on hold due to divisional office process realignments (7 processes), which is taking place in the Southern Region. This concluded in December 2023, and following review and analysis of feedback, the rollout will continue with waves 2, 3 and 4.

Current Status

Planning and implementation preparation is underway for the continued rollout of the remaining operational divisions in 2024, allowing for the alignment of other transformation projects, including RDMS, CAD 2 and IMS. Engagement and support for the 10 fully commenced divisions is ongoing. Process development work for Community Engagement/Crime processes is still underway, with significant progress made to date. The Operating Model team is continuing to support and engage with divisions yet to 'go-live' with PULSE 7.8 and with the objective of establishing the Operating Model Four Functional Area structure, advancing divisional readiness and aiding with their transition to the Operating Model Functional Area structure.



An Garda Síochána Mental Health First Aid Programme



Programme Update

Pilot

- The first cohort of 16 Mental Health First Aid (MHFA) instructor trainees within An Garda Síochána completed the mandatory five days training on 28 November 2023. They are considered provisional MHFA instructors by MHFA Ireland until they have co-delivered the standard two-day MHFA course on two occasions to groups of 20 participants.
- These courses will be delivered, preferably in their divisions, in January and February 2024.
- The expectation is that when fully accredited, these Garda MHFA training facilitators will then deliver the standard two-day MHFA training to all Garda personnel in the coming years, as the programme is rolled out across the organisation.
- Following this pilot, the process will be reviewed, evaluated and the expression of interest will be opened to the whole organisation.

Appendix A – 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.												
	2024												<i>Total to end 2024</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	2	0	1	0	0	0	0	1	2	1	7
Superintendent	1	2	0	1	2	0	2	1	1	0	0	1	11
Total	1	2	2	1	3	0	2	1	1	1	2	2	18

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of December 2023</i>													
Rank	ECF	Position at end of last month Nov 2023	Appointed in Month – December 2023	Career Break		Resignations	Retirements		Demotions	Consequential 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	46	1	0	0	0	0	0	0	0	1	47	0
Superintendent	168	164	7	0	0	0	0	2	0	1	4	168	0
Total	223	218	8	0	0	0	0	2	0	1	5	223	0

Appendix C – Breakdown of Garda Leave – Garda Members

Data as at the end of December 2023									
As at 31.12.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	24	0	0	9	26	0	0
	Female	77	16	14	42	0	95	0	4
Sergeant	Male	1	0	0	0	0	4	0	0
	Female	2	0	0	5	0	10	0	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	24	0	0	9	30	0	0
	Total Female	79	16	15	47	0	105	0	4
	Total	82	40	15	47	9	135	0	4

Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 31.12.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	4	5	0	0	5	0	0	0
	Female	215	11	5	10	59	0	0	4
EO	Male	1	2	0	0	3	0	0	0
	Female	39	4	3	2	19	0	0	5
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
HEO	Male	0	1	0	0	2	0	0	0
	Female	3	0	1	0	9	0	0	0
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	2	0	2	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	1	0	0	0
Teacher	Male	0	0	0	0	0	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	0	1	0	0	0	0	0
Accountant	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	1	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	6	8	0	0	11	0	0	0
	Total Female	264	16	13	12	91	0	0	9
	Total	270	24	13	12	102	0	0	9

Appendix E – 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 & above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
December 2023	1,916	208	183	10	18	3	2,117	221
November 2023	1,741	209	143	11	17	3	1,901	223
October 2023	1,835	186	138	12	13	3	1,986	201
September 2023	1,737	194	147	12	7	3	1,891	209
August 2023	1,684	198	139	13	9	4	1,832	215
July 2023	1,566	202	123	13	14	4	1,703	219
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
April 2023	1,515	194	103	11	13	3	1,631	208
March 2023	1,755	196	146	10	13	2	1,914	208
February 2023	1,581	180	138	10	20	2	1,739	192
January 2023	1,830	185	162	12	22	2	2,014	199
December 2022	1,833	185	171	12	19	2	2,023	199

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
December 2023	1,918	208	183	10	18	3	2,119	221
November 2023	1,903	210	152	11	17	3	2,072	224
October 2023	1,990	189	144	12	13	3	2,147	204
September 2023	1,894	194	152	12	7	3	2,053	209
August 2023	1,829	200	148	13	9	4	1,986	217
July 2023	1,703	203	129	14	15	4	1,847	221
June 2023	1,726	196	138	11	18	2	1,882	209
May 2023	1,890	187	147	13	15	2	2,052	202

April 2023	1,618	196	107	11	13	3	1,738	210
March 2023	1,902	198	152	10	14	2	2,068	210
February 2023	1,694	180	147	11	23	2	1,864	193
January 2023	1,977	185	168	12	23	2	2168	199
December 2022	1,970	188	182	12	20	2	2,172	202

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector & above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Dec 2023	15,917.5	6,214	1,652	310	181	93	17,750.5	6,617
Nov 2023	14,065	5,889.5	1,362.5	319	209	90	15,636.5	6,298.5
Oct 2023	16,376	5,496.5	1,444.5	338	166	93	17,986.5	5,927.5
Sept 2023	15,491	5,533.5	1,407.5	360	128	90	17,026.5	5,983.5
Aug 2023	15,046	5,956	1,413.5	373	167	106	16,626.5	6,435
July 2023	14,015	5,938.5	1,579.50	369	163	124	15,757.5	6,431.5
June 2023	13,091	5,440	1,397.5	326	250	60	14,738.5	5,826
May 2023	14,824.5	5,369	1,324.5	350	237	62	16,386	5,781
April 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
March 2023	14,652.5	5,553	1,378	310	175	62	16,205.5	5,925
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Dec 2023	17,750.50	2,114.00	13.52%
Nov 2023	15,636.50	-2,350.00	-13.07%
Oct 2023	17,986.50	960.00	5.64%

Sept 2023	17,026.50	400.00	2.41%
Aug 2023	16,626.50	869.00	5.51%
July 2023	15,757.50	1019.00	6.91%
June 2023	14,738.50	-1647.50	-10.05%
May 2023	16,386.00	1270.50	8.41%
April 2023	15,115.50	-1090.00	-6.73%
March 2023	16,205.50	1700.00	11.72%
Feb 2023	14,505.50	-2660.00	-15.50%
Jan 2023	17,165.50	-1521.50	-8.14%
Dec 2022	18,687.00	1575.00	9.20%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Dec 2023	6,617	318.50	5.06%
Nov 2023	6,298.50	371.00	6.26%
Oct 2023	5,927.50	-56.00	-0.94%
Sept 2023	5,983.50	-451.50	-7.02%
Aug 2023	6,435.00	3.50	0.05%
July 2023	6,431.50	605.50	10.39%
June 2023	5,826.00	45.00	0.78%
May 2023	5,781.00	-48.00	-0.82%
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%

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

Month	No. of Days Absent	LTR
Dec 2023	17,750.50	4.76%
Nov 2023	15,636.50	4.23%
Oct 2023	17,986.50	4.84%

Sept 2023	17,026.50	4.61%
Aug 2023	16,626.50	4.48%
July 2023	15,757.50	4.24%
June 2023	14,738.50	3.97%
May 2023	16,386.00	4.48%
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%

Garda Staff – Numbers who availed of sick leave

Date	No.
Dec 2023	412
Nov 2023	447
Oct 2023	398
Sept 2023	400
Aug 2023	364
July 2023	368
June 2023	379
May 2023	405
Apr 2023	291
Mar 2023	435
Feb 2023	371
Jan 2023	496
Dec 2022	528

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	<i>Total</i>
Dec 2023	407	5	412
Nov 2023	481	3	484
Oct 2023	425	5	430
Sept 2023	424	5	429
Aug 2023	379	5	384

July 2023	382	4	386
June 2023	401	8	409
May 2023	433	7	440
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Dec 2023	3,955.5	64.5	4,020.00	-142.50	-3.42%
Nov 2023	4,101.50	61	4,162.50	-10.50	-0.25%
Oct 2023	4,099.00	74	4,173.00	99.50	2.44%
Sept 2023	3,989.50	84	4,073.50	42.50	1.05%
Aug 2023	3,949.00	82	4,031.00	-204.00	-4.82%
July 2023	4,167.00	68	4,235.00	176.50	4.35%
June 2023	4,003.00	55.5	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.50	67	4,263.50	611.00	16.73%
Feb 2023	3,568.50	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%

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

Date	Days Absent	LTR
Dec 2023	4,020.00	4.94%
Nov 2023	4,162.50	5.22%
Oct 2023	4,173.00	5.35%
Sept 2023	4,073.50	5.21%
Aug 2023	4,031.00	5.14%
July 2023	4,235.00	5.42%

June 2023	4,058.50	5.22%
May 2023	4,059.50	5.23%
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.50	5.48%
Feb 2023	3,652.50	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%

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
Dec 2023	8	217
Nov 2023	9	215
Oct 2023	11	225
Sept 2023	11	309
Aug 2023	13	349
July 2023	15	389
June 2023	14	408
May 2023	15	413
April 2023	17	357
March 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412

Sick leave statistics as recorded on SAMS. 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.

Sick Leave as at 31 December 2023

Personnel on sick leave on 31 December 2023

- Total number of Garda members on sick leave: 816 (213 IOD) (5.92%).
- Total number of Garda Staff on sick leave: 121 (3 occupational injury/illness) (3.5%).
- Overall personnel on sick leave: 937 (5.43%).

Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 544 (210 IOD) (3.94%).
- Total number of Garda Staff on long term sick leave: 91 (3 occupational injury/illness) (2.6%).
- Overall personnel on long term sick leave: 635 (3.68%).
- The percentages show the number of personnel on sick leave as a percentage of the total strengths.

Accrued figure of those who are on adjusted duties/have reasonable accommodations

- Per the most recent return to the end of Q4 of 2023, the total number of members on light duties/reasonable accommodations is 648.

Overview of Sick Absence December 2023

