



An Garda Síochána

Monthly Report to the Policing Authority

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

September 2023

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_86-30694/23**



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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 ninth report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of August 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE**

September 2023

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

Message from the Commissioner

During August 2023, the results of the 2022 An Garda Síochána Public Attitudes Survey were released, reaffirming that we have one of the highest trust levels of any police service in the world at 90%.

As in previous years, satisfaction with the level of service provided also remains high, with 75% of respondents satisfied with Garda service. Of course, there are always areas for improvement. The survey highlights a need to continue to improve our service to victims and An Garda Síochána will continue to place a key focus on informing victims on how their cases is progress.

An Garda Síochána continues to roll out the Government's reform programme, A Policing Service For Our Future. As part of the changes being introduced, a number of information initiatives took place which were aimed at educating the public and our personnel on these changes.

This included a technical briefing on GardaSAFE, our new command and control system, showcasing the benefits to the public, to Garda safety and the investment we are making in new technology. Meanwhile, An Garda Síochána held a number of internal workshops across the country in advance of the tendering process for body-worn cameras.

August 2023 was a tragic month on our roads. Throughout the month, An Garda Síochána conducted a number of road safety appeals. Media briefings were held ahead of the August Bank Holiday weekend. Meanwhile, following multi-fatality collisions, further appeals were made in the communities where these collisions occurred.

The safety of all those using our roads continues to be a priority for An Garda Síochána. Each person killed or injured on our roads is a mother, father, son, daughter, brother or sister, and our thoughts are with all those families affected.

Each of us has a role to play when it comes to reducing road deaths. By slowing down, wearing a seat belt, driving with due care and attention, and not driving under the influence of an intoxicant, together we can drive down road fatalities.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end July €'000	Remaining Sept-Dec €'000	Remaining %
Gross Total	2,249,610	1,475,179	774,431	34%
Appropriation in Aid (receipts)	104,206	85,206	19,000	18%
Net Total	2,145,404	1,389,973	755,431	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of August 2023, the total combined gross expenditure is €1.48b (66% of allocation), which is greater than the end of August 2023 profiled spend by €22.7m, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.066b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in August 2023 was €127.4m and year to date is €980.5m. Expenditure on salaries, allowances and Employer PRSI elements in August 2023 was €114.18m and year to date is €851.49m, which is €13.58m under budget profile. Expenditure on overtime in August 2023 was €13.21m and year to date is €129m, which is €54.55m over budget profile. This sum includes overtime related to the visit of the US President. Overall, the pay subhead is over profiled budget at the end of August 2023 by €40.97m.

In respect of superannuation of €428.46m, expenditure in August 2023 was €34.33m and year to date is €281.26m, which is €1.29m over profile at the end of August 2023 due to retirements. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in August 2023 was €17.31m and year to date is €149.19m. Overall, non-pay expenditure is €12.41m over profile at the end of August 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in August 2023 was €22.23m and year to date is €64.23m. The capital subheads have a combined under profile spend of €31.96m to the end of August 2023.

Appropriations in Aid

Appropriations in Aid are €85.21m at the end of August 2023, which is €14.87m ahead of the estimated profiled receipts.

Estate Management August 2023

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

Clyde House, Dublin 15: The building was handed over to Garda Estate Management on 18 August 2023. The fit out is continuing. Garda ICT will now commence work on site. The Garda National Economic Crime Bureau and the Garda National Protective Services Bureau will move in over the course of the next month.

J-Block, Garda HQ: The main contractor commenced on site on the refurbishment of J-Block, to provide enhanced office accommodation and associated facilities, in Q3 2022. The contract programme is due for completion in October 2023.

Bailieboro Garda Station: Contractors are on site and work commenced in January 2022. Amendments to the programme, which will provide some additional accommodation, has meant that the planned completion of these works has been pushed into late Q2 2024.

Redevelopment of Portlaoise Garda Station: Tender process for the enabling works package is completed and the contract awarded. Enabling works have commenced on site and are progressing well. It is expected that the main tender will be awarded 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 July 2023. The main tender package is due to issue by Q3 2023. Target is to commence works on site by Q1 2024, with a 12-month construction programme. Tallaght and Naas to follow completion of Drogheda PEMS.

Clonmel and Macroom: Garda Estate Management is in discussion with the OPW and local management on these developments, with workshops held in July and August 2023. The OPW are working on the preparation of the tender package.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- Reversion to the Westmanstown Roster is taking effect on 6 November 2023. The RDMS Support Unit is ready to send a schedule to Divisional Planning Units (DPUs) for necessary RDMS changes in preparation for this.
- The two remaining operational divisions, Laois/Offaly/Kildare and Louth/Cavan/Monaghan, are due to go live on RDMS on 6 November 2023.
- A85s (record of duty, and claim form for overtime and other allowances) continue to be retired across live divisions, most recently in DMR North Central, Mayo/Roscommon/Longford, Galway, Wicklow/Wexford, and in Command and Control.
- There are circa 12,000 Garda members using the RDMS system for duty planning and to book on/off.

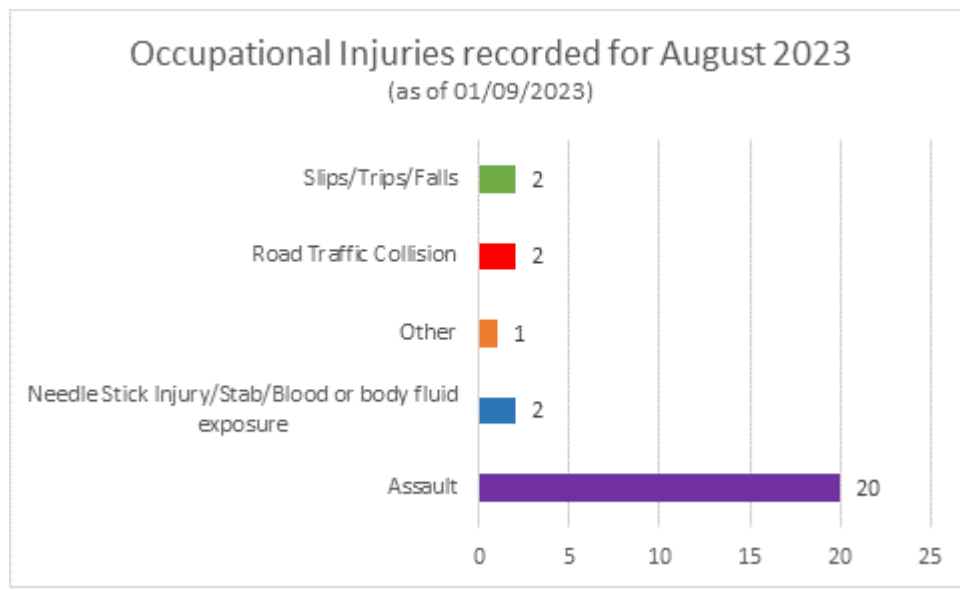
Employee Assistance Service (EAS)

Date	Work Type	Division/Region
01/08/2023	Attended conference following fatal road traffic accident in Clones	Monaghan
02/08/2023	Addressed all Trainees in the Garda College	Garda College
08/08/2023	Met with Garda Probationer class in Waterford	Waterford
08/08/2023	Assistant Commissioner DMR welcomed new recruits	Kevin Street
08/08/2023	Meeting with colleagues in Dún Laoghaire after sudden loss of colleague	Dún Laoghaire
10/08/2023	DMR National Train Control Centre (NTCC)	DMR South Central
15/08/2023	Divisional Welfare meeting	Walter Scott House
23/08/2023	Intake 231 Trainee Garda addressed	Garda College
24/08/2023	Introductions – Wellness Day	Westmanstown
26/08/2023 & 30/08/2023	Pulse incident intervention	Clonmel/Cashel
30/08/2023	Post Incident Telephone Interventions (post fatal incident)	Kildare/Laois/Offaly
31/08/2023	Introductions – Wellness Day	Westmanstown

** Numerous other individual meetings also took place with members of An Garda Síochána and families of members of An Garda Síochána.*

Health and Safety

- 27 occupational injuries were recorded for August 2023.



- There were 93 National Incident Management System (NIMS) incidents created in August 2023.
- Training carried out by the Health and Safety Unit in August 2023:
 - Fire Warden Training: 14 personnel were trained as Fire Wardens in Special Tactics Operations Command (STOC), Information Communications Technology (ICT), Finance, Occupational Health and the Commissioner's Block at Garda Headquarters.
- Scheduled health and safety training for September 2023:
 - Fire Warden Training:
 - Clare/Tipperary Division
 - Galway Division
 - Display Screen Equipment Assessor Training:
 - GISC Castlebar

Workforce Planning

- Workforce Planning are continuing to work collaboratively with nationwide business owners in order to understand, review and prioritise their policing and staffing needs.
- The Strategic Transformation Office (STO) and Workforce Planning are working together to continue the implementation of the Operating Model resourcing requirements.
- Engagement is ongoing with the offices of Executive Directors and Assistant Commissioners nationwide, in order to establish the optimum number of staff and members for An Garda Síochána.
- Commissioning of a Workforce Strategy:
 - Work continues to ensure the alignment of our Workforce Strategy/Strategic Foresight Project/Policing, Security and Community Safety (PSCS) Bill.
- Business Case Validation Framework:

- The new framework for prioritising business cases is in place.
- The new framework allows the most important criteria to be highlighted.
- Clearing House Meeting with the Department of Justice, the Policing Authority, and the Department of Public Expenditure NDP Delivery and Reform:
 - The next Clearing House meeting is scheduled for 19 October 2023.
 - Approval in principal for the Finance business case was granted, pending final clarifications.
 - Business cases for the Garda Information Services Centre (GISC) and the Garda Occupational Health Service (GOHS) are being finalised, and will be presented at the Clearing House meeting in October 2023.

Resourcing

- Under the Garda Reassignment Initiative, as of 31 August 2023, 898.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 17 this year.
- There are currently 23 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the internal Executive Officer panel.
- A panel remains in place for the internal Assistant Principal Officer competition.
- Head of International Policing Systems, ICT (Principal Officer): The successful candidate was appointed on 10 August 2023.
- Occupational Health Nurse: two successful candidates have cleared vetting and the date of commencement is being arranged.
- Professional Accountant Grade 2: Candidates who have accepted the offer of employment are progressing through the vetting process.
- Fleet Support Officer: Shortlisting was completed on 30 August 2023. Interviews are scheduled for four days between 18 and 29 September 2023.
- Director of GSAS competition closed on 30 August 2023 and shortlisting is due to commence thereafter.

Garda Appointments/Recruitment

- 555 trainees have commenced in the Garda College since the 2022 competition commenced.
 - 92 in November 2022
 - 135 in February 2023 (8 of these were from the Irish stream)
 - 154 in May 2023
 - 174 in July 2023
- Work is ongoing to optimise the number of Garda Trainees for the October 2023 intake.
- 783 candidates in total are in An Garda Síochána clearance process, which encompasses a physical competency test, a medical and vetting.
- There are currently 28 national, four regional, and 45 divisional member competitions underway.
- On Saturday 19 August 2023, candidates from the 2023 Garda Trainee recruitment campaign had the opportunity to attend the Garda College to have a trial run of the pre-entry fitness test. Attendees experienced all of the different aspects of the fitness test and were provided with the criteria to complete the test successfully. Demonstrations were given by trained instructors that

carry out the testing, and the candidates were given constructive feedback on their form and technique.



- The Garda College Facebook increase of followers in August 2023 was 594 bringing current number of followers to 22,904. Results from Facebook page are:
 - Post reach: 599,400
 - Interaction: 10,031

Equality, Diversity and Inclusion

- Staff from the Equality, Diversity and Inclusion (EDI) Office assisted the Garda National Diversity Unit (GNDU) in their Garda Diversity Officer training programme by providing presentations on the work of the EDI Office. In addition, a Q&A session was provided on 22 August 2023 at Store Street Garda Station, and on 29 August 2023 at Westmanstown.
- Development of the Equality, Diversity and Inclusion Strategy 2023-2025, the Gender Identity in the Workplace Policy, and the Diverse Networks in the Workplace Policy is ongoing.

Public Order Training in August 2023

- Public order training took place in Gormanstown, Co. Meath, during the month of August 2023. This was facilitated by an Inspector from Crime Training in the Garda College and aided by instructors from the Dublin Metropolitan Region.



Irish Language

- Work is continuing on the finalisation of online training resources for two further levels to be rolled out. The organisation's first interactive online language resource was launched in 2022. The programme, entitled 'An Fórsa ag Foghlaim', is aimed at those on Level 2 on the Garda Irish Language Competency Framework and is available for all personnel. The resource contains everyday language for communication, which is helpful for all personnel looking to improve their Irish language proficiency and includes modules specific to the work of An Garda Síochána.
- The Irish Language Gaeltacht courses have recommenced this year. The second course will take place in Coláiste na Rinne, An Rinn, Co. Waterford, from 30 October to 3 November 2023. This course is open to all personnel, giving participants a great opportunity to immerse themselves in the Irish language and culture for four days. The course will cater to various levels of Irish, from beginners to advanced.

Human Resources and People Development Analytics and Data

As of 31 August 2023, the Garda member strength stood at 13,910 (13,902.5 WTE) and the Garda Staff strength stood at 3,342 (3,146.8 WTE). A full breakdown by rank, grade and gender is outlined below.

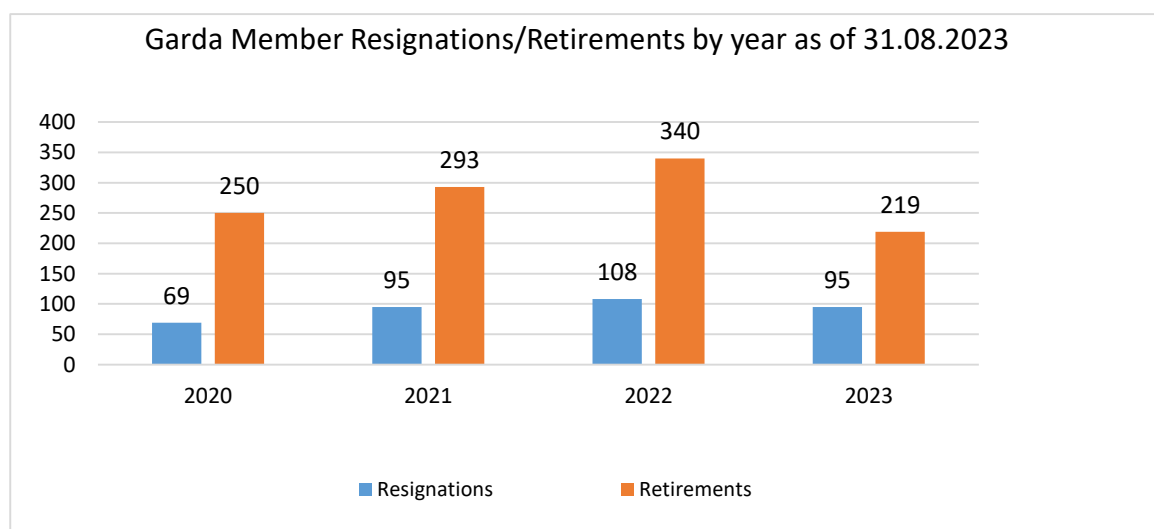
2.1 Garda Member Strengths

Rank	As at 31 August 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	38	81	9	19	47
Superintendent	168	141	84	27	16	168
Inspector	468	374	80	94	20	468
Sergeant	2,065	1,555	75	510	25	2,064
Garda	11,151	7,859	70	3,292	30	11,112
Total	13,910	9,972	72	3,938	28	13,870

Of which	As at 31 August 2023	Male	%	Female	%
Career Breaks (incl. ICB)	46	29	63	17	37
Work-sharing *	40	1.5	4	38.5	96
Secondments	53	36	68	17	32
Maternity Leave	42	0	0	42	100
Unpaid Maternity Leave	20	0	0	20	100
Paternity Leave	20	20	100	0	0
Available Strength	13,689	9,885.5	72	3,803.5	28

*Equates to 81 full time members.

2.2 Garda Resignations/Retirements

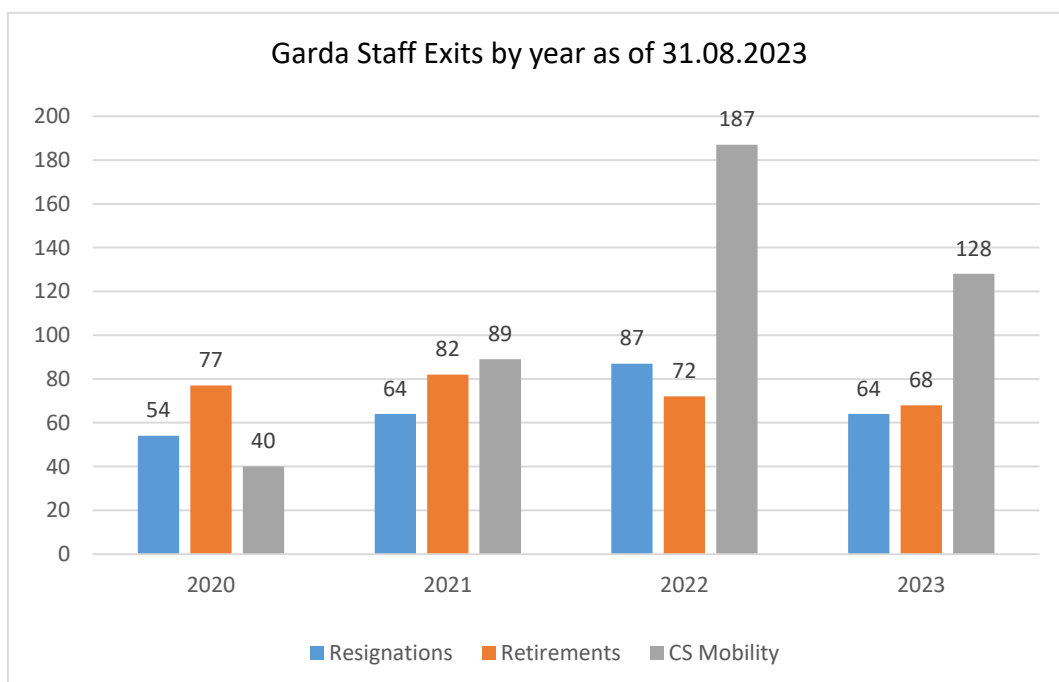


Compulsory Retirements from An Garda Síochána to 2033

It is expected that the number of retirement exits from the service of An Garda Síochána (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 2,259 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	0	0	0	0	0	0	0	1	0	0
AC	1	0	0	2	0	0	2	1	0	3	0
CS	6	8	1	2	3	0	3	6	0	3	5
SU	11	14	4	6	5	12	12	14	15	17	11
IN	11	14	10	10	10	14	21	22	25	33	31
SG	24	34	20	21	29	47	53	71	90	107	101
GD	44	69	33	38	63	80	130	159	209	275	290
Grand Total	97*	139	68	79	110	153	221	273	340	438	438

**This figure is subject to change based on the number of pending approvals or declined applications on hand for members to extend their compulsory retirement date in accordance with the provisions of the Garda Síochána (Retirement) (No. 2) Regulations, (S.I. No. 335/1951).*



Garda Reserve Strength

Garda Reserves Strength As at 31 August 2023	<i>Total*</i>	Male	%	Female	%
	363	276	76	87	24

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

Grade	<i>Total</i>	<i>WTE</i>	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	2	2	1	50	1	50	0	0
PO	28	28	16	57	12	43	0	0
AP	89	89	40	45	49	55	0	0
HEO	209	208	81	39	128	61	0	0
AO	18	18	9	50	9	50	0	0
EO	780	768.9	222	28	558	72	0	0
CO	1,835	1,764.8	449	24.47	1,385	75.48	1	0.05
Total	2,967	2,884.7	821	27.67	2,145	72.3	1	0.03
	<i>Total</i>	<i>WTE*</i>	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	50	49.4	30	60	20	40	0	0
Administrative **	2,966	2,883.7	820	27.65	2,145	72.32	1	0.03
Industrial/Non Industrial	326	213.7	106	33	220	67	0	0
Total	3,342	3,146.8	956	28.61	2,385	71.36	1	0.03
Of which	<i>Total</i>	<i>WTE*</i>	Male	%	Female	%	Undisclosed	%
Maternity Leave	22	22	0	0	22	100	0	0
Unpaid Maternity Leave	8	8	0	0	8	100	0	0
Paternity Leave	2	2	2	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,310	3,114.8	954	28.82	2,355	71.15	1	0.03

* Whole time equivalent – Garda Staff work on a number of different work-sharing patterns.

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	273	82.9	4	1.5	269	98.5	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	%
	45	45	10	22	35	78	0	0

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

Parental Leave

01.08.2023 – 31.08.2023	Garda Members	Garda Staff
	149	102

Garda Staff assigned and commenced – as at 31 August 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	87	49*	55	66	62	38	79*	40					476

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

Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
118	105	89	13	11

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

Garda Members Currently Suspended	
Discipline/ Offence Type	Total
DVA, Sexual	22
Corrupt/Improper Practice, Discreditable Conduct, Misuse of Garda Resources, Neglect of Duty	19
Drugs, Theft / Forgery / Fraud/ Criminal Damage	25
Inappropriate Access of Garda Info System, Perverting Course of Justice	23
Road Traffic Act / DUI	14
Assault	9
Total Suspensions	112

Garda members reassigned to operational duties as at 31 August 2023

Rank	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
Total	0.5	12.5	33	132	720.5	898.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	71 Male 54 Female 7 Unknown due to CAD	255.5 Male 359 Female 106 Unknown due to CAD	359 Male 425.5 Female 114 Unknown due to CAD

Garda Staff transfers out of An Garda Síochána for 2023 (to 31 August 2023)

Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	70
Transfer out on promotion	47	66*	54
Open Competition	0	6**	4
Total	89	187	128

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

**** Six additional leavers at equivalent grade via open competition i.e. CO to CO external department.**

Rosters Estimates:

Potential resource availability related to annual leave (scenarios) per shift patterns of the Contingency and Westmanstown Rosters.

Assumptions Made

1. All members receive the same annual basic (gross) pay, no matter which roster is worked.
2. The estimates below are based on an annual leave provision for operational Garda members of 35 days (not incl. designated posts). No estimates on any impact to statutory requirements of annual leave, if any, are taken into account.
3. The estimates are based on all the personnel working all the required rostered hours.

Estimated Hours

Table 1: A practice or scenario where the duration of an annual leave day is equal to the duration of the rostered shift that should have been worked on that day.

Table 1 : 35 Annual leave days equates to hours of:	
Individual annual leave hours on all 8 hour shifts	280
Individual annual leave hours on all 10 hour shifts	350
Individual annual leave hours on all 12 hour shifts	420

Table 2: Example of a scenario where the duration of an annual leave day is equal to the duration of the rostered shift that should have been worked on that day, for the Contingency Roster shift pattern. The calculation is based on a 40-hour week. Currently working an average 41-hour week (1 hour of overtime/briefing time per week)

Table 2: Contingency Roster shift pattern (4 days on 4 days off)	
Rostered days per annum	182.5
Approx. rostered hours per annum on Contingency Roster (10 hour Sundays, all other days 12 hours)	2,086
Days available to work per annum (182.5-35 annual leave days)	147.5
Approx. hours available to work per annum (average day is 11.43 hours)	1,686

Table 3: Example of a scenario where the duration of an annual leave day is equal to the duration of the rostered shift that should have been worked on that day, for the Westmanstown Roster shift pattern.

Table 3 Westmanstown Roster shift pattern

Rostered days per annum	214
Approx. rostered hours per annum on Westmanstown proposal (8 hour Sundays, all other days 10 hours)	2,088
Days available to work per annum (214-35 annual leave days)	179
Approx. hours available to work per annum (average day is 9.76 hours)	1,747

There is an estimated difference of 61 “available hours” to work per annum between the two different shift patterns above, if each annual leave day is equivalent to the duration of a rostered tour of duty.

Potential estimated total annual increase in available working hours and Garda resources

Below is the estimated increase in available working hours and equivalent Garda resources for the organisation based on those currently assigned to the Contingency Roster moving to the Westmanstown Roster.

Table 4 Estimated increase in available resources

Applicable headcount as at 30 June 2023*	10,989
Estimated annual increase in available hours per person	61
Potential estimated total organisational annual increase in available working hours	670,329
Approx. rostered hours per person per annum (Westmanstown)	2,088
Equivalent estimated potential additional available Garda members	321

**Headcount figures are based on the total available headcount at 30 June 2023 (as provided by HRPD) and do not take absentees due to sick leave/maternity leave/career breaks/secondments etc. into consideration.*

HRPD have allocated each headcount grouping at 30 June 2023 to one of the most closely aligned work patterns of the five rosters available in the costing model.

Five Westmanstown rosters were provided for costing and modelling purposes by the Roster Technical Working Group in 2020. Westmanstown Core, Westmanstown Non-Core, Westmanstown DDU City, Westmanstown DDU Rural and the generic Mon-Fri 9-5 roster. HRPD have advised (2023) that there are 27 agreed Westmanstown Rosters.

Of the total headcount of 13,240 that will be assigned to a Westmanstown Roster, 83% of that number (10,989) are assumed to currently be working on the Contingency Roster. This assumption is based on work completed on Sunday allowances.

3. Information and Communications Technology

The ICT Directorate continues to successfully support the delivery of major priority projects as part of An Garda Síochána Modernisation Programme – most notably GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which went live in Q1 2023. In addition, ICT is progressing delivery of other key projects, including strengthening and modernising our cyber security and network infrastructure. ICT also continue to support and enhance the operational needs of the organisation both in the workplace and working remotely, by enabling An Garda Síochána personnel access Garda information systems in a secure manner, particularly in the use of digital collaboration tools for desktop and mobile.

GardaSAFE - Computer Aided Dispatch 2 (CAD 2)

The GardaSAFE project team, led by Mr. Fintan Brady, Head of ICT Infrastructure, along with Assistant Commissioner Paul Cleary and the Chief Information Officer, Mr. Andrew O’Sullivan, provided an extensive briefing to the media in relation to the GardaSAFE system. The briefing took place on 23 August 2023 and was attended by the main news channels, as well as a number of regional journalists. The GardaSAFE system is now operating in three of our four control centres, with the DMR planned to go live in October 2023. Contributors to the briefing spoke of how the new system is more intuitive and efficient to use.

The prevalence of Eircodes was hailed as a massive improvement, as was the integration with PULSE and SIS, which is improving responder as well as public safety. The mobility app to accompany the new system has now been rolled out to more than 1,500 operational members and more users will continue to be added in the coming weeks. Feedback has also been very positive on this aspect of the new system and further functionality enhancements are planned during 2024.



From left to right; Sgt Feargal McLoughlin, Garda Gerry White, Stephen Smith, Fintan Brady, Amy Bohan, Supt Deirdre Gill, Insp Martin Walsh, Thomas Campbell



Roster Duty Management System (RDMS) Deployment

As previously reported, the RDMS system is being deployed on an incremental basis to Garda divisions and a number of specialist sections. Most recently RDMS went live in the Waterford/Kilkenny/Carlow and Sligo/Leitrim/Donegal Divisions in July 2023. Planning is continuing with the rollout of RDMS to the remaining divisions for completion in 2023.

The table below details the next rollout schedule.

GNPSB, GNCCB & GNTB	2 October 2023
Laois/Offaly/Kildare	6 November 2023
Louth/Cavan/Monaghan	6 November 2023

The deployment of mobility devices continues to be managed in conjunction with RDMS rollout, to ensure the benefits of the RDMS app are realised. In addition, work is continuing on the integration of RDMS with GardaSAFE (CAD2) and mapping data between both systems.

Investigation Management System (IMS) Deployment

Work on system adoption is progressing well following a recent major review of IMS and feedback from user-group workshops, continuing the solid engagements with business owners and users. This work includes improvements to the IMS application itself, further engagement with the IMS user base, the development of an IMS mobility application and discussions with the IMS Business and Garda College around potential improvements. The next release of IMS is on track for October 2023 and will deliver improvements to usability, communication and supervision. Following that release, An Garda Síochána will work on solutions to address feedback received from users via workshops, with the aim of delivering an enhanced and streamlined user experience and process. As previously reported, work has also commenced on the development of an IMS Mobility App, with initial workshops being held to facilitate the design of the app.

Mobile Device Deployment

As reported last month, to date, in excess of 13,400 devices have been deployed to frontline policing members. Deployments for Cork City and Donegal took place in July and August 2023. Deployment to the Kildare/Laois/Offaly Division is planned for September 2023 and the next phase of deployments to the DMR is provisionally planned for October 2023. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.

Overall Device Deployment Figures

At 24/08/2023	Total Devices
Enrolled in MDM*	13,489

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

Operating Model

ICT Workstream to enable and support the Operating Model

Operating Model deployment for the Clare/Tipperary Division occurred on 27 August 2023. Testing is underway in relation to the boundary realignment of the Louth/Meath Division.

Additional Information

The Body-Worn Cameras Engagement Workshops are currently underway. In total, 22 workshops will be held throughout the country between August and September 2023. Various Body-Worn Cameras (BWC) and Digital Evidence Management Systems (DEMS) are being shown. The workshops are held in a drop-in type engagement, where all staff are encouraged to drop in and shape the direction of the project with demonstration, Q&A and feedback forms. The Garda Síochána (Recording Devices) Bill, 2022, is currently before the Dáil for legislative approval. It has been agreed by Government that An Garda Síochána should begin the process of procuring bodycams, which will commence shortly.

4. Corporate Communications

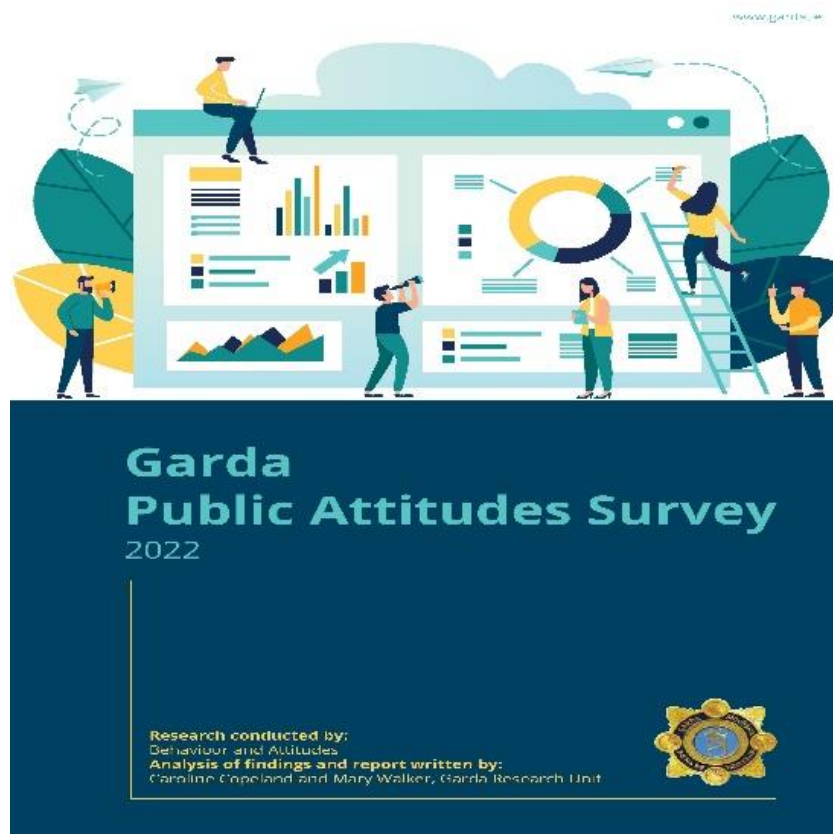
Throughout the month of August 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. A number of high profile media interviews were facilitated, including those conducted by Garda Commissioner Drew Harris on RTÉ Prime Time, The Irish Times and the Pat Kenny Show on Newstalk.

August 2023 was a particularly difficult month on our roads and throughout the month a particular focus was placed on road safety. Media were invited to a road safety briefing ahead of the August 2023 Bank Holiday weekend. Separately, members attached to Delvin Roads Policing Unit conducted interviews with Barry Lenihan on RTÉ Drivetime around the dangers of drug driving and road safety advice. Unfortunately, following a number of multi-fatality collisions, the Office of Corporate Communications also held media briefings with Garda members providing road safety appeals in communities where these collisions occurred.

In addition to this, the Office of Corporate Communications worked to promote high visibility policing activity in Dublin, placing a focus on the policing successes of Operation Citizen and the Dublin Crime Response Team, awareness of accommodation fraud prior to the return of college students and also published the results of the 2022 Garda Public Attitudes Survey.

Further updates were issued to media on Operation Jackal, which involves cooperation with INTERPOL and law enforcement agencies from 21 countries, and in respect of proposed changes to the composition of some divisions under the Garda Operating Model.

Publication of the Garda Crime Attitudes Survey 2022



On 29 August, 2023, the Office of Corporate Communications published the Garda Public Attitudes Survey for 2022. The survey provided some encouraging feedback from the public including:

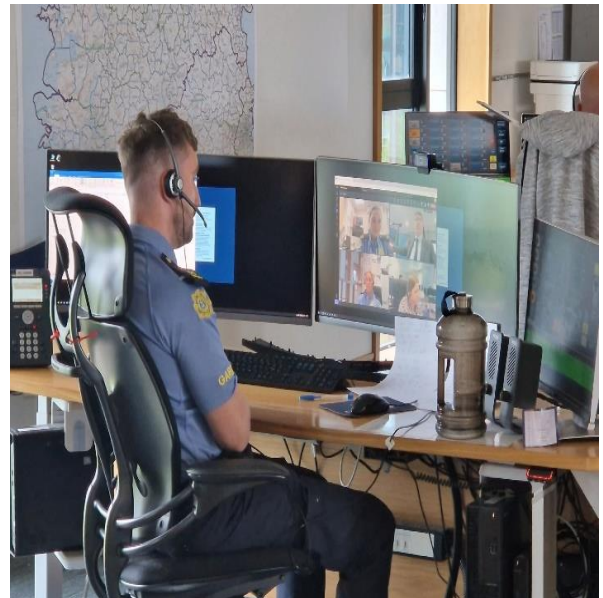
- 63% of people have "no fears" or "very few fears" about crime.
- Nearly 60% said fear of crime had no impact on their quality of life.
- 81% of people say local crime is not a serious problem.
- 68% of people say that the organisation is well managed, which is an increase of almost 20% when compared to 2018.
- 75% of people are satisfied with the service provided by Gardaí.
- 90% of people trust An Garda Síochána.
- 90% agreed that Gardaí treat you with respect.
- 90% of young people trust An Garda Síochána and 86% said they would be treated with respect by Gardaí.

Media Briefing for GardaSAFE – Western Regional Garda Headquarters in Galway

The Office of Corporate Communications held a technical briefing with media on GardaSAFE, the new computer aided dispatch service which is being rolled out across An Garda Síochána. Media were provided with:

- An overview of the technological vision for An Garda Síochána.
- An overview of the GardaSAFE system.
- Demonstrations of the key benefits of GardaSAFE.
- Interactions with key staff involved in the development of GardaSAFE.
- Interactions with operational members using GardaSAFE.

Currently, GardaSAFE is operational in three of our four regional control centres: North West, South and East. GardaSAFE will be rolled out in the Dublin Metropolitan Region Control Centre by the end of 2023. How the public interact with An Garda Síochána remains unchanged. All Garda stations remain open to the public and the public can continue to contact us in the normal way by telephone, email or by visiting their local Garda station.



Garda Recruitment

The Office of Corporate Communications continues to promote the activities of our new and current intakes of Garda Trainees across our social media channels. These social media posts provide the public with insight into the daily life of a Garda Trainee and what it takes to become a member of An Garda Síochána.



Operation Tara



The Office of Corporate Communications continues to promote the good work carried out by An Garda Síochána in tackling drug related crime across the country. This serves to highlight successes in disrupting organised criminal groups, and our determination to target the activities of key individuals involved in the production and distribution of controlled drugs. Among the operations highlighted this month was the seizure of €1.63m worth of suspected cocaine and cannabis in Dublin by the Dublin Crime Response Team. Two suspects were arrested in connection with this seizure and later appeared before the courts.

Further interviews with media in August 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.

Date	Organisation / Media Briefing	Subject	Spokesperson
2/08/2023	Media Briefing	Witness appeal following double fatality road traffic collision, Clones	Superintendent Pat O'Connell
03/08/2023	RTÉ Morning Ireland	Regarding Meeting with GRA	Commissioner Drew Harris
04/08/2023	RTÉ News	Bank Holiday Road Safety Appeal, Navan, Co. Meath	Assistant Commissioner Paula Hilman
05/08/2023	Media Briefing	Road Safety Message at a Galway Checkpoint	Inspector Conor Madden
06/08/2023	Zara King – Virgin Media	Bank Holiday Roads Policing	Inspector Anthony Connaughton
07/08/2023	Ralph Riegel – Irish Independent	Bank Holiday Roads Policing	Superintendent Ollie Kennedy
08/08/2023	RTÉ News At One	Policing in the DMR	Assistant Commissioner Angela Willis
08/08/2023	Recording with Scannal	Documentary on Mary Boyle Missing Person Investigation, Ballyshannon	Various contributors
10/08/2023	Newstalk, KFM Radio, Limerick Today Radio, Irish Sun	Student Accommodation Fraud	Detective Superintendent Michael Cryan
11/08/2023	Claire Byrne Show, Radio 1	Road Safety Appeal	Inspector Gavin Hegarty, Waterford
16/08/2023,	Barry Lenihan, Radio 1 Drivetime	Facilitating Roads Policing ride along/checkpoint, aired on 24/08/2023	Garda Linzi Martin/ Garda Chris Lynch, Delvin Roads Policing Unit
21/08/2023	RTÉ Prime Time	Discussing organisational issues and policing in the DMR	Commissioner Drew Harris
21/08/2023	Conor Lally - Irish Times	Organisational issues and policing in the DMR	Commissioner Drew Harris

23/08/2023	Media Briefing	Policing DMR	Assistant Commissioner Angela Willis
24/08/2023	Irish Examiner	Kinahan Cartel	Assistant Commissioner Justin Kelly
26/08/2023	Media Briefing	Witness appeal following four person fatal road traffic collision, Clonmel	Superintendent Kieran Rianne
27/08/2023	Sunday Times	Policing DMR	Assistant Commissioner Angela Willis
28/08/2023	Newstalk	Decriminalising Drugs	Assistant Commissioner Justin Kelly
28/08/2023	Tonight Show - Virgin	DMR Policing and Patrols	Assistant Commissioner Angela Willis
30/08/2023	Media Briefing	Road Safety Appeal	Superintendent Liam Geraghty
30/08/2023	Media Briefing	Witness appeal following two person fatal road traffic collision, Cashel	Superintendent Kieran Ruane
31/08/2023	Claire Byrne Show, RTÉ Radio One	Road Safety Appeal	Assistant Commissioner Paula Hilman

Garda Press Office Activity:

The Garda Press Office operates from 7am-11pm, seven days a week responding to hundreds of queries, co-ordinating external communications and media relations, and regularly updating our social media platforms. This month's activity included:

- The issuing of dozens of press releases related to successful operations undertaken by the organisation, including drug and cash seizures such as €4.2m of suspected cocaine seizure by GNDOCB and Revenue, and €1.63m combined of suspected cocaine and cannabis seized by the Dublin Crime Response Team in North Dublin.
- Almost 200 press releases were issued during the month.
- Figures for domestic abuse calls were released.
- An event to mark the allocation of Garda Probationers in the DMR at Kevin Street Garda Station.
- The August 2023 Bank Holiday road safety campaign.
- On 22 August 2023, a media presentation and Detective Sergeant training course were provided at the Garda College.
- Promotion of activities with partner agencies, such as an operation with Revenue Customs Officers at Rosslare Europort Harbour, Co. Wexford on 2 August 2023, resulting in the seizure of €9.3m worth of suspected cocaine.
- Media briefing on GardaSAFE (CAD2) on 21 August 2023.

- Arranging upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, for example road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Garda members.
- Liaising with production companies and broadcasters on requests for participation in documentaries and podcasts relating to the work of An Garda Síochána.

Internal Communications

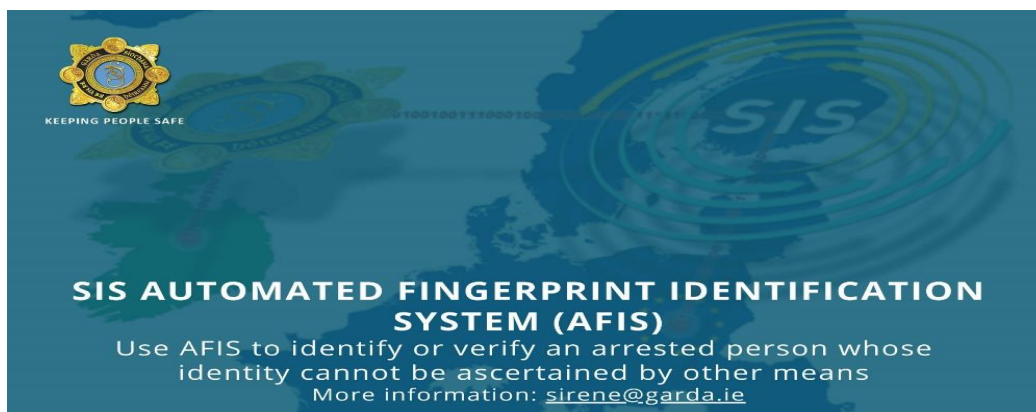
The Internal Communications team published 10 editions of Newsbeat updates in August 2023. Readership has stayed consistently high at approximately 60% per edition. Some of the topics covered this month included:

- A Newsbeat special providing an update on the Operating Model. Personnel were informed about the reconfiguration of the three-county divisions of Waterford/Kilkenny/Carlow, Laois/Offaly/Kildare and Donegal/Sligo/Leitrim to the new divisional structures.
- An update on body-worn cameras: The body-worn cameras team has begun hosting several national body-worn cameras engagement workshops. These will run from August to September 2023.
- Information on the National Roster Co-ordination Unit that has been established to manage the transition back to the Westmanstown Roster.
- The results of the 2022 Garda Public Attitude Survey.
- Updates on the work being done to improve the IMS service.
- Preparations for the Garda Monument of Remembrance ceremony.

Garda Portal

The Garda Portal and digital signage continued to be updated with new content regularly. The digital signage (screensavers, portal banners) is shown on desktops throughout the organisation. Key updates delivered to personnel included:






- Information on applying to have a case featured on Crimecall.
- SIS Automated Fingerprint Identification System.
- Inspire services contact number.
- Call signs reminder.



Social Media Activities

The Office of Corporate Communications oversees four official social media channels for An Garda Síochána: Facebook, Twitter (X), 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	389,647	4%
 Twitter - @GardaInfo	271,438	3.87%
 Twitter - @GardaTraffic	591,557	4.72%
 Instagram - @GardaInsta	182,167	3.9%
 LinkedIn – An Garda Síochána LinkedIn	32,500	14.52%

Top Monthly Posts

 Facebook - @AnGardaSíochána
Post Engagement / Reach: 615,654 views



An Garda Síochána 

Published by Michael Staines  · 1d · 



Kildare's Tommy Cunningham topped the poll of the 32 [Rose of Tralee International Festival Escorts](#) to win the title last night, but he's no match for our Garda Escort.

[#RoseofTralee](#) 





Twitter - @GardaInfo
Post Engagement / Reach: 367,737 views



Garda Info
@gardainfo



Gardaí in Waterford were delighted to participate in this weekend's Pride parade in the city where our Pride car took centre stage.

For us events like this are about supporting people to feel accepted, equal & safe in the community.



1:18 PM · Aug 20, 2023 · 367.7K Views



Twitter - @GardaTraffic

Post Engagement / Reach: 250,039 views



An Garda Síochána

@GardaTraffic



Gardaí carried out multi-agency inspections of horse drawn carriages in the city along with officials from Dublin City Council and the Departments of Agriculture and Social Protection

2 arrests were made for intoxicated driving as well as offences under the Control of Horses Act



5:06 PM · Aug 5, 2023 · 250K Views



Instagram - @GardaInsta
Post Engagement / Reach: 118,334 views



GARDAINSTA Posts



5,166 likes

gardainsta Our activity across Dublin in the past seven days led to:

- An average 84 arrests a day
- 815 searches
- 1,450 patrols
- 258 road safety checkpoints [38 arrests for driving while intoxicated]

We've made over 1,100 arrests across Dublin since July 28th.

5. Implementation of Cultural Change

Culture Reform Programme

- The Garda Ethics and Culture Bureau (GECB) met with Acting Superintendent, Leadership, Management and Development on 13 July 2023 to discuss incorporating the findings of the Culture Audit from Durham University to the existing development programmes in the Garda College. GECB are continuing to liaise with the Garda College on these matters.
- Assistant Commissioner, Governance and Accountability has approved the summary of evidence and insights from the focus group report, and implementation plan.
- GECB have examined feedback forms submitted at the focus groups, which have assisted in the development of a roadmap to implement initiatives arising from the Culture Audit. A meeting took place on 15 August 2023 with the Garda National Wellbeing Office to discuss the initiatives. GECB continue to liaise regularly with the Wellbeing Office to promote these initiatives.
- The FFII (find, fix, improve and innovate) button for the Garda Portal has now been approved by Deputy Commissioner, Strategy, Governance and Performance, and is anticipated to go live in the coming weeks. The FFII button will allow personnel to submit their stressors, as well as ideas for improvements or innovation to GECB through a simple button on the Garda Portal.
- 98% of the organisation have now signed the Code of Ethics declaration.

Enhancing Professional Conduct

- The second edition of 'Learning the Lessons' was published on Newsbeat on 3 August 2023. The theme of this edition was 'abuse of authority'. A one-page aide memoire was forwarded to each Sergeant and Executive Officer in An Garda Síochána with the key points from 'Learning the Lessons' for discussion at team/unit briefings, parade, PAF meetings or any other suitable occasion. The next meeting of the Lessons Learned Working Group is scheduled for 12 September 2023.
- Arising from the Professional Conduct Steering Group, the Key Risk Action Plan for GECB was forwarded to senior management on 28 August 2023.

6. Risk Management

An Garda Síochána Corporate Risk Register captures nine 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 (RPC), and supported by the Garda Risk Management Unit (GRMU).

- Compliance rates for Q2, 2023 remained consistently high at 88%. Compliance rates for Q3, 2023 are currently being collated.

During the month of August 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 conducted risk management refresher training and risk register development workshops with performance assurance personnel.
 - GRMU provided risk management training to Clare/Tipperary Division.
- Engaged in a risk register development workshop in relation to the Finance Directorate capacity.
- The implementation of the Policing, Security and Community Safety Bill is currently under examination from a risk perspective.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for July 2023 and August 2023.

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

Category	Jul-23	Aug-23	Increase/ Decrease	% Change
Total UOF for Month	946	1,070	124	13%
Civilians Injured	26	29	3	12%
Garda Members Injured	32	22	-10	-31%
Pepper Spray Deployed	74	92	18	24%
Batons	19	36	17	89%
Handcuffs	822	924	102	12%
Anti-spit guard	1	0	-1	-100%
Unarmed Restraint	197	178	-19	-10%
Taser	7	4	-3	-43%
Less Lethal Firearm	1	0	-1	-100%
Firearm	0	0	0	NC*
Gender Subject to Force - Male	726	846	120	17%
Gender Subject to Force - Female	118	103	-15	-13%
Drugs Involved	247	285	38	15%
Alcohol Involved	522	570	48	9%
Division with highest level UOF - DMR South Central	115%	135%	20%	17%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	53%	46%	-7%	-13%

* NC – Percentage figure of 0 is not calculable.

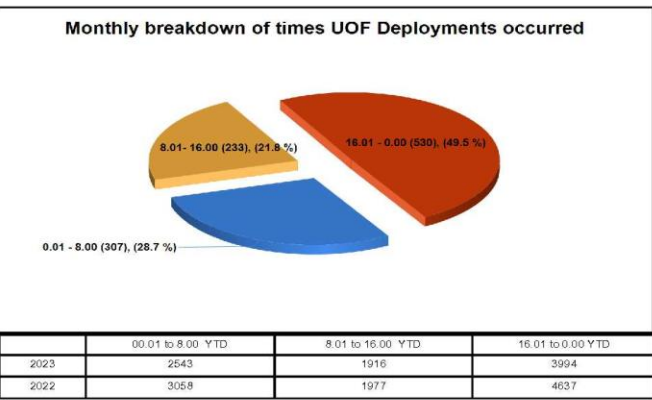
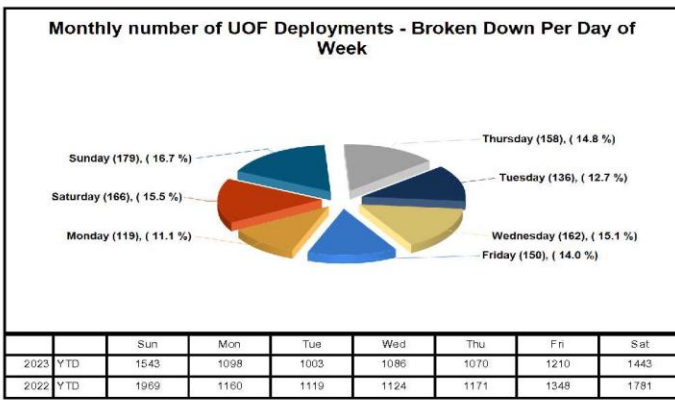


Reported Use of Force

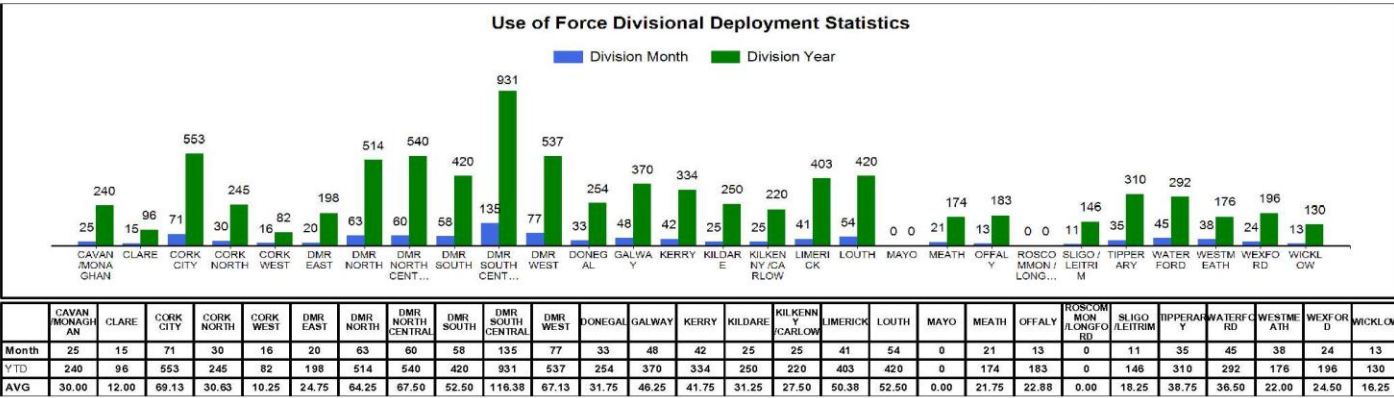
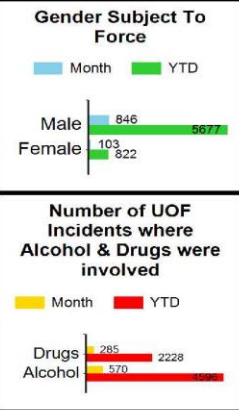
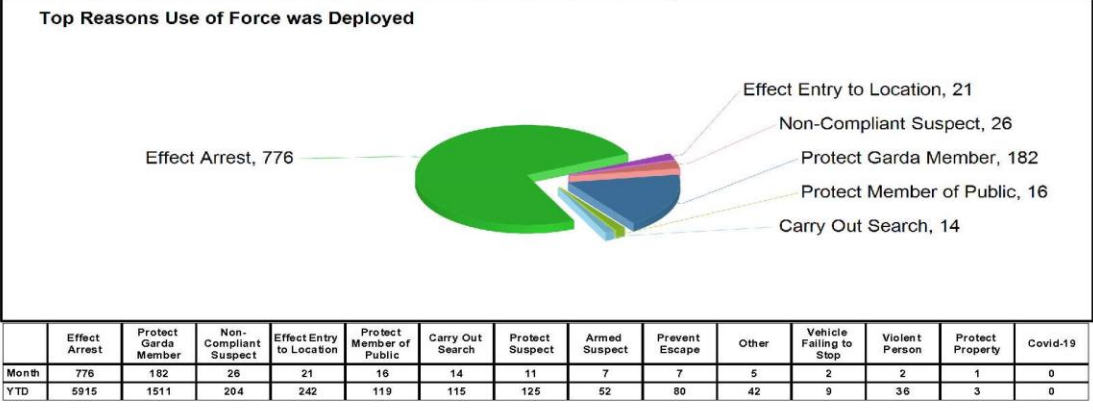
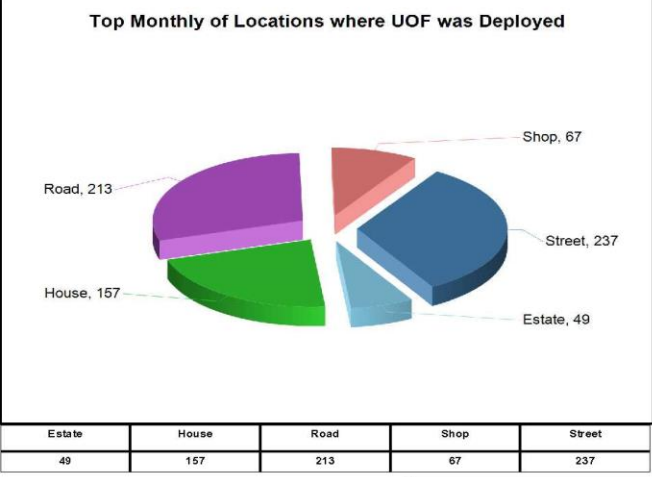
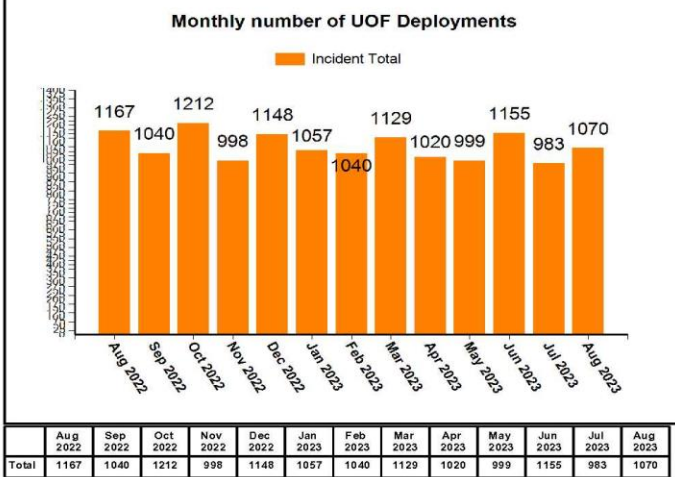
August 2023

THIS DOCUMENT IS SELF-CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF September 4, 2023 at 18:54:43. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.
UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	983	YTD	7,835
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	1070	YTD	8453
Number of Incidents on PULSE	Month	113,164	YTD	927,614
% of Incidents involving Use of Force	Month	0.8687%	YTD	0.8446%



Civilians injured during UoF Incident	Month	YTD
	29	210
Garda Members injured during UoF Incident	Month	YTD
	22	200
Pepper Spray*	Month	YTD
	92	670
Baton (Used)	Month	YTD
	36	196
Handcuffs (Used)	Month	YTD
	924	7229
Anti Spit Guard (Used)	Month	YTD
	0	8
Unarmed Restraint Used	Month	YTD
	178	1722
Taser (Used)	Month	YTD
	4	26
Less Lethal Firearm	Month	YTD
	0	3
Firearm (Used)**	Month	YTD
	0	1



NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force incidents can be created outside of the monthly parameters. Use of Force incidents can include multiple persons subject to force. **This report is generated from information contained on the Garda Síochána PULSE system as per report issue date. ***UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

8. Data Quality and Operational Value of Data

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

- In August 2023, An Garda Síochána completed and published a *Review of the Quality of PULSE Crime Data for 2022*, available at the following link: [AGS Review of the Quality of PULSE Crime Data for 2022 \(garda.ie\)](#). This review was carried out by the Garda Information Services Centre (GISC) with the support of the Garda Síochána Analysis Service (GSAS), and it examines key aspects of data quality, including, *inter alia*, the timeliness of the recording of crime incident records on PULSE, adherence to crime counting rules and the recording of victims in PULSE incidents.
- Among the positive findings of the review were:
 - 100% of sampled non-crime PULSE incidents that were examined were deemed to have been correctly classified as non-crime incidents.
 - 97% of sampled PULSE cases created post 1 July 2022 were found to comply with the crime counting rules (combining the original and additional samples).
 - In the review of the extent to which an injured party had been recorded in incidents, it was found that an injured party was associated with 100% of sampled homicide offences, 99% of sampled physical and sexual assault offences, 99% of sampled robbery from the person incidents, and 99% of sampled theft from person incidents.
- The publication of the review is another important milestone in the implementation of our data quality plan. The review seeks to further inform users of crime statistics about the quality of the underlying PULSE data alongside demonstrating the effectiveness of our Data Quality Framework.
- GISC implemented two additional data quality coherency checks during August 2023. Further information is available at the link to the data quality metrics below.
- Five new GISC Reviewers commenced training during August 2023.
- The first phase of call listening at GISC, focusing on call handling, recently concluded. The next phase, with a focus on data quality as well as handling, is due to commence shortly.

Data Quality and Operational Value of Data

The August 2023 data quality metrics are available at the link below. Additional metrics will be added throughout the year.

Link: [AGS Crime Incident Data Quality Metrics 31 August 2023 \(garda.ie\)](#)

Garda National Vetting Bureau Statistics (GNVB)

Statistics

- Garda standard vetting average turnaround times continue at their long-term figure of 7-8 working days once an application is received.
- 386,544 Garda vetting applications received to the end of August 2023.
- 7.8% year on year increase on vetting applications received to the end of August 2022.

Crime Trends

The Garda Síochána Analysis Service (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. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

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. These periods are evident in the following charts and their context should be considered in relation to any average measurements, as well as comparisons between periods presented below.

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 (for example, 12-month 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-19 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	

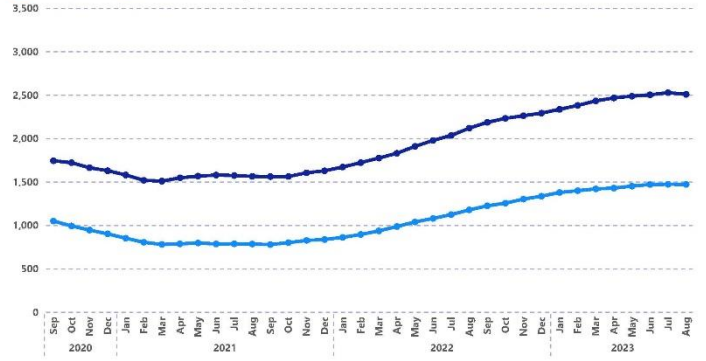
Total Property Crime

Reported Incidents 12m Avg



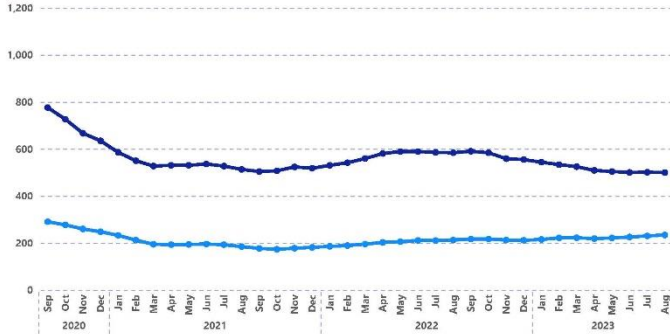
High Volume Theft Offences (12 Month Avg)

Theft (Other) Theft from Shop



Burglary (12 Month Avg)

Non-Residential Residential



	%(+/-) vs Prev 12M	%(+/-) vs Pre Cov
Property Crime (Burglary)	-7.9% ↓	-45.7% ↓
Non-Residential	+10.0% ↑	-40.6% ↓
Residential	-14.4% ↓	-47.8% ↓
Property Crime (Other)	+22.7% ↑	+2.5% →
Property Crime (Theft Offences)	+17.1% ↑	+1.0% →
Property Crime (UT/Interference - Vehicle)	+31.5% ↑	+49.8% ↑
Total	+15.0% ↑	-5.0% ↓

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

Aug 2023

Total Crimes Against the Person

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Crimes Against the Person (Assault)	+0.0% →	+6.3% ↑
Non-Residential	+0.8% →	+2.4% →
Residential	-1.6% →	+15.3% ↑
Crimes Against the Person (Other)	-9.9% ↓	+4.3% →
Total	-1.9% →	+6.0% ↑

ICCS Classification Grouping

Crimes Against the Person (Assault)	Crimes Against the Person (Other)
032 - Assaults	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)	-25.0% ↓	-27.4% ↓
Sexual Offences (Rape/Sexual Assault)	-3.0% →	+3.3% →
Total	-6.1% ↓	-1.4% →

ICCS Classification Grouping

Sexual Offences (Child Pornography Offences)	Sexual Offences (Rape/Sexual Assault)
0222 - Child pornography offences	021 - Rape and Sexual Assault
0223 - Child pornography - obstruction of warrant	022 - Other Sexual Offences (excl. Child Pornography)

Criminal Damage

● Reported Incidents ● 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Criminal Damage	+2.7% →	-1.1% →
Non-Residential	+1.5% →	-6.0% ↘
Residential	+4.3% →	+6.4% ↗
Total	+2.7% →	-1.1% →

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)	-5.3% ↘	-7.2% ↘
Public Order (Public Order Offences)	-7.6% ↘	-14.7% ↘
Total	-6.7% ↘	-12.0% ↘

ICCS Classification Grouping

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

9. Policing Successes

Throughout the month of August 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 and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of August 2023 are set out hereunder:

On 5 August 2023, as part of an intelligence led operation targeting the activities of an organised crime group involved in the importation of controlled drugs and following a prolonged surveillance operational phase, personnel attached to the Garda National Drugs and Organised Crime Bureau conducted a targeted and coordinated stop of two vehicles. A search of these vehicles uncovered 60kg of suspected cocaine worth an estimated street value of €4,200,000. Three suspects were arrested and subsequently charged with offences contrary to Section 3 and Section 15 of the Misuse of Drugs Act, 1977, as amended.

On 9-10 August 2023, personnel attached to the Garda National Immigration Bureau visited immigration operations facilities at Calais and Coquelles, France, accompanied by members of An Garda Síochána attached to Dublin, Rosslare and Cork Immigration Units. The Garda Liaison Officer attached to the Irish Embassy, Paris was also in attendance. Members visited the Joint Centre for Information and Coordination in Coquelles, which is a facility jointly operated and managed by the United Kingdom Border Force and French Police, where both agencies work collaboratively to prevent and detect illegal immigration. A further visit was made to Calais port where demonstrations were performed in facial recognition systems, used to detect illegal immigrants using look-a-like passports, and 'Clantech' motion detectors used to detect motion in the rear of articulated trucks by people seeking to illegally enter the state by clandestine means.

On 11 August 2023, Garda members responded to reports that a number of tourists were subject of a robbery and assault. An immediate investigation commenced, resulting in the subsequent arrest of three suspects, which included two juveniles. One suspect was remanded in custody, whilst the other suspects were granted bail to appear before the District Court at a later date.

Also on 11 August 2023, Garda members from the Crime Unit, assisted by the Armed Support Unit (ASU), conducted a coordinated search of a residential premises belonging to a target believed to be selling and distributing suspected cocaine via a cover business activity. ASU effected a quick and dynamic entry to avoid the destruction of evidence, resulting in the location of approximately €39,000 in cash and the arrest of the target.

On 14 August 2023, as part of an ongoing investigation into incidents of fraud in multiple jurisdictions, under two separate operations, personnel attached to the Garda National Economic Crime Bureau, assisted by the Emergency Response Unit and the Criminal Assets Bureau, conducted a coordinated search of a residential premise. During the course of this search, a high valued SUV, along with a number of passports, bank cards, bank details, cash, a desktop computer and laptop were seized. One suspect was arrested for an offence pursuant to Section 72 of the Criminal Justice Act, 2006 and released pending further investigation. A file is currently being prepared for submission to the Office of the Director of Public Prosecutions.

On 16 August 2023, as part of an ongoing investigation into funds being extracted from stolen cards and transferred into Crypto wallets for the purposes of laundering and transfer to criminal beneficiaries, conducted by the Forensic Units attached to the Garda National Cyber Crime Bureau, a

coordinated search of a residential premise was carried out. Electronic devices were seized and immediately forensically examined.

On 17 August 2023, members from the Extradition Unit at the Garda National Bureau of Criminal Investigation extradited one suspect from the UK to Ireland. This suspect is wanted in this jurisdiction for one count of possession of child pornography, one count of attempting to meet a child for sexual exploitation, and one count of use of information and communication technology to facilitate sexual exploitation of a child.

On 20 August 2023, Garda members responded to reports of a stabbing incident, during which a person sustained two stab wounds. As a result of a thorough search of the surrounding areas, a suspect was located. The suspect was arrested, detained and later charged with assault causing harm, and remanded in custody.

On 22 August 2023, whilst on patrol, Garda members intercepted two suspects in a vehicle. During enquiries, the driver admitted to having no insurance. Garda members believed the driver was under the influence of intoxicants and a roadside oral fluid test was conducted. The driver failed the test and was subsequently arrested for drug driving offences. During a search of the vehicle, a bag containing beauty products and headphones was located. A quantity of illegal drugs was also found on the passenger, who was subsequently arrested for offences under the Criminal Justice (Theft and Fraud Offence) Act, 2001. Both suspects were detained and charged with offences relating to handling and possession of stolen property. Further charges will be considered following the receipt of the results of forensic analysis.

On 25 August 2023, as part of an ongoing intelligence led operation targeting the activities of an organised crime group involved in drug importation and onward distribution, personnel attached to the Garda National Drugs and Organised Crime Bureau, supported by colleagues in the Revenue Commissioners Customs Service, conducted an operation. This resulted in the targeted control of a HGV entering the State. During a detailed search of this vehicle, 94.5kg of suspected cannabis herb, worth an estimated value of €1,890,000, was recovered within the vehicle. One suspect was arrested at the scene and was subsequently charged with offences contrary to Section 3 and Section 15 of the Misuse of Drugs Act, 1977, as amended.

10. Community Engagement and Organisational Initiatives

Rio Ferdinand Foundation 'Beyond the Ball' project in Manchester, UK

On 3 August 2023, the Garda National Community Engagement Bureau attended the official launch of the Rio Ferdinand Foundation 'Beyond the Ball' project in Manchester, UK. This project is a partnership between the Rio Ferdinand Foundation and the International Fund for Ireland, involving close collaboration with An Garda Síochána and the Police Service of Northern Ireland. 'Beyond the Ball' will connect young people and promote cross-community reconciliation efforts through sport, building trust and confidence between communities at grass roots level. The project involves young people from across Donegal, Leitrim, Louth, Sligo, Antrim, Fermanagh and Derry.



Roads Policing Operation for the August 2023 Bank Holiday Weekend

From 4 – 11 August 2023, An Garda Síochána implemented a national intelligence-led roads policing operation for the August 2023 Bank Holiday weekend. The operation had members conduct high visibility patrols with a focus on the enforcement of lifesaver offences, including speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of the operation, there were 1,004 mandatory intoxicant testing checkpoints conducted. 197 people were detected for driving under the influence of alcohol and/or drugs. There were also 255 detections for using a mobile phone, 109 detections for seatbelt offences and 3,381 speeding offences detected.

New Pilot Initiative on E-Bikes

On 7 August 2023, An Garda Síochána launched a new pilot initiative to evaluate the broader feasibility of the use of e-bikes in Irish policing. Six electric bicycles by three different manufacturers were rolled



out and are now in use by Gardaí, who are trained and qualified as pedal cyclists. These bikes will further strengthen the existing high visibility bicycle patrols in operation across Dublin City Centre. Their use will allow Gardaí to cover larger areas for longer periods of time, as the e-bikes owned by An Garda Síochána are up to 250w, which can operate up to 25kmph and have a motor that operates when pedalling in a power assisted role.



National Services Day in Dublin Castle

On 16 August 2023, the Garda National Community Engagement Bureau represented An Garda Síochána at the launch of the National Services Day in Dublin Castle.



India Day



On 20 August 2023, the Garda National Diversity Unit attended India Day, a multicultural event to celebrate Indian independence, together with The Federation of Indian Community in Ireland. The event was filled with traditional Indian music, dance, food and cultural performances from all over India. There were also a variety of stalls and activities for all ages.



11. Operating Model

Business Services and Performance Assurance Functional Areas

Nineteen divisions have commenced the implementation of the Business Services Functional Area. The Clare/Tipperary Division formally aligned to the four functional area structure (Community

Engagement, Crime, Performance Assurance and Business Services) on 27 August 2023, bringing the number of divisions who have fully commenced all elements to seven. Implementation in these seven divisions involved the introduction of PULSE 7.8, allowing for the alignment of functional areas in PULSE and the removal of the previous district structure.

The implementation of the Performance Assurance Functional Area standardised processes in the seven divisions that have established the four functional areas is ongoing. In addition, Superintendents have been assigned to the Performance Assurance Functional Areas in the DMR North Central, DMR South, Waterford/Kilkenny/Carlow, Louth/Cavan/Monaghan and Wexford/Wicklow Divisions. They have commenced utilising the performance assurance standardised processes and are at various stages of implementation within these divisions.

Crime and Community Engagement Functional Areas

The Cork City, Kerry, Galway, Limerick, Mayo/Roscommon/Longford, DMR South Central and Clare/Tipperary Divisions are operating in the four functional area structure. These seven divisions have commenced their Community Engagement and Crime Functional Areas. This means:

- 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.

Planning and scheduling is ongoing for the remaining divisions to implement the Operating Model four functional areas and standardised processes.

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. Phase 2 will include Wave 2 (Finance/Logistics), Wave 3 (HRM) and Wave 4 (General administration). The regional office phased implementation is planned to be completed across the four regions by the end of 2023.

Three-County Divisional Review

A comprehensive review of the three-county divisions within the Operating Model was undertaken in the last two months. Based on this assessment, the Commissioner and his Senior Leadership Team have decided that the three-county divisions listed in the table below should be reconfigured to a two

or one county division. This will increase the number of divisions from 19 to 21 and the table hereunder documents the current position versus the new position:

Current Divisional Structures	New Divisional Structures
<ul style="list-style-type: none"> • Waterford/Kilkenny/Carlow • Laois/Offaly/Kildare • Donegal/Sligo/Leitrim 	<ul style="list-style-type: none"> • Waterford/Kilkenny • Kildare/Carlow • Laois/Offaly • Sligo/Leitrim • Donegal

The date for reconfiguration will be determined following the completion of an impact assessment and development of an implementation plan.

Current Status

- Planning and implementation preparation is underway for the continued roll out of the remaining divisions in 2023/2024, allowing for the alignment of other transformation projects, including RDMS, CAD 2 and IMS. Engagement and support for the seven fully stood up divisions is ongoing, including meetings with Superintendents and PAF Administrators, and the development of a technical evaluation template for ongoing evaluation. Process development work for Community Engagement / Crime processes is still underway, with significant progress made to date.
- Following the review of the three-county divisions, a detailed impact assessment to determine the timeline for deployment of the new divisional structures will be conducted. It is expected that this will be completed by mid-September 2023.
- A separate review has also been conducted of the Business Services Functional Area implementation of standardised processes in each of the five divisions in the Southern Region. The key actions arising from this review include:
 - Extending the review to Business Services Functional Areas outside of the Southern Region.
 - Realignment of a number of business services general administration standardised processes to divisional offices, commencing in Q3 2023.
 - Introducing support for business services personnel including the delivery of training by the relevant enabling functions.

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.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	2	0	0	9
Superintendent	1	2	5	1	2	2	0	0	0	2	2	1	0	18
Total	1	4	6	3	2	4	1	0	0	2	4	1	0	28

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of August 2023</i>													
Rank	ECF	Position at end of last month July 2023	Appointed in Month – August 2023	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	0	0	0	0	0	0	0	0	0	47	0
Superintendent	168	168	0	0	0	0	0	0	0	0	0	168	0
Total	223	223	0	0	0	0	0	0	0	0	0	223	0

Appendix C – Breakdown of Garda Leave – Garda Members

Data as at the end of August 2023									
As at 31.08.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	28	0	0	18	33	3	3
	Female	76	16	40	18	0	106	29	10
Sergeant	Male	1	1	0	0	2	3	0	0
	Female	1	1	2	2	0	7	1	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	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	29	0	0	20	36	3	3
	Total Female	77	17	42	20	0	113	30	10
	Total	80	46	42	20	20	149	33	13

Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 31.08.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	3	7	0	0	4	0	0	0
	Female	218	21	15	4	61	0	17	2
EO	Male	1	2	0	0	0	1	0	1
	Female	40	12	3	3	24	0	3	3
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	0	1	0	0	9	0	0	0
AP	Male	0	0	0	0	0	1	0	0
	Female	3	1	2	1	0	0	0	0
PO	Male	0	0	0	0	1	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	1	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	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	0	0	0	0	0	0	1	0
	Female	1	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	4	10	0	0	7	2	1	1
	Total Female	269	35	22	8	95	0	21	5
	Total	273	45	22	8	102	2	22	6

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 and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Aug 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
Apr 2023	1,515	194	103	11	13	3	1,631	208
Mar 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 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
Apr 2023	1,618	196	107	11	13	3	1,738	210
Mar 2023	1,902	198	152	10	14	2	2,068	210
Feb 2023	1,694	180	147	11	23	2	1,864	193
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194

Oct 2022	1,816	171	135	11	18	2	1,969	184
Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 2023	15,046	5,956	1,413.5	373	167	106	16,626.5	6,435
July 2023	14,015	5,938.5	163	124	1,579.5	369	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
Apr 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
Mar 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
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Aug 2023	16,626.50	869.00	5.51%
July 2023	15,757.50	1,019.00	6.92%
June 2023	14,738.50	-1,647.50	-10.05%
May 2023	16,386.00	1,270.50	8.41%
Apr 2023	15,115.50	-1,090.00	-6.73%
Mar 2023	16,205.50	1,700.00	11.72%
Feb 2023	14,505.50	-2,660.00	-15.50%
Jan 2023	17,165.50	-1,521.50	-8.14%

Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%

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

Month	No. of Days Absent	LTR
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%
Nov 2022	17,112.00	4.53%

Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%

Garda Staff – Numbers who availed of sick leave

Date	No.
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
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Nov 2022	509	5	514
Oct 2022	454	5	459

Sept 2022	432	4	436
Aug 2022	340	4	344

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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	4,196.5	67	4,263.50	611.00	16.73%
Feb 2023	3,568.5	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%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%

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

Date	Days Absent	LTR
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	4,263.5	5.48%
Feb 2023	3,652.5	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%

Aug 2022	3,457.00	4.55%
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Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to mental health	Number of days absent due to mental health
Aug 2023	13	349
July 2023	15	389
June 2023	14	408
May 2023	15	413
Apr 2023	17	357
Mar 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416

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.

Commentary Sick Absence – August 2023

Sick absence days, instances of sick leave and the number of members availing of sick absence leave for Garda members reflects an increase in the last month. However, for Garda Staff sick absence days, instances of sick leave and the number of staff availing of sick absence leave displays a decrease in comparison to the previous month. Comparing August 2023 to August 2022, year on year ordinary illness days have increased for Garda members by 7.23% and have increased for Garda Staff by 16.6%.

Injury on duty sick absence shows an increase this month. Comparing August 2023 to August 2022, year on year injury on duty has increased by 16.08%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Personnel on sick leave on 31 August 2023

- Total number of Garda members on sick leave: 821 (202 injury on duty) (5.9%).
- Total number of Garda Staff on sick leave: 139 (3 occupational injury/illness) (4.61%).
- Overall Garda personnel on sick leave: 960 (5.67%).

Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 489 (199 injury on duty) (3.52%).
- Total number of Garda Staff on long term sick leave: 81 (3 occupational injury/illness) (2.69%).
- Overall personnel on long term sick leave: 570 (3.37%).
- 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 Q2 2023, the total number of members on light duties/reasonable accommodations is 611.

Injury on Duty

Overall, injury on duty sick absence days for Garda members shows a marginal increase of 0.05% in the last month. However, instances of sick absence displays a decrease of 1.81%. The number of Garda members availing of injury on duty sick absence leave also reflects a decrease of 1.83% from July 2023.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 5.51% for Garda members and a decrease of 4.82% for Garda Staff. Similarly, the instances of sick absence, month on month, show an increase for Garda members at 7.53% and a minor decrease for Garda Staff at 0.52%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 7.57% increase for Garda members and a 1.09% decrease for Garda Staff.

Mental Health

Since November 2020, we have included an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 13, which reflects a 13.33% decrease from July 2023. The number of sick day absences for

Garda members this month was 349 days, which shows a 10.28% decrease in comparison to the previous month.