



An Garda Síochána
Monthly Report to the Policing Authority

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

April 2020

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo
a leanas le do thoil:
Please quote the following ref.
number: **CMR_34-367274/15**



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Ms. Helen Hall
Chief Executive
Policing Authority

Dear Helen

Re: Commissioner's Monthly Report to the Policing Authority

I am pleased to provide the fourth monthly report for 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of March 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, in public on Wednesday, 29 April 2020. Work continues monthly to provide additional and updated data in accordance with requests of the Policing Authority. You will note that this month's report includes further HR and trend data on sick leave at Appendix F.

Over the past month, as outlined in this report, much of our direction and resources have been focused on policing the current situation regarding COVID-19. An update regarding the National Policing Plan for COVID-19 has been included at Section 1. We will continue to keep you advised through our Exceptional Event/COVID-19 report and through other reports and meetings throughout this period.

Yours sincerely

DERMOT MANN
CHIEF SUPERINTENDENT
OFFICE OF THE COMMISSIONER

April 2020

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

Message from the Commissioner

An Garda Síochána's core function is to keep people safe through community engagement and our tradition of policing by consent. In supporting the COVID-19 public health guidelines, An Garda Síochána has adopted a graduated policing response which has seen Gardaí engage, educate, encourage and, as a last resort, enforce.

Garda members have experienced a high level of compliance at the many checkpoints and high visibility patrols conducted to date at tourist locations, natural beauty spots, parks and beaches. Gardaí have interacted with hundreds of thousands of people and the vast majority were adhering to the public health guidelines.

An Garda Síochána has sent a clear message that we are here to help people, particularly the vulnerable. This has been responded to by communities and individuals. Gardaí have engaged in a wide range of community engagement activity including delivering medicine for people self-isolating, collecting pensions and shopping for people cocooning.

Of course, other crime continues, even in extraordinary times, and we have continued our work to prevent and detect it. This has seen significant seizures of drugs and firearms, arrests for thefts of vehicles and burglaries and enforcement of road traffic offences including drink and drug driving.

Unfortunately, in the current situation, victims of domestic abuse may feel increased levels of anxiety, concern and fear. An Garda Síochána has put in place an operation to initiate phone contact with previous victims of domestic abuse to ascertain any existing issues of concern and to ensure the protection of families. This operation has been widely welcomed by organisations working in this important area.

I want to take this opportunity to thank people of all ages who have sent us messages of support. I also wish to thank our Garda personnel for their unwavering dedication and professionalism. During this extraordinary challenge for the country, An Garda Síochána will do all it can to keep people safe.

JA HARRIS
Commissioner
An Garda Síochána

1 Update on the National Policing Plan for COVID-19

The COVID-19 Coordination Unit was established on 10 March, 2020 headed by Detective Chief Superintendent, Liaison & Protection under the remit of Deputy Commissioner Policing and Security. The Unit was set up to manage the strategic response in a co-ordinated manner as events evolve. The Unit is operating on a 24/7 basis and, in addition to co-ordinating operational instructions, it also functions as a helpline and email service to assist and provide guidance and reassurance to Garda members and staff.

Information on a range of issues impacting operational frontline policing is being collated. This includes information on the international policing efforts being deployed against COVID-19 and all emerging crime trends are being monitored.

Regional Health & Safety Officers continue to attend at Garda Stations within their respective Regions to ensure adherence with good practices in place to prevent and mitigate against the spread of COVID-19 and to provide advices, if necessary. Ongoing advices from the Garda Chief Medical Officer, in-line with HSE guidelines, are being issued to the all members and staff and are being updated on the Garda Síochána Portal. Additionally, Newsletters continue to issue by the Director of Communications and Garda Press Officer to each member of staff.

An Garda Síochána's prioritised strategy to support the Government in reducing the impact of COVID – 19 is as follows:

- Act to minimise the risk to the public by promoting, through good practice, the advice of the HSE. This includes acting in a way to thwart the spread of COVID–19 via social transfer.
- Maximise the safety of the public through engaging, explaining, encouraging and ultimately enforcing the Health Regulations.
- Act to prevent and detect crime, preserve the peace and reduce road traffic collision fatalities and injuries.
- Promote confidence in An Garda Síochána through retaining a close connection with our community, providing accurate and timely information, by supporting, as far as possible, the patterns of daily life with civility and courtesy and by continuing to seek out and respond to those who are vulnerable at this time.

From 16 March 2020, a contingency roster of four units, working 12 hour shifts was put in place. This was to maximise the availability of resources, to promote and implement a system whereby there is limited cross-over of personnel, thereby mitigating against the risk of cross-contamination. A Garda National Policing Plan was prepared to assist in implementing the Government's advices and restrictions to mitigate against the spread of COVID-19 in the community. The Policing Plan continues nationwide and includes, inter-alia, high-visibility checkpoints (fixed and random), proactive patrols and foot beats, crime detection and prevention patrols and community engagement patrols with the elderly and vulnerable, which have been adapted on a number of occasions.

'Operation Fanacht' was implemented in preparation for the Easter Bank Holiday weekend, and consisted of fixed and random checkpoints, including an extensive network of fixed checkpoints established across the country at almost 130 locations, on the Motorway and Primary Road Networks. This major operation is to ensure public compliance with the travel restrictions introduced recently as part of COVID-19 public health guidelines. Circa 2,500 members of An Garda Síochána were proactively deployed under Operation Fanacht at any one time.

The **'Graduated Policing Response'** adopted to date by An Garda Síochána continues, to ensure individuals comply with the Government's temporary restrictions on movement set out in the

Regulations, by implementing the Four-Step Escalating Principles of Engage, Explain, Encourage and Enforce.

- **Engage:** An Garda Síochána ‘policies by the consent of our communities’. Members of An Garda Síochána will initially encourage the voluntary compliance of individuals to the temporary restrictions of movement. Members should directly enquire from individuals they meet when performing high-visibility beats, checkpoints and patrols, their name, details of their residence, reason for their movements, and if they are aware of the restrictions, specifically about staying at home.
- **Explain:** Members of An Garda Síochána will highlight to individuals the risks to public health and inform them about the risks and the wider social factors.
- **Encourage:** Members of An Garda Síochána will encourage compliance and emphasise the benefits to the health care services, by staying at home, and how this can save lives and reduce risk for more vulnerable people in society.
- **Enforce:** Where faced with non-compliance by individuals, members of An Garda Síochána will, ***only when necessary and proportionate, use appropriate Garda powers*** to discourage further non-compliance in a non-discriminatory manner.

‘Operation Faoiseamh’

In response to an increase in Domestic Abuse, An Garda Síochána launched ‘Operation Faoiseamh’ to offer support and protection to victims of domestic abuse in these extraordinary times and to ensure all incidents are actively investigated. Operation Faoiseamh supplements current Garda policy on Domestic Abuse and is being led-out by the Garda National Protective Services Bureau. The Bureau is supported by Divisional Protective Services Units at Divisional level, in the community and in conjunction with other statutory and voluntary agencies.

The Operational Order issued in respect of Operation Faoiseamh highlights the importance of ensuring prompt execution of Court Orders issued, pursuant to the provisions of the Domestic Violence Act, 2018. A member of Inspector rank within the Garda National Protective Services Bureau (GNPSB) who is assigned responsibility with regard to issues associated with Domestic Abuse, has made contact with all of the members at Inspector rank within Garda Síochána Divisions who have been nominated to take particular responsibility regarding the implementation of the Operational Order associated with Operation Faoiseamh.

Daily telephone conferences are chaired by Deputy Commissioner Twomey, Policing and Security with the Regional Assistant Commissioners and other members of the Senior Leadership Team. The National Policing Operation involving the deployment of significant Garda resources across the country has been an effective tool in ensuring compliance with the Government restrictions.

In conclusion, the primary responsibility for An Garda Síochána is the continuing provision of a policing service to the community, in the context of COVID-19, while also focusing on our core policing goals to protect of life and property and the prevention and detection of crime.

The overall 'year to date' financial position at the end of March 2020, shows a total net expenditure of €421.4m, which is €8.1m less than the profiled spend of €429.5m. There are a number of subheads showing savings for the year to date, however, this situation is as a result of timing issues as the subheads are fully committed.

The expenditure on overtime for the year to date (including the Garda College) is €23.9m, which is €1.8m or 8% in excess of the profiled budget. The expenditure on Salaries for March 2020 was €80.3m and the year to date expenditure is €262.6m, resulting in a year to date underspend of €2.5m.

As a result of the current COVID-19 pandemic, it has been necessary for An Garda Síochána to introduce a series of measures and invest significantly in certain areas of the Vote in order to deal with the effects of the virus in the wider community. A new 12 hour roster for members and accompanying measures will place pressure on the Vote and specifically the salaries and overtime budgets. In addition, there will be significant expenditure on the non-pay element which includes ICT investment, increases to the fleet and the purchase of necessary equipment and cleaning services to protect members and staff during the present situation. It is currently difficult to quantify the full potential financial impact, however preliminary calculations are being undertaken. It must also be noted that the total costs of the new roster arrangements and the non-pay element will be dependent on the duration of COVID-19.

Estate Management

Garda Capital Building Programme

Work on Garda construction projects has ceased as a result of the measures announced by Government to deal with COVID-19 on 27 March 2020. This includes Military Road. Although some works have been completed including site establishment, the Military Road site closed on 28 March 2020. The implications of suspending work on the site are not known at this stage and will be assessed by OPW and the contractor, but the planning of various aspects of the work on the project is ongoing.

COVID-19 – Measures implemented by An Garda Síochána to support operational resilience

To safeguard business continuity and support Organisational resilience during the public health emergency, An Garda Síochána has commenced a process whereby Regions/Divisions/Sections are relocating Garda members and Garda staff to alternative locations on a temporary basis in order to mitigate the risk of an entire unit being unavailable through self-isolation procedures. This additional space will assist in the provision of greater levels of resilience for An Garda Síochána by allowing Garda resources to be dispersed, avoiding the concentration of all personnel located within the one physical building.

Protective Screens

At the request of An Garda Síochána, as a health and safety measure, the OPW is nearing completion on a programme of works to install protective screens in three separate areas in a significant number of Garda stations, namely: the Public Office Hatch, the Prisoner Processing Hatch and in Interview Rooms.

3 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths at 31 March 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee recruitment campaign continues. 700 Garda Trainees are due to enter the college in 2020. On target, 125 trainees entered the college on 10 February 2020, following three separate weeks of Induction Training. The next Intake to the college was planned for 5 May 2020 with a target of 175 trainees. The Induction Training was due to commence on 20 April 2020, but was put on hold for the time being. As of 8 April 2020, 44 candidates were offered places and accepted and there are a further 42 applicants cleared and are ready to be offered places. The next date for a possible intake is under consideration.
- 319 students in the College were attested on 20 March 2020, as part of actions taken in response to the COVID-19 crisis.
- The number of Garda members reassigned to operational duties at 31 March 2020 is 649. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.
- A detailed breakdown of leave rates is outlined at Appendices D and E.

Garda Strengths

Rank	At 31 March 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	8	6	75%	2	25%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	168	150	89%	18	11%	168
Inspector	378	313	83%	65	17%	378
Sergeant	2,101	1,634	78%	467	22%	2,098.5
Garda	12,046	8,590	71%	3,456	29%	11,991.5
Total	14,750	10,733	73%	4,017	27%	14,693

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	65	29	45%	36	55%
Work-sharing	57	1.5	3%	55.5	97%
Secondments (Overseas etc.)	13	9	69%	4	31%
Maternity Leave	70	N/A	0%	70	100%
Unpaid Maternity Leave	53	N/A	0%	53	100%
Paternity Leave	18	18	100%	N/A	N/A
Available Strength	14,474	10,675.5	74%	3,798.5	26%

Garda Reserve Strengths

Garda Reserves Strength as at 31 March 2020	Total	Male	%	Female	%
	444	331	75%	113	25%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.1	36	60%	24	40%
Administrative **	2,824	2,725.8	743	26%	2,081	74%
Industrial / Non Industrial	397	245.5	120	30%	277	70%
Total	3,281	3,030.4	899	27%	2,382	73%

Of which	Total	Male	%	Female	%
Maternity Leave	26	N/A	0%	26	100%
Unpaid Maternity Leave	14	N/A	0%	14	100%
Paternity Leave	N/A	N/A	0%	N/A	0%
Available Total	3,241	889	27%	2,342	73%

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

** Civil service grades and other administrative posts.

Work Sharing ***	Total	Male	%	Female	%
	338	8	2%	330	98%

*** Work-sharing figure excludes Industrial / Non-Industrial staff. Many of these posts are part-time.

Career Breaks****	Total	Male	%	Female	%
	24	5	21%	19	79%

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

Garda members reassigned to operational duties as at 31 March 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	1	12	34	47
Total	0.5	10.5	24	98	516	649

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	11	52%	10	48%
AP	53	53	23	43%	30	57%
HEO/AO	147	146	63	43%	84	57%
EO	744	733.7	197	26%	547	74%
CO	1,852	1,765	443	23%	1,409	77%
Total	2,824	2,725.7	743	26%	2,081	74%

Parental Leave

01.03.2020 – 31.03.2020	Garda Members	Garda Staff
	90	123

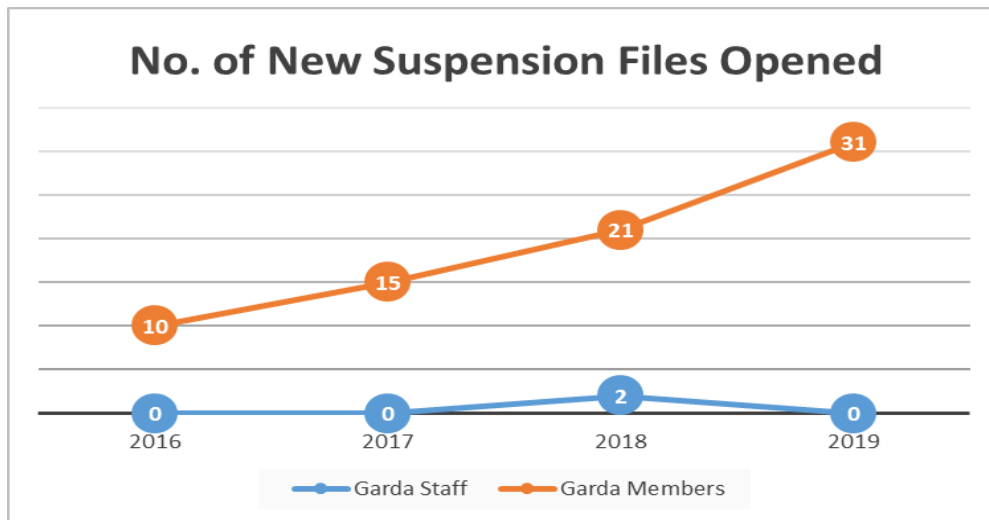
Suspensions: Persons suspended from An Garda Síochána as at 31 March 2020

Total	Male	%	Female	%
50	45	90%	5	10%

Total Numbers of Garda Members Suspended at year end



Number of New Suspension Files Opened



*One of the Garda Staff cases remains open to date.

COVID-19: As a result of the current COVID-19 pandemic, ICT is experiencing a vast amount of requests from across An Garda Síochána to enable staff to work remotely. ICT has delivered a significant number of solutions to facilitate personnel throughout the Organisation securely accessing Garda networks and applications from remote locations. ICT is processing requests for over 3,200 users throughout the Organisation, since the COVID-19 issue arose. Over 3,000 devices have been deployed, including laptops, mobile devices and RSA tokens that facilitate access through WiFi/broadband connections. In addition to remote access, ICT is supporting the establishment of backup and alternate locations for regional and specialist sections.

As a result of these huge demands, a code freeze is currently in place across all Garda IT systems. This is being assessed on a weekly basis and any deployments/changes required to IT systems is assessed on a case by case basis.

Frontline Mobility: The Mobility Project has rolled out 2,000 Mobile Data Stations to frontline users. In January and February this year, users received training and hands-on rollout. The team deployed 1,400 devices over 18 deployment sessions using this method.

In March 2020, the Active Mobility Team deployed the remaining 600 devices, procured at the end of 2019, to frontline members. However, as a result of COVID-19, the deployment approach had to change early in March, from a face to face deployment model to a “Low Contact” approach. The hands off rollout involved shipping devices to Divisions for local distribution to nominated members. Each member, on receiving their new device, was then required to complete a number of device enrolment steps. All of the necessary training materials are available on the Garda Learning Management System and the Garda Portal and a dedicated help desk is now available to support Mobility members.

As part of the wider COVID-19 response, in addition to deploying the remaining 600 frontline Garda devices, the Active Mobility Team under the direction of the Senior Leadership Team and working closely with the Garda Telecoms Team, deployed approximately 900 additional devices to frontline Sergeants. These devices were deployed using the same “Low Contact” approach described above. As a result of these deployments, there are now almost 3,000 new mobility devices currently in the hands of frontline members, providing them with new ways of keeping in contact while mobile, (Garda telephone, Garda E-Mail and the AGS Portal), as well as providing access to the new Garda policing apps. Plans are underway to deploy an additional 600 devices in April 2020. This will complete the deployment to frontline Sergeants, as well as meet demand for new devices from a range of other COVID-19 related sources.

The Mobile Team has observed a number of detections on Twitter, where Garda members have issued Fixed Charge Notices (FCNs) using their mobility devices. With the Impact of COVID-19, users have been able to use their Mobile Data Stations as a computer, using Virtual Desktop (VDI) and this has been rolled out across the Organisation. A decision has been made to rollout the FCN App to all mobile users, so all 2,000 of the frontline users will have the ability to create FCNs directly from their Mobile Data Station.

Schengen Information System II (SISII): The SISII project achieved technical readiness in December 2019, meeting a key deliverable under A Policing Service for the Future (APSFF). Performance testing is progressing and deployment planning is underway, but the actual date of deployment has yet to be agreed the Department of Justice and Equality and the EU Commission. The COVID-19 pandemic is highlighted as a risk which may impact delivery. The project team is working remotely to progress the

plan. Project tasks have been prioritised to minimise risk and facilitate readiness to launch the SIS system when the deployment date is agreed.

Investigation Management System (IMS): IMS hardware installations have paused due to COVID-19. However, pre-COVID, Ennis Garda Station in Clare was completed. In the Wicklow Division, Bray District is complete and most of the Wicklow District is completed.

Roster and Duty Management System (RDMS): Software is continuing to operate in DMR East. Garda National Vetting Bureau (GNVB) Garda Staff will use KELIO only for recording time and attendance while pilot evaluation is completed. Site surveys are now complete for DMR South-Central.

Enterprise Content Management (ECM) System: There were no ECM deployments from 19 February to 17 March 2020 due to an ICT AMP upgrade. ECM Support is currently working on all the user and technical issues.

CAD2: The date for responses to the current RFT stage of the procurement process has been extended from the original 30 March deadline to 30 April 2020.

PRÜM: Prüm connectivity, in respect of dactyloscopic data, is currently live with two member states, Austria and Romania, with Romania going live in March 2020. Testing was due to commence with Poland on 16 March 2020, but has been postponed due to a code freeze currently in place across all Garda IT systems due to the COVID-19 pandemic. Proposed data-sharing with the Netherlands continues to remain on hold as their test system is unavailable. Garda IT remains ready to recommence testing when required. During testing with Portugal, a format issue was discovered with the Portugal file. Garda IT has identified a possible solution, however the implementation and testing of this is postponed due to the ongoing work and commitment to the SIS II Project and the COVID-19 pandemic.

Operating Model: Analysis and developments are ongoing across multiple ICT work streams.

During the month of March 2020, the Office of Corporate Communications facilitated the following:

Engagements

Following the announcement in early March 2020 by the Commissioner, on measures being put in place by An Garda Síochána to maximise its operational effectiveness during the COVID-19 National Public Health Emergency, our engagement with the public has focused on keeping people safe during these challenging times. This engagement has seen significant activity on Garda social media, promoting community engagement and social distancing as a result of the COVID-19 National Public Health Emergency. Some examples include:

- A video to highlight Community Engagement activity. It also included shots of the 210 new vehicles. The reach of coverage across traditional and social media including Garda social media on this topic was 4.3m.
- A video using Garda members and material to highlight social distancing. The reach of coverage on this topic across Garda social media was 7.5m.
- A video at the Attestation ceremony, which had a reach of 18m.

An Garda Síochána's community engagement activity has received positive national media coverage from RTE Six One News, Irish Examiner, Irish Times, Irish Sun, Journal.ie, Irish Daily Mail. Positive feedback has also been received from members of the public through daily emails.

Further ongoing social media posts in relation to public health guidelines and Garda activities include:

- A video of emergency services visiting a young boy on his birthday, which received more than 700,000 views on social media.
- A video presented by Deputy Commissioner Twomey for internal and external use of the issue of Gardaí wearing face masks.

The Office of Corporate Communications also provided a press release, infographic and media interview with the Commissioner on the Attestation ceremony, which saw An Garda Síochána reach its largest number of sworn members in the history of the State.

Media Briefings, Launches & Initiatives

- An Garda Síochána announced the major policing plan for the weekend of 27 March 2020, which included interviews with the Commissioner and Deputy Commissioner Policing and Security, a press release and social media posts. The total reach of coverage was 48m (traditional media) and 11.2m (social media).
- A major Garda Operation on Public Health Travel Restrictions was launched. The Commissioner and Deputy Commissioner Policing and Security gave a briefing at a checkpoint following the launch of Operation Fanacht; a major operation to ensure public compliance with the travel restrictions introduced recently as part of COVID-19 public health guidelines. The Commissioner was also interviewed on RTE Six One News. The Key messages outlined that An Garda Síochána was seeking compliance from the public with newly introduced regulations and that enforcement would be a last resort.
- A domestic abuse operation was launched, which included a press release, social media post, and interviews with Chief Superintendent Declan Daly on RTE and Virgin Media. This reached 18m across traditional media and 100,000 across social media.

COVID-19

The Office of Corporate Communications supported An Garda Síochána's prioritised strategy to support the Government in reducing the impact of COVID-19, as follows:

- Reaching out to our 1.2m social media followers to promote the advice of the HSE and demonstrating examples of good practice by Gardaí. #WashYourHands #StayHomeStaySafe #SocialDistancing.
- Creating and promoting digital content to engage, explain, and encourage the public to follow the advice of the HSE. This included an interview with Deputy Commissioner Policing and Security on CrimeCall, which reached 530k viewers. It also included Commissioner's media briefings and videos of Gardaí promoting social distancing.
- Highlighting the continued efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries. This included drug seizures, checkpoints and arrests. Videos of checkpoints were created and shared.
- Retaining a close connection with our community, providing accurate and timely information. Highlighting examples of Gardaí supporting and continuing to seek out and respond to those who are vulnerable at this time. This included the sharing of videos and images of Gardaí engaging with the community and assisting members of the public who are in isolation, by delivering food and medical supplies. #HereToHelp.
- Engaging with younger people by providing Garda themed activity sheets and sharing a behind the scenes video of dogs and handlers from the Garda Dog Unit.

Internal Communications

Internal Communications is creating and circulating a daily COVID-19 update to all personnel. Initially, a volume of emails were circulated within the Organisation containing directions, guidance and suggestions on a range of matters relating to COVID-19. The Office of Internal Communications rolled out a digital daily update using Poppulo, a specialised internal communications product. Each day at lunchtime, an update is circulated directly to all personnel in the country. The daily update provides clear guidelines and instructions and morale-boosting stories about personnel doing good work. On average, 12,000 personnel are reading the email each day. Metrics on readership and click-through are available through the Poppulo dashboard. Feedback has been overwhelmingly positive, with comments including:

Best updates I've seen; Straight to the point, direct and no nonsense; Quick and easy to read; It reminds members of the valuable role that they play in AGS; So friendly and informal – makes the situation feel much calmer; Professional appearance and succinct; Contain information I haven't heard anywhere else; Easy to understand, practical, it increases members sense of value within the Organisation and most of all in my opinion, is empathetic throughout; Informative, factual while also showing good ideas and positive stories in the Organisation.

6 Progress update on embedding the Code of Ethics

Ethics Workshops and Sign-Up to the Code of Ethics in An Garda Síochána

Assistant Commissioner Governance & Accountability has written to all Assistant Commissioners requesting update of actions taken regarding those who have not yet attended workshops and those who have not yet signed the Ethics Declaration. A plan for the continued embedding of the Code of Ethics in 2020 is being developed.

On 31 March 2020, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
No. of Garda Members	14,750	13,603	92.2%	12,862	94.6%	87.2%
No. of Garda Staff	3,281	2,117	64.5%	2,099	99.1%	64.0%
Reserves	444	164	36.9%	146	89.0%	32.9%
Total including Reserves	18,475	15,884	86.0%	15,107	95.1%	81.8%
Total excluding Reserves	18,031	15,720	87.2%	14,961	95.2%	83.0%

Note: Totals are adjusted each month to take account of both personnel trained and those who have left the Organisation. Therefore there are fluctuations.

Garda Decision Making Model

Work is ongoing in the development of the first iteration of the training material for an e-learning training initiative on the Decision Making Model. Content validators have been identified

7 Implementation of Cultural Change

The Garda Ethics and Culture Bureau (GECB) continues to plan for 2020 for Culture Reform which will be linked to a variety of projects in the Organisation, impacting Culture. As outlined in last month's report, liaison is continuing with the Strategic Transformation Office and Head of Internal Communications on how progress will be advised to the Organisation. This will link the issues identified in the Culture Audit and how they will be addressed.

8 Risk Management

The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, advice and guidance to all risk management stakeholders. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers. Risk Register Development Workshops have been suspended as a result of the impact of COVID-19.

A 'Review of the Risk Management Framework' is being undertaken as an initiative under A Policing Service for the Future. 'Mazars' were procured to conduct the review which was due for completion on 31 March 2020. However, as a result of the impact of COVID-19, the completion date for this review has been pushed back to 15 May 2020. Review recommendations are due to be completed by the end of Q4, 2020.

An Garda Síochána conducted a comparison of a further two data sets of use of force statistics. Data for Q4 2019 and Q1 2020 has been compiled by Internal Affairs Section using the newly developed system whereby IAS has written a script to capture data contained on the PULSE narrative regarding use of force. From the data provided, it is clear to see that the levels of force used throughout the Organisation for Q4 2019 and Q1 2020 remained quite consistent. There was no significant increase in any particular aspect of force usage. The following points of interest are noted:

- From Q4 2019 to Q1 2020 there was an overall decrease in the number of use of force incidents by a total of 37 (353 incidents at end of Q4 2019 to 316 incidents end of Q1 2020).
- From Q4 2019 to Q1 2020, there was a decrease in Incapacitant Spray usage by a total of 34 discharges. Taser deployments also decreased from five in Q4 2019 to one in Q1 2020. Baton and firearm usage remained steady with no notifiable increase or decrease.
- As expected, the weekend period is where most incidents of use of force occur. There was a decrease in weekend use of force with a reduction of 9% between Q1 2020 and Q4 2019.
- DMR South Central consistently remains the Division in which most use of force incidents occur.
- There is very little difference from Q4 2019 to Q1 2020 in relation to the Divisions that use force. This would give a strong indication of the Divisions that use force on a consistent basis.
- There is very little difference from Q4 2019 to Q1 2020 in the types of incidents in which force is used. Public Order incidents remain by far the highest types of incidents in which force is used. All other types of incidents where force is used remained steady.
- This data is self-contained and prepared from a very small data set, covering only two quarters and should not be compared with other sources.

Further discussions will take place regarding the complete reports which have been forwarded separately to the Policing Authority on 24 April 2020.

National Overview

Long term trends in property crime and burglary have plateaued, having been decreasing over the previous four years. Crimes against the person have been trending upwards consistently since 2015. Sexual offences, for which a continuous upward trend has been observed in recent years have stabilised in 2020. While public order incidents have been increasing since 2018, criminal damage which had been decreasing has now begun to stabilise.

In all Crime Trend charts to follow, the three-year average line represents the sum of incidents for the previous three years, divided by the total number of months (36) to arrive at the average. **It is important to note that crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO’s quarterly publications of crime trends and in their annual reports.**

Chart 1: Total Property Crime - 5 Year Trend

Nationally, **total Property Crime** had been trending downwards since the end of 2015, but this trend began to flatten out in 2019. Levels are down -1.0% in the 12 months to March 2020 as compared with the 12 months prior to this. As with Burglary below, recent decreases in Property Crime are likely, due to measures introduced to curb the spread of COVID-19, such as restricted mobility from residences and decreased levels of public interaction. As a result, offenders are presented with less opportunity to commit Property Crime offences.



Chart 1: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was up +0.3% and burglary occurring elsewhere down -7.8% in the 12 months to March 2020. Residential burglary dropped by 30% in March which is likely due to restrictions on movement from residences imposed due to COVID-19.

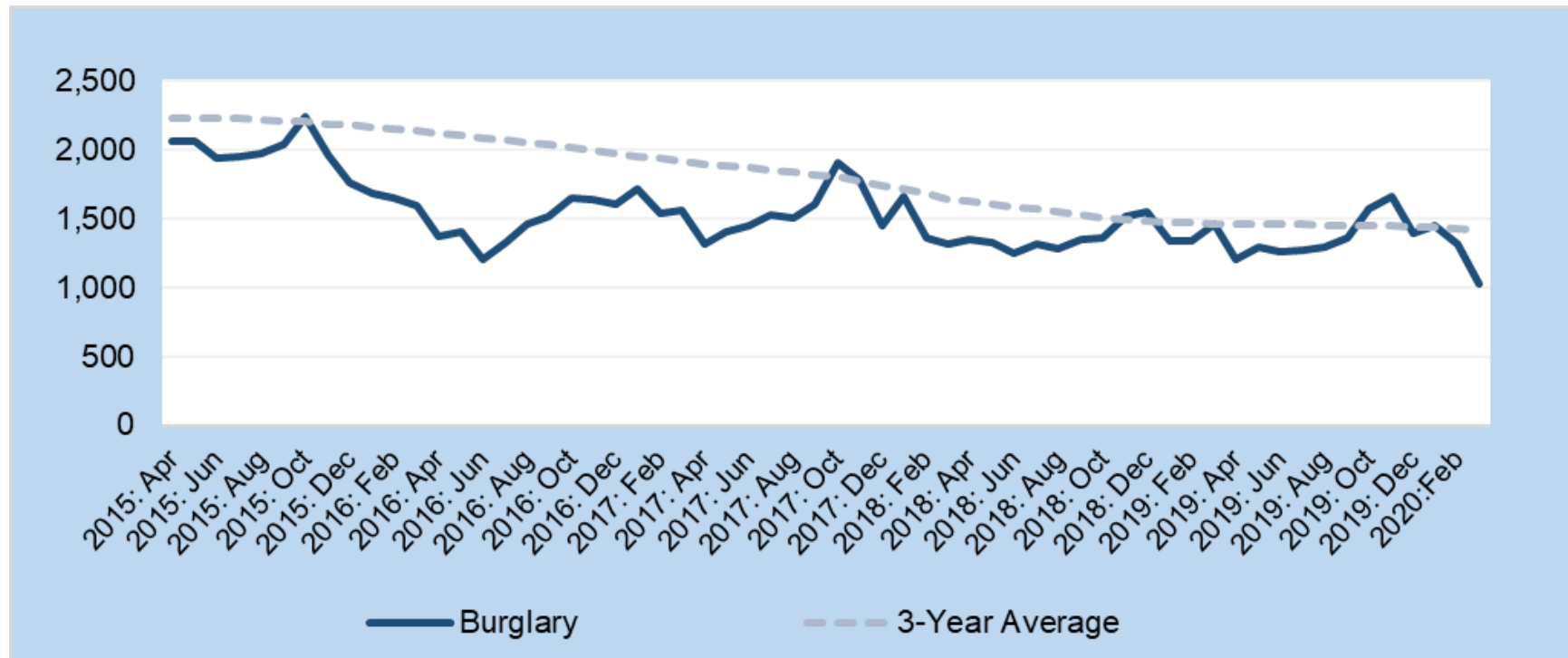


Chart 2: Crimes against the Person - 5 Year Trend

Crimes against the person are starting to plateau following a gradual rise over the past 3 years. For the third consecutive month, incidents have decreased with a 16% decrease being observed from February to March 2020. The sharp decrease in recent months is likely to be linked to decreased public mobility and closure of licenses establishments due to COVID-19.

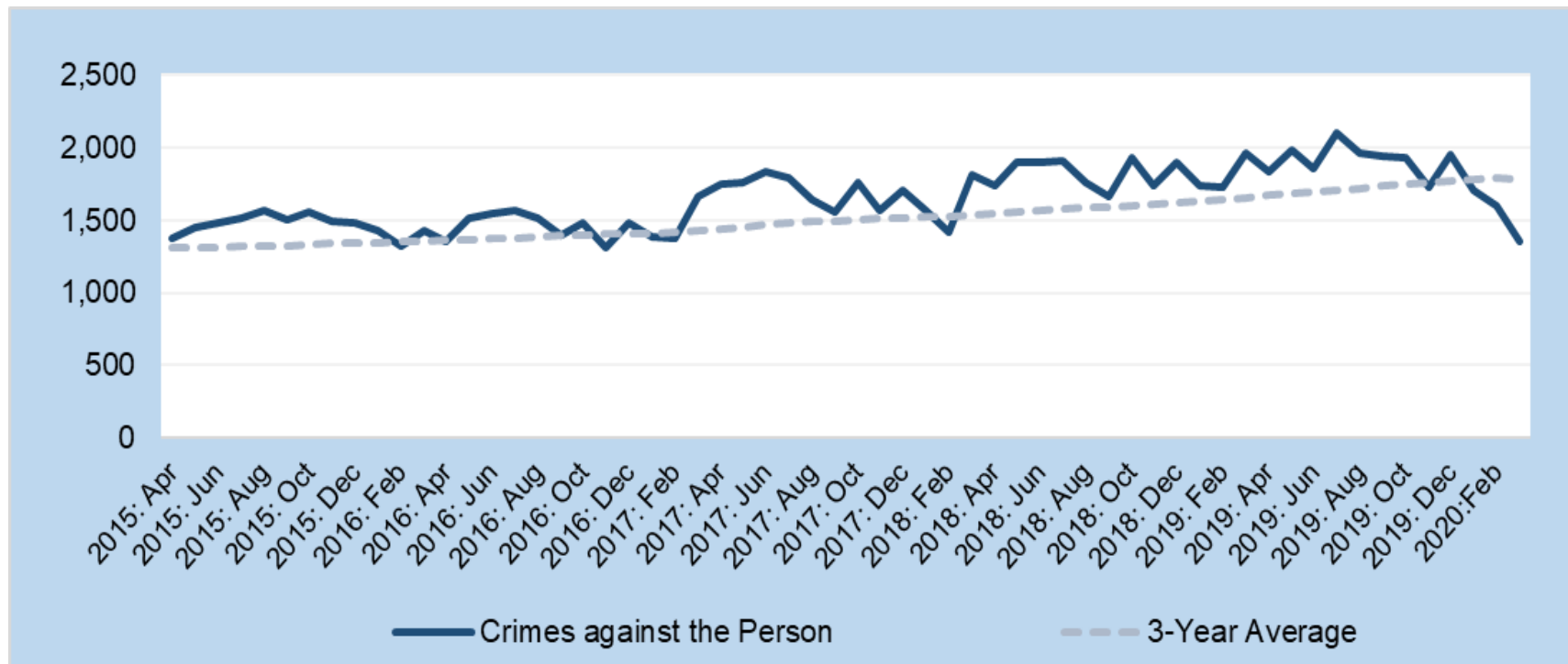


Chart 3: Sexual Offences - 5 Year Trend

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015, however, the rate of increase has been slowing over the last six months, and sexual offences are down -6.8% in the 12 months to March 2020. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. However, given that crimes against the person is on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring (in recent years).

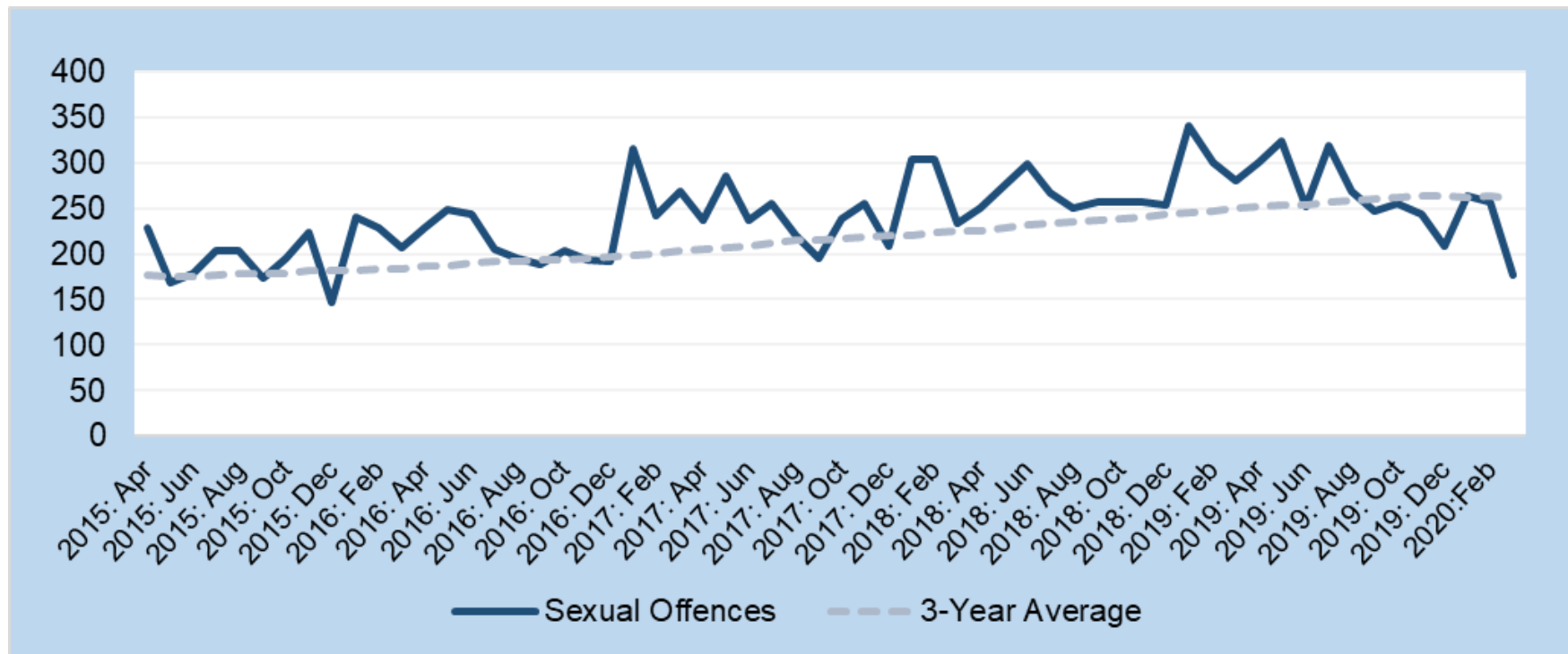


Chart 4: Total Criminal Damage - 5 Year Trend

Nationally, **total criminal damage** incidents have trended downwards since 2015, however, this appears to have stabilised in 2019 and 2020. There was a -2.1% decrease in the 12 months to March 2020 as compared with the 12 months prior to this. However, while most other crime types have seen a significant reduction in March 2020, likely due to measures taken to mitigate the spread of COVID-19, criminal damage increased by 5%.

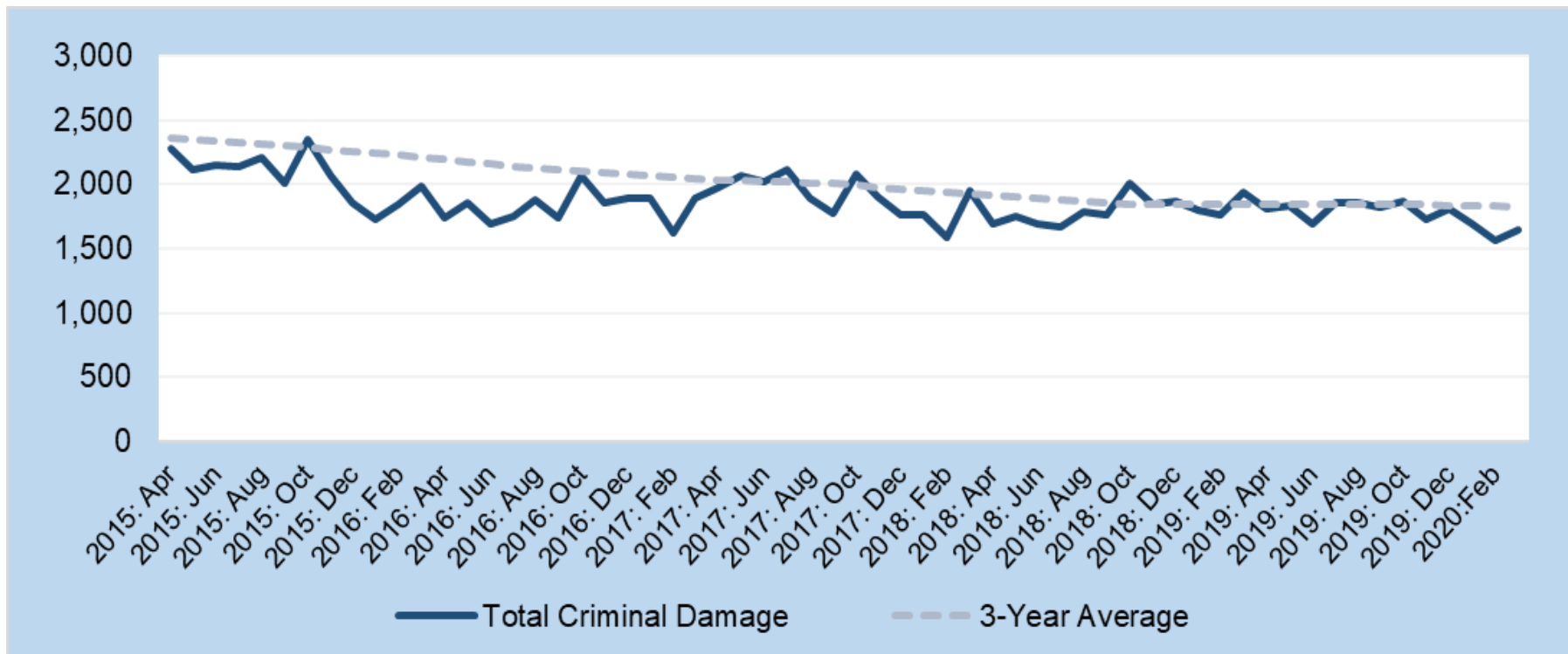
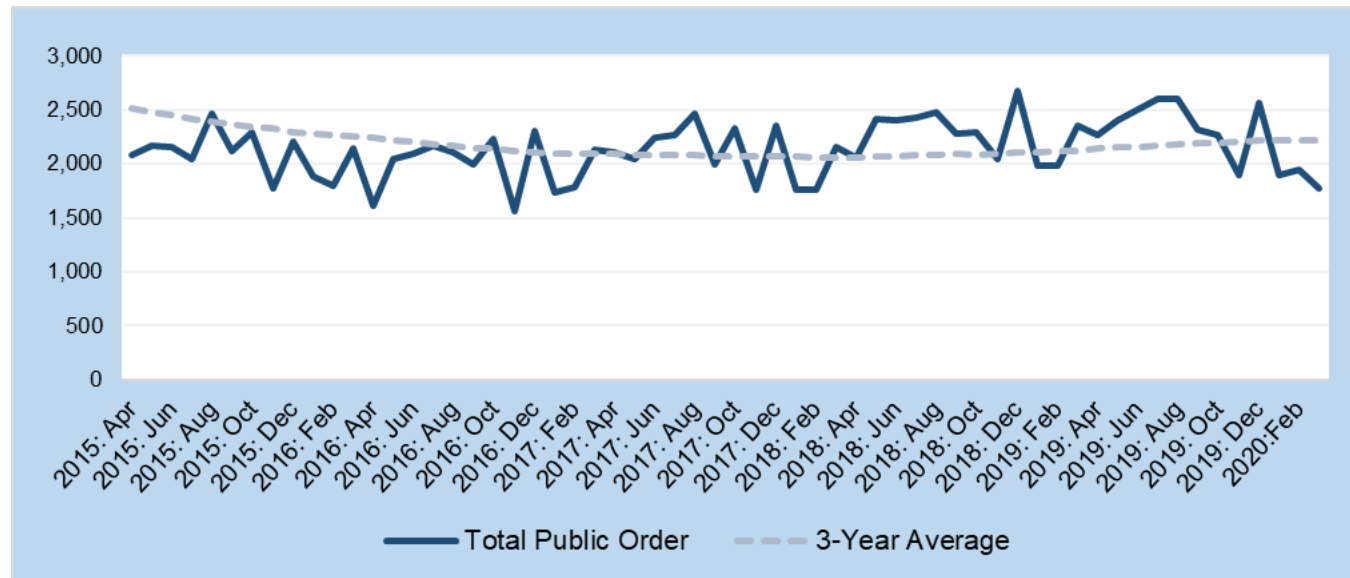


Chart 5: Total Public Order - 5 Year Trend

Total public order incidents have been showing an increasing trend since mid-2018 which has now started to plateau. There has been a -1.4% decrease in the number of recorded offences in the 12 months to March 2020. Public order offences tend to spike in December and increase gradually throughout the year into summer. This year public order offences have stayed lower which is likely due to decreased public density from Covid-19.



Data Quality Assurance

Work is progressing on the Data Quality 2020 actions discussed with Policing Authority staff on 5 March 2020. The priority “closed loop” review process for PULSE incidents is in operation for the 80% or so of crime incidents logged by GISC and will be reviewed with the CSO when COVID-19 restrictions allow. GISC capacity to record all crime incidents remains an issue. The second priority action has two components – ability to record eircodes directly through the PULSE frontend screen (being implemented as part of PULSE 7.6, currently September) and an automated creation of eircodes for existing addresses in PULSE (which has been delayed due to COVID-19 priorities). We expect about 25% eircode coverage from the automated process. The third immediate priority of publishing crime counting rules is expected to be completed in May 2020.

The report on the review of the functions of GISC is complete and awaiting final approval (delayed to COVID related priorities) to send to stakeholders including the Department of Public Expenditure and Reform. The key finding of the report is that mobile devices will not reduce GISC workload in the medium term (they are dissemination devices) so additional call takers are required.

11 Policing Successes

Throughout March 2020, there were numerous incidents of noteworthy police work performed by members of An Garda Síochána in the course of their routine operational policing duties. They were supported by specialist personnel from units under the remit of Assistant Commissioners Special Crime Operations, Garda National Crime and Security Intelligence Service, Roads Policing & Major Event Management and the Community Relations Bureau. These included the incidents set out to follow:

On 7 March 2020, as a result of an intelligence-led investigation, a vehicle was stopped on the M1 by personnel from the Garda National Drugs & Organised Crime Bureau [GNDOCB], supported by the Emergency Response Unit and the Garda National Crime & Security Intelligence Service [GNCSIS], during which, a machine-gun was found and a male was arrested. During a follow-up search at a residential property, a quantity of Cannabis Herb was found. The male was subsequently charged with an offence contrary to the provisions of section 27A(1) of the Firearms Act 1964 and two offences contrary to sections 3 & 15 of the Misuse of Drugs Act 1977/84 [Simple Possession and Possession for the purpose of sale / supply] and remains before the Courts.

On 16 March 2020, as part of an intelligence-led investigation, searches were conducted by personnel from the Garda National Drugs & Organised Crime Bureau in Dublin. During the searches, a quantity of Cocaine, with an estimated street value of €350,000 and a number of electronic devices were seized. One person was arrested and detained at Clondalkin Garda Station, pursuant to the provisions of section 2, Criminal Justice (Drug Trafficking) Act 1996. The person was subsequently charged with two offences contrary to sections 3 & 15 of the Misuse of Drugs Act 1977/84 and remains before the Courts.

On 25 March 2020, as part of an ongoing investigation, personnel from the GNDOCB, accompanied by armed support personnel, conducted searches in Dublin. These resulted in the arrest of two persons and the seizure of a quantity of Cocaine, with an estimated street value of €300k, and other drug-related paraphernalia. The persons were detained at Clondalkin Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drug Trafficking) Act 1996 and subsequently charged with drug-related offences.

In the early hours of 31 March 2020, while conducting a COVID-19 checkpoint at Gortore, Fermoy, Co. Cork, Gardaí stopped and searched a vehicle, resulting in a quantity of Heroin, with an estimated street value of €70k being found in the vehicle. The passenger was arrested and detained at Fermoy Garda Station, pursuant to the provisions of section 2 of the Criminal Justice (Drugs Trafficking) Act 1996. The arrested person was subsequently charged with offences contrary to sections 3 and 15 of the Misuse of Drugs Acts 1977/84 and was granted bail by the Court.

Following a joint investigation by Irish, German and Dutch Financial Intelligence Units (FIUs) supported by Interpol, Europol, Eurojust and the relevant National investigative authorities into an international COVID-19 related fraud, Detectives from the Garda National Economic Crime Bureau (GNECB) with assistance from Gardaí in Co. Roscommon, interviewed an Irish citizen on 10 April 2020, in relation to the suspected laundering of €1.5 million in this jurisdiction, contrary to section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Acts 2010 to 2018. Documents and electronic devices were obtained and are currently being forensically examined. This case initially came to the attention of the Financial Sector who alerted the relevant authorities in each jurisdiction, including INTERPOL and Europol. The investigation remains ongoing and INTERPOL continues to support its member countries in their common goal to combat Covid-19 related financial crime.

During the month of March 2020, the Criminal Assets Bureau, conducted searches in counties Dublin and Monaghan, assisted by local Gardaí and supported by (Armed Support Units (ASU), targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs. Two motor vehicles, designer jewellery, handbags and financial documentation were seized.

Also during March 2020, the Criminal Assets Bureau secured Orders, pursuant to sections 2 and 3 of the Proceeds of Crime Act 1996, as amended, over three properties, two vehicles, five gold bars, €15,000 held in financial accounts and €32,570 cash.

12 Community Engagement and Organisational Initiatives

Largest number of Sworn Members in the History of the State

20 March 2020, was a historic day for An Garda Síochána. It saw the Organisation reach its highest numbers of sworn members since the foundation of the State. Following the attestation of 319 new Gardaí in an Attestation Ceremony at the Garda Training College, Templemore, An Garda Síochána

has grown to an Organisation of 14,758, the largest number of sworn Gardaí in the history of the State. The newly attested Gardaí are part of An Garda Síochána's range of measures to maximise our operational availability and support other vital public services in responding to the evolving COVID-19 situation. Assignment of newly attested Gardaí is as follows:

- Dublin Region – 65 new Gardaí assigned
- Eastern Region – 94 new Gardaí assigned
- Southern Region – 80 new Gardaí assigned
- North Western Region – 80 new Gardaí assigned

In addition to the newly attested Gardaí, An Garda Síochána has implemented a number of prudent Organisational changes. Some of these changes include amendments to rosters, restricted annual leave, delaying retirements where possible, hiring an additional 210 community support vehicles and the redeployment of personnel including 124 personnel from the Garda Training College, who have been deployed across all four Regions. Garda members working as tutors/instructors in the Garda College were redeployed at Garda, Sergeant and Inspector level to operational duties or essential training services in the following regions:

- Dublin Region – 7 personnel redeployed
- Eastern Region – 59 personnel redeployed
- Southern Region – 56 personnel redeployed
- North Western Region – 2 personnel redeployed

The combined Organisational changes result in a 25% uplift in Garda personnel being made available to support communities in the weeks and months ahead as we deal with the impact of COVID-19 on our communities. The Commissioner has designated the ongoing situation as an "exceptional event" in accordance with the Working Time Agreement.

At this time there has been no change to the role of Special Tactics & Operations Command (STOC), Special Crime Operations and Detective / Drugs Units nationwide. Whilst contingency planning is in place, these units continue to support the community and Garda colleagues with a range of specialist services.



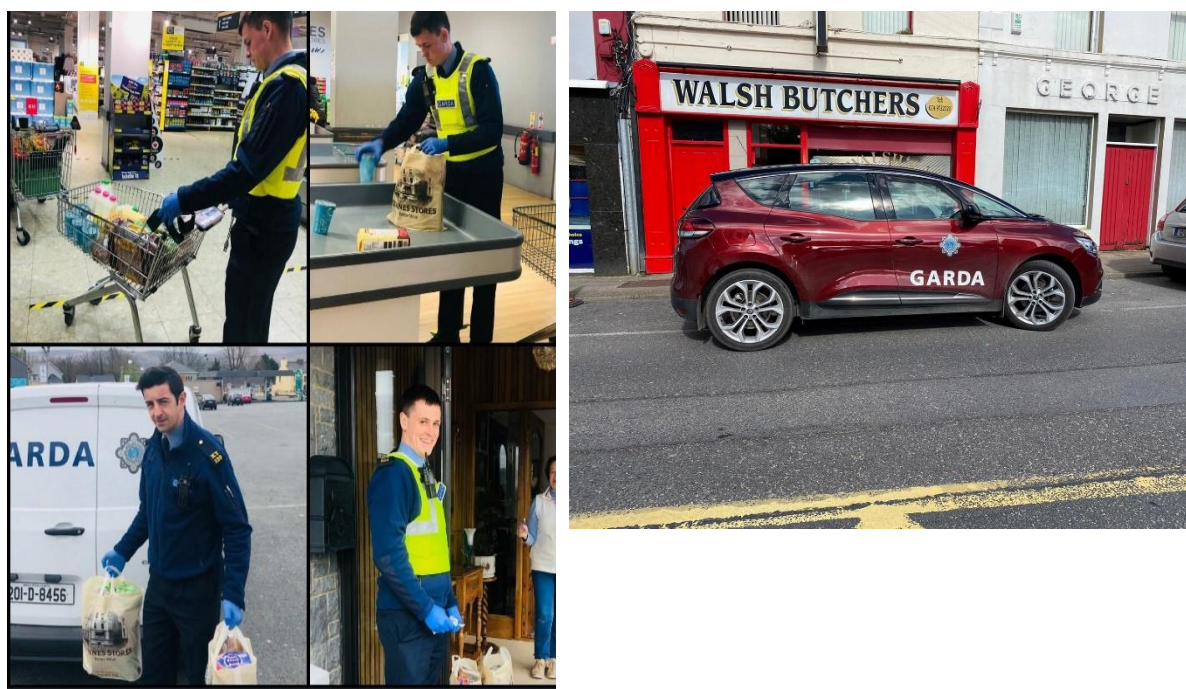
Community Engagement during COVID-19

Gardaí nationwide continue to engage in an extensive local engagement process, together with statutory and voluntary bodies, including various charities, the business community and other agencies in providing support to vulnerable persons in the community. This key strategy has been essential and has been the subject of much positive comment by members of the public, communities and in the Media. Community engagement remains a key pillar of the ongoing National Policing Plan.

Members of An Garda Síochána continue to proactively engage with the vulnerable in our communities, including calling to the homes of the elderly and vulnerable to ensure their safety, providing reassurance and, where required, and in conjunction with other State and voluntary groups in the community, arranging for the delivery of essential food, fuel and medical supplies. Many instances of local community engagements have been reported on national, local and social media platforms, which has a further reassuring impact on communities.

As part of the initiative, Gardaí in Donegal are lending their support to the Chef Aid initiative, which sees a local group of chefs provide hot meals for the elderly and vulnerable. The Community of Donegal is behind the scheme, with five local hotels, along with many other businesses helping with food supplies. Chief Superintendent Letterkenny Division has said, “An Garda Síochána in Donegal Town are delighted to assist in this worthwhile initiative, primarily aimed at supporting the vulnerable in our community, coupled with positive community engagement and community support.” Gardaí are getting involved in initiatives like this nationwide.

The Community Gardaí at Finglas Garda Station have donated items to the Finglas West Family Resource Centre, in order to support them in providing activity packs to children and families living in Finglas West. This is very important given the current situation with Covid-19 and the Family Resource Centre continues to look at creative ways to best support children and families during this time.



Crime Prevention Advice for diverse, minority and hard to reach communities



Crime prevention leaflets, including a bespoke version translated into 15 languages, providing advice on personal safety, home security, online scams and bogus callers have been developed. The Garda National Diversity & Integration Unit (GNDIU) at the Community Relations Bureau has reached out to diverse, minority and 'hard to reach' communities during Covid-19 and are working with the Irish Protection Office and the Department of Justice & Equality on producing specific guidance for persons in Direct Provision Centres. Guidance on facilities for deaf people to contact An Garda Síochána, including the ECAS text messaging service for emergency reports to 999/112, was produced.



The GNDIU has continued to liaise with vulnerable and other minority groups during this time and advice has been disseminated to all personnel, by the Covid Co-ordination Unit, to provide assistance

at community level with these communities at local level. Examples of this includes close liaison with National Traveller Organisations and local Traveller representatives, to actively encourage and support Government's advices, particularly concerning social distancing and the 2km travel restrictions especially at critical family times including funerals. A video was jointly produced by GNDIU and the Traveller Mediation Service (TMS) outlining the specific advices and guidance for Traveller and Roma families and funerals.

The Garda Community Relations Bureau liaised with Muslim Community Leaders regarding the implications of the Government's restrictions for the period of Ramadan, which commenced this year on 23 April and will continue until 23 May 2020 and during which religious observances must be followed. While an outline of the Ramadan requirements was provided by the Community Leaders, guidance on the Government's advices and restrictions were provided by the GNDIU. Information for Garda personnel was prepared by the GNDIU and was circulated by the Covid Co-ordination Unit.

Reminding Mam and Dad to 'wash your hands'

Chief Superintendent DMR West recognised that Gardaí are currently working long hours and spending lots of time away from worried families. He wrote to members' children, looking for their support to remind their parents and colleagues to wash their hands. He asked the children to create bright and colourful posters highlighting the message and promised the children a fun day in the Garda station, once it was safe to do so.



International Women's Day March 2020

On 9 March 2020, the Garda Síochána Women in Policing Network hosted a coffee morning to celebrate International Women's Day at the Officers' Club, Garda Headquarters. The event was opened by the Commissioner and a number of speakers introduced the new Network, encouraging Garda members and staff to become involved. The morning was themed #each for equal and focused on wellness, wellbeing and self-care, with talks by an Occupational Health Physician and the Employee Assistance Service. The Network also welcomed a speaker from Women's Aid. Similar events were held in a number of Garda Regions throughout the country.

Speaking at the event, the Activity Champion for Garda Headquarters said, *"Let us make International Women's Day about hope, a more equal society, an acceptance of the positives of difference and respecting the strengths of both sexes. Let us build on the wonderful camaraderie and esprit de corps that An Garda Síochána has prided itself on. Let us have an organisation and society that is fair and is seen to be fair. Let us keep people safe, both within our organisation and in society. Let us not stereotype or dismiss any groups. If women need additional support and encouragement at times, let us be in a position to provide it and to provide it to our male colleagues also. We all have a lot to learn from each other"*.



Appendix A – Policing Plan 2019 – Performance at a glance, March 2020

Priority 1. Community Policing

1	Community Policing Framework	Green	7	Community Policing Reserves	Green
2	Community Policing Training Phase I	Green	8	Diversity & Integration Feedback	Green
3	Community Policing Training Phase II	Green	9	National Drug Strategy	Green
4	Community Policing Mapping	Green	10	Community Partnerships	Grey
5	Community Police Allocation	Green	11	Divisional Public Attitude Surveys	Green
6	Diversity & Integration Implementation	Green			

Priority 2. Protecting People

12	National Coordination & Tasking Functions	Grey	30	Domestic Abuse Risk Assessment Tool	Green
13	OCG Threat Assessment Matrix	Grey	31	Call-backs to Domestic Abuse Victims	Green
14	Cyber-crime Hubs	Green	32	Victim Assessments	Red
15	Assaults in Public Reduction Strategy	Green	33	Missing Persons	Red
16	Crime Prevention Strategy	Green	34	Victim Support Training	Green
17	Drugs Awareness Campaign	Green	35	3 rd Party Hate Crime Reporting	Green
18	Metal, & Retail Theft Forums	Green	36	Minority Crime prevention Advice	Green
19	Joint Management of Offenders	Green	37	Online Hate Crime Reporting	Green
20	JARC Initiatives	Green	38	Hate Crime Training	Green
21	SAOR Policy	Green	39	Lifesaver Offences	Green
22	Youth Referral Recommendations	Green	40	Intoxicated Driving Testing	Red
23	Reporting on OCGs to Policing Authority	Green	41	Unaccompanied Driver Detections	Yellow
24	IMS	Green	42	Crowe Horwath Recommendations	Green
25	Schengen Information Connection	Yellow	43	Major Event Management Unit	Green
26	Schengen Training	Green	44	Operation Páistí	Green
27	Schengen Phase III	Grey	45	Roads Intel Gathering	Green
28	Homicide Review Recommendations	Green	46	Disqualified/Fail to Surrender Drivers	Green
29	Divisional Protective Services Units	Green			

Priority 3. A Secure Ireland

47	Domestic & International Operations	54	International Engagement
48	Monitoring Extremist Threats	55	Europol & Interpol Operations
49	Terrorist Activities & Network Disruption	56	Europol & Interpol Engagement
50	Security Service Training	57	Major Emergency Response
51	Targeting Terrorist Finance	58	CBRN Response Capabilities
52	Security & Intelligence Operating Model	59	MEM Training
53	Security & Intelligence Enhancements		

Priority 4. A Human Rights Foundation

60	Human Rights Strategy	63	Embedding Code of Ethics
61	Recording Use of Force	64	Human Rights Training
62	Reporting Use of Force	65	Human Rights Policy Reviews

Priority 5. Our People – Our Greatest Resource

66	Garda Staff Training	78	Workforce Plan
67	Garda Probationer Monitoring	79	Redeployment Strategy
68	Garda Probationer Training	80	Garda Redeployments
69	Garda Staff Induction Training	81	Enhanced Promotion Processes
70	Learning & Development Director	82	Diversifying Recruitment
71	Learning & Development Strategy	83	Irish Language Recommendations
72	Learning & Development Reporting	84	Divesting Non-Core Duties
73	Electronic Training Management System	85	Senior Leadership Training
74	New Uniform Procurement	86	Industrial Relations Structures
75	Property & Exhibit Management System eLearning	87	Addressing the Cultural Audit
76	Gardaí/Staff Recruitment	88	Cultural Audit
77	Human Resources Operating Model	89	Staff Cultural Engagement

90	Innovation Programme	Green	95	Discipline Regulation Statutes	Grey
91	PALF Usage Review	Grey	96	Anti-Corruption Unit	Green
92	PALF Usage	Grey	97	Health & Wellbeing Strategy	Green
93	Performance Management for Garda Staff	Grey	98	Post-traumatic Incident Support	Green
94	Frontline Policing Recognition	Green			

Priority 6. Transforming our Service

99	Revised Rostering	Grey	107	Portal Upgrade Plan	Grey
100	New Procurement Processes	Green	108	Data Quality Assurance Plan	Grey
101	Implement Operating Model	Green	109	Core Technology Platforms Review	Green
102	Costed Policing Plans	Grey	110	Criminal Justice Hub	Grey
103	Corporate Governance Framework Review	Grey	111	Mobility Evaluation	Green
104	Performance & Accountability Framework	Grey	112	Enterprise Content Management Deployment	Green
105	Risk Management Framework Review	Grey	113	Computer Aided Dispatch Procurement	Grey
106	Internal Communications Strategy	Grey	114	Roster Duty Management System Roll-Out	Grey

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1		2	4		4	1			13
Superintendent		1	1	8	1	1	7	1	15	1			36
Total	0	2	2	9	1	3	12	1	19	2	0	0	51

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks
Data as at the end of March 2020

Rank	EC F	Position at end of last month	Appointed in Month	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	9	8	0				1				-1	7	2
Chief Superintendent	47	47	0								0	47	0
Superintendent	168	167	2					1			1	168	1
Total	224	222	2	0	0	0	1	1	0	#0	0	222	2

Appendix D

Breakdown of Leave – Garda Members

As at 31.03.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	25	0.21%	0.29%							17	0.14%	0.20%	32	0.27%	0.37%
	Female	107	0.89%	3.10%	33	0.27%	0.95%	58	0.68%	1.68%	51	0.42%	1.48%				142	1.18%	4.11%
Sergeant	Male	1	0.05%	0.06%	4	0.19%	0.24%							1	0.05%	0.06%	6	0.29%	0.37%
	Female	4	0.19%	0.86%	3	0.14%	0.64%	9	0.43%	1.93%	2	0.10%	0.43%				9	0.43%	1.93%
Inspector	Male																		
	Female							1	0.26%	1.54%							1	0.26%	1.54%
Superintendent	Male																		
	Female							2	1.10%	11.11%									
	Total Male	3	0.02%	0.03%	29	0.20%	0.27%							18	0.12%	0.25%	38	0.26%	0.35%
	Total Female	111	0.75%	2.76%	36	0.24%	0.90%	70	0.47%	1.74%	53	0.36%	1.32%				152	1.03%	3.78%
	Total	114	0.77%		65	0.44%		70	0.47%		53	0.36%		18	0.12%		190	1.25%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.03.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.43%	1.81%	4	0.22%	0.950										5	0.27%	1.13%
	Female	276	14.90%	19.59%	14	0.76%	0.99%	13	0.70%	0.92%	7	0.38%	0.50%				77	4.16%	5.46%
EO	Male																3	0.40%	1.52%
	Female	46	6.18%	8.41%	4	0.54%	0.73%	10	1.34%	1.83%	6	0.81%	1.10%				19	2.55%	3.47%
HEO	Male				1	0.71%	1.67%										2	1.43%	3.33%
	Female	5	3.57%	6.25%				2	1.43%	2.50%							10	7.14%	12.50%
AP	Male																1	1.89%	4.35%
	Female										1	1.89%	3.33%				4	7.55%	13.33%
Chef de Partie	Male																		
	Female																1	3.57%	4.00%
Teacher	Male																1	5.88%	12.50%
	Female	2	11.76%	22.22%															
Cleaner	Male																		
	Female	4	1.67%	1.76%	1			1	0.42%	0.44%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.89%	5	0.15%	0.56%										12	0.37%	1.33%
	Total Female	334	10.18%	14.02%	19	0.58%	0.80%	26	0.79%	1.09%	14	0.43%	0.59%				111	3.38%	4.66%
	Total	342	10.42%		24	0.73%		26	0.79%		14	0.43%					123	3.75%	

Appendix F

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	1509	162	102	14	8	0	1619	176
June 2019	1331	153	82	10	8	0	1421	163
July 2019	1374	157	96	10	7	0	1477	167
August 2019	1515	164	108	9	11	0	1634	173
September 2019	1619	165	129	10	10	0	1758	175
October 2019	1704	155	120	11	7	1	1831	167
November 2019	1593	154	135	11	8	0	1736	165
December 2019	1708	154	159	12	17	0	1884	166
January 2020	1774	154	170	11	17	0	1961	165
February 2020	1511	151	124	11	10	0	1645	162
March 2020	1215	159	103	10	12	0	1330	169

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	1630	162	111	14	8	0	1749	176
June 2019	1399	154	86	10	8	0	1493	164
July 2019	1470	157	103	10	7	0	1580	167
August 2019	1636	164	115	9	11	0	1762	173
September 2019	1741	165	137	10	10	0	1888	175
October 2019	1830	156	125	11	7	1	1962	168
November 2019	1723	158	145	11	8	0	1876	169
December 2019	1842	154	167	12	17	0	2026	166

January 2020	1938	156	182	11	17	0	2137	167
February 2020	1628	151	132	11	11	0	1771	162
March 2020	1284	161	108	10	12	0	1404	171

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	10523.5	4293.5	810.5	364	85.5	0	11419.5	4657.5
June 2019	10,563.5	4003	725.5	300	117	0	11406	4,303
July 2019	11657.5	4238.5	1230	293	119	0	13006.5	4531.5
August 2019	12292	4493	1289	279	150	0	13731	4772
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
January 2020	14190.5	4245	1452	292	207	0	15489.5	4537
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%

September 2019	14310.50	579.50	4.05%
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Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%
September 2019	4591.50	-180.50	4.05%

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

Month	No. of Days Absent	LTR	Commentary
March 2020	14181.50	3.61%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	
September 2019	14310.50	3.79%	

Garda Staff - Numbers who availed of sick leave

Date	No.
May 2019	338
June 2019	285
July 2019	308
August 2019	269
September 2019	333
October 2019	418
November 2019	396
December 2019	407
January 2020	515
February 2020	435
March 2020	321

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
May 2019	363	10	373
June 2019	310	4	314
July 2019	323	9	332
August 2019	287	3	290
September 2019	348	4	352
October 2019	449	11	460
November 2019	435	7	442
December 2019	434	6	440
January 2020	577	3	580
February 2020	478	8	486
March 2020	341	5	346

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
May 2019	2920	111.5	3031.5
June 2019	2713.5	91	2804.5
July 2019	3101	91	3192
August 2019	2989	62	3051
September 2019	3096.5	64	3160.5
October 2019	3153	100	3253
November 2019	3148	78	3226
December 2019	3559.5	70	3629.5
January 2020	3792	62	3854
February 2020	3500.5	73	3573.5
March 2020	3638.5	65	3703.5

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
March 2020	3703.50	4.58%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	
September 2019	3160.50	4.14%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 - weekends-public holiday-22 days annual leave) Standard Working Month = 229 days/12 = 19.08
- Whole Time Equivalent does not factor other leave types such as Maternity, Career Break etc.
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as “Ordinary Illness” until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.

Commentary on Sick Absence in March

Sick Absence for both Garda Members and Garda Staff has seen a significant reduction in Ordinary Illness sick absence in March. While the days recorded for ordinary illness sick absence show a marginal increase, instances and numbers availing of sick absence leave are showing a noteworthy decrease. Injury on Duty sick absence shows an increase in the month.

Injury on Duty

Overall, Injury on Duty for Garda Members shows an increase month on month over the number of sick absence days (8%), instances of sick absence (6%) and number of Garda Members availing of sick absence leave (4%). The exacerbation of the COVID-19 pandemic in March may be considered as a significant factor.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 2% for Garda Members and an increase for Garda Staff of 4%. The number of days in the respective month is the only identifiable factor to explain this increase. When comparing like with like on the number of days in the month, March shows a decrease of 10% of sick absence days when compared to January for Garda Members and a decrease of 4% for Garda Staff.

The instances of sick absence, month on month, for Garda Members show a reduction of 20% for Garda Members and 29% for Garda Staff. If we compare this to January, the decrease for Garda Members is 34% and 40% for Garda Staff. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances. For Garda Members, month on month, instances are 19% lower than that of February and 32% lower than January. A similar trend can be seen on the Garda Staff side, month on month, the figures are 26% lower than February and 37% when compared to the January figures. Garda Member whole time equivalents increased, month on month, by 2% and increased by 3% since January 2020. Similarly, Garda Staff whole time equivalents are up 1%, month on month, and show 2% growth since January. There is an expectation that, the increase in number of members and staff would somewhat positively influence the metrics as discussed in the review.

COVID-19 Pandemic

The Department of Public Expenditure and Reform has issued guidance on the recording of absence as a result of the COVID–19 pandemic. Absence will not be recorded as Sick Absence, but as Special Paid Leave and applies in the following circumstances;

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