



An Garda Síochána

Monthly Report to the Policing Authority

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

September 2022

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_86-31412/22**



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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 submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of August 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY
TO THE COMMISSIONER**

September 2022

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

Message from the Commissioner

The summer months have been a busy but productive period for An Garda Síochána. As we approach the final quarter of 2022, August was an opportunity to commemorate several of the key dates in our 100-year history. In tribute to the first Commissioner of An Garda Síochána, a plaque was unveiled in Michael Staines' Co. Mayo birthplace during a ceremony attended by over 80 guests, the Garda Band and Garda Ceremonial Unit.

An Garda Síochána National Commemorative Centenary Event took place at Dublin Castle on 27 August 2022. The event, involving hundreds of Gardaí, was a tremendous success and a proud day for our organisation. So too was the launch of the new Garda operational uniform. Over three years of work and collaboration culminated in its introduction for the ranks of Garda, Sergeant and Inspector.

As you are aware, An Garda Síochána regularly measures public perception of crime and policing in Ireland, as well as emerging trends in criminality. Our latest Provisional Crime Statistics 2022 were published this month, and the figures on hate crime and hate-related (non-crime) incidents reported in 2021. Both publications have provided valuable metrics that will aid operational and strategic decision-making going forward.

The views of the public on the effectiveness of our police service in terms of service delivery, and their perceptions of national and local crime and policing priorities are very important to us. We are therefore very pleased to note that the Online Garda Survey 2020, *'An Urbanised Cohort'*, indicated this month that over 80% of respondents trust An Garda Síochána and consider An Garda Síochána to be friendly and helpful.

During August 2022, there were a number of high value seizures by the Garda National Drugs and Organised Crime Bureau, including drugs valued at €8.4m that were intercepted in Co. Westmeath and cocaine valued at €3.2m seized in west Dublin.

A focus remained on road safety throughout the month of August 2022 following the increase in road deaths countrywide in the first six months of 2022. As part of this, An Garda Síochána took part in a joint media campaign with the Road Safety Authority – *'August Bank Holiday Summer Safety Returns'*.

There was significant engagement with the community all across the country as several stations held public open days and took part in community based summer initiatives. Work was also done to highlight student accommodation fraud scams in the lead up to the new academic year.

We look forward to achieving further positive policing outcomes to keep people safe as we move into Autumn.

DREW HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end Aug €'000	Remaining Sep - Dec €'000	Remaining %
Gross Total	2,062,342	1,335,663	726,679	35%
Appropriation in Aid (receipts)	105,988	81,813	24,175	23%
Net Total	1,956,354	1,253,850	702,504	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of August 2022, the total combined gross expenditure is €1.34b (65% of allocation), which is less than the end of August 2022 profiled spend by €6.81m, with further detail below on specific areas of over/under profile.



Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in August 2022 was €98.99m and year to date is €869.27m. Expenditure on salaries to end August 2022 was €786.93m, which is €10.1m under budget profile. Expenditure on overtime was €82.34m, which is €16.41m over profile. Overall, pay and overtime is over profiled budget at the end of August 2022 by €6.31m.

In respect of superannuation of €380.84m, expenditure in August 2022 was €32.03m and year to date is €260.13m, which is €6.86m over profile at the end of August 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in August 2022 was €14.01m and year to date is €126.59m. Overall, non-pay expenditure is €8.73m under profile at the end of August 2022, however, this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of August 2022 is reported at €3.58m.

Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in August 2022 was €13.46m and year to date is €79.68m. The capital subheads have a combined under profile spend of €11.25m to the end of August 2022.

Appropriations in Aid

Appropriations in Aid are €81.81m at the end of August 2022, €11.49m ahead of the estimated profiled receipts.

Estate Management August 2022

- **Development of the new purpose built Garda facility at Military Road:** The OPW continues to manage this build with expected substantial completion for handover of the project in October 2022¹. The current phase of the project has seen progress made on the overall structure of the build and work continues on the logistics of this relocation.
- **National Train Control Centre (NTCC):** Garda ICT commenced the installation of ICT infrastructure in August 2022.

Developments in August 2022

- **Redevelopment of Portlaoise Garda Station:** The package of enabling works developed by the OPW will now commence on-site in Q4 2022, rather than the previously reported Q3 2022. This will occur in advance of the main redevelopment of the station, scheduled to begin in 2023.

¹ Original handover date of 29 September 2022 has changed to 3 October 2022. Estate Management is monitoring the situation closely with OPW in these final weeks.

2. Human Resources and People Development

Key Human Resources & People Development Highlights

Equality, Diversity & Inclusion

- Acting Executive Director, HRPD, along with a number of Garda members of G-Force attended the Empowering Partnerships LGBT+ Conference in Belfast from 28–30 July 2022. Garda members also took part in the Belfast Pride Parade.
- The Internship Programme 2022/2023 for An Garda Síochána has commenced the latest recruitment process. The closing date for graduate applications is 9 September 2022, and 7 October 2022 for school leaver applications.

Resourcing

- The 2022 Garda Trainee Recruitment Campaign is currently being processed by the Public Appointments Service (PAS). Stage 1 and Stage 2 have concluded. Stage 3, batch 1 interviews commenced on 25 July 2022 and concluded on 8 August 2022. PAS delivered 155 (eight still outstanding for qualification verification) successful applicants to the Appointments Office on 16 August 2022, where Stage 4 of the process has commenced. The applicants will progress through vetting, PCT and medical process to determine suitability for appointment, with successful candidates proposed to commence in the next trainee intake on 28 November 2022.
- There are currently 29 national, four regional, one overseas and 62 divisional Garda member competitions underway.
- As of 31 August 2022, under the Garda Reassignment Initiative, the figure remains at 875.5 Garda members reassigned to operational roles and their previous roles assigned to Garda Staff. This is inclusive of 31.5 this year.
- There are currently 31 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Interviews for batch one of the 2022 An Garda Síochána Executive Officer (EO) promotion competition were held in August 2022. Interview results will issue in September 2022.
- Preparations for Stage 2 of the 2022 An Garda Síochána Assistant Principal (AP) promotion competition are in progress.
- The HR candidate management system remains in the final stages of testing. A sample competition has been selected to trial the system. It is proposed to launch in the coming weeks.
- The Sergeant promotion competition is ongoing and there were 419 successful candidates from the first three batches. Appointments are currently underway with the next interviews to be determined.
- The Inspector promotion competition is ongoing. There have been 54 successful candidates from the first batch and 50 from the second batch. Appointments for batch two are currently underway. Timeline for next interviews yet to be determined.

An Garda Síochána and Police Service Northern Ireland - Exchange of Personnel Re-Launch

- The relaunch of An Garda Síochána and PSNI Exchange of Personnel occurred in Belfast on 30 August 2022, involving exchanges in Roads Policing, ICT, Cyber Crime and Anti-Corruption.
- In attendance were Chief Superintendent Sam Donaldson, PSNI, Superintendent Brian Foster, PSNI, Superintendent Jarlath Lennon, An Garda Síochána, along with the exchange candidates and Liaison Officers on both sides. Introductions and presentations were given by Superintendent

Brian Foster, PSNI, Superintendent Lennon, Inspector Brian O'Connor and Cathy Rolston, Health and Safety advisor PSNI.

Promotions and Allocations

- In August 2022, the Commissioner on behalf of An Garda Síochána welcomed Jonathan Roberts following his attestation and appointment to the rank of Assistant Commissioner.
- In Q3 of 2022, the allocation took place of 48 newly promoted Inspectors across all regions. This brings the total number of allocations to date for the current Sergeants and Inspectors promotion competition to 101 Inspectors and 395 Sergeants.

Roster and Duty Management System

- A key milestone in An Garda Síochána transition programme was recently reached, with the introduction of the Roster and Duty Management System (RDMS) to the Galway Division at the beginning of the current roster. This will assist management, supervisors and planners in prioritising local policing service demands and planning.

United Nations

- Chief Superintendent, HRM attended the third UN Chiefs of Police Summit (UNCOPS) in New York.
- Detective Sergeant Brian Quirke, who is currently on overseas duty with the United Nations Peacekeeping Force in Cyprus mission, has been promoted to the role of Sector Commander (Sector 4) following a successful interview process.

Human Resources & People Development Analytics/Data

As at 31 August 2022, the Garda strength stood at 14,283 (14,239.5 WTE) and the Garda Staff strength stood at 3,325 (3117.4 WTE). A full breakdown by rank, grade and gender is outlined below.

2.1 Garda Member Strengths

Rank	At 31 August 2022	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	5	62.5	3	37.5	8
Chief Superintendent	43	34	79	9	21	43
Superintendent	166	140	84	26	16	166
Inspector	479	389	81	90	19	479
Sergeant	2,093	1,588	76	505	24	2092
Garda	11,491	8,109	70.5	3,382	29.5	11,448.5
Total	14,283	10,266	72	4,017	28	14,239.5

Of which	At 31 August 2022	Male	%	Female	%
Career Breaks (incl. ICB)	57	35	61	22	39
Work-sharing *	43.5	1.5	3.5%	42	96.5%
Secondments (Overseas etc.)	50	31	62	19	38
Maternity Leave	47	0	0	47	100
Unpaid Maternity Leave	25	0	0	25	100
Paternity Leave	18	18	100	0	0
Available Strength	14,042.5	10,180.5	72.5	3,862	27.5

**Equates to 87 Full-time Members*

Garda Reserves Strength

Garda Reserves Strength at 31 August 2022	Total*	Male	%	Female	%
	389	289	74	100	26

Garda Staff Strengths (Administrative and Civil Service at 31 August 2022)

Grade	Total	WTE*	Male	%	Female	%
CAO	1	1	1	100	0	0
Executive Director	4	4	2	50	2	50
Chief Medical Officer	1	1	1	100	0	0
Director	1	1	0	0	1	100
PO	27	27	15	56	12	44
AP	69	68.5	29	42	40	58
HEO	197	195.6	84	43	113	57
AO	22	22	11	50	11	50
EO	712	703.8	189	27	523	73
CO	1,893	1,818.2	464	25	1,429	75
Total	2,927	2,842.1	796	27	2,131	73

	Total	WTE*	Male	%	Female	%
Professional/Technical (including CMO)	59	58.2	35	59	24	41
Administrative **	2,927	2,842.1	796	27	2,131	73
Industrial/Non Industrial	339	217.1	110	32	229	68
Total	3,325	3117.4	941	28	2,384	72

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	34	34	0	0	34	100
Unpaid Maternity Leave	10	10	0	0	10	100
Paternity Leave	2	2	2	100	0	0
Available Total	3,279	3,071	939	29	2,340	71

** 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	%
	287	201.3	5	2	282	98

***** 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	%
	41	41	4	10	37	90

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

Parental Leave

01.02.2021 – 31.08.2022	Garda Members	Garda Staff
	141	102

Garda Staff assigned and commenced – as at 31 August 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2022*	59	40	33	43	43	52	36	27					333

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

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
121	110	91	11	9

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

The number of Garda Staff transfers out of An Garda Síochána for 2022 (up to 31 August 2022)

Type	2022 Up to 31 August 2022	2021 Full Year	2020 Full Year
Mobility	84	42	7
Transfer out on promotion	44	47	13
Total	128	89	20

3. Information and Communications Technology

ICT Support

Work continues to support personnel across the organisation, both in the workplace and working remotely, to deliver solutions to access Garda information systems in a secure manner.

Schengen Information System (SIS Recast)

The current RAG status remains at amber. As reported previously, the live date for SIS Recast has been deferred to November 2022, pending EU approval as a result of a delay with one member state. The new Entry into Operation (EiO) date will afford more time to continue testing, with technical readiness to be declared by 30 September 2022. A SIS Advisory Group meeting took place on 17 August 2022 and a status update was provided on the member state experiencing timeline difficulties. There are no issues from an Irish perspective.

Computer Aided Dispatch 2 (CAD 2)

Extensive re-planning has taken place over the past month to take account of the revised DMR go-live date which is February 2023. This has resulted in the overall RAG status changing to amber. Progress against the new plan is being closely monitored and reported on. High level meetings are held on a weekly basis between An Garda Síochána and the vendor in this regard.

Functional testing commenced as scheduled on 31 August 2022. There are still outstanding items, for example, completion of requirements mapping and completion of test cases, which are required to complete this test phase during September 2022.

Tech Test environment build documentation is progressing and a number of workshops have taken place in relation to clarifying further the requirements of An Garda Síochána. This is a prerequisite for both non-functional test commencement and production environment build commencement. Both are scheduled to commence during September 2022.

Roster Duty Management System Deployment (RDMS Deployment)

The RAG status has moved back to green. A new environment has been provisioned for training and this will provide additional capacity for training. The User Acceptance Testing (UAT) environment is now back in sync with production and CAD interfaces installed. The deployment of a mobile app has improved usability, efficiency (as there is no need to travel to a station unnecessarily) and reduced the dependency on additional computers for members to access RDMS. As provided last month, the table below details the future rollout schedule:

Galway	05/09/2022
Clare/Tipperary	31/10/2022
DMR West	31/10/2022
Wexford/Wicklow	28/11/2022
DMR North	Q1 2023
OSC	Q2 2023
GNCSIS	Q2 2023

Mobile Device Deployment

The RAG status remains green. Planning for deployments in the Eastern and DMR Regions is in progress. A campaign to replace circa 980 end of life (EOL) S10 devices has commenced and a campaign to recover and redeploy circa 860 devices, which have been inactive for more than 60 days, has also commenced. As reported previously, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

As of 1 September 2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	5,193	4,138	60	9,391

*Enrolled in Mobile Device Management (MDM): actual turned on device.

Mobile App Development

The Person Search App will provide frontline members with the ability to look up PULSE person details directly from their mobile device. The development is now in User Acceptance Testing (UAT) environment for final testing before deployment to the live environment. A new test group is being created who will receive the app in advance of an organisation-wide deployment and test it in the live environment. This group will provide feedback to the development and user experience (UX) teams.

A mobile Property App has been developed to support An Garda Síochána Crime Prevention and Reduction Strategy. This app will be available to the public to download free of charge and will allow people to record details of their property which can be subsequently shared with An Garda Síochána in the event of items becoming stolen. The app facilitates the reporting of the stolen property, and also provides users with invaluable crime prevention advice on home security, vacant houses, social media and garden/landscaping. The app will be launched at the Ploughing Championships in September 2022. The functionality of the app will be extended over time and it will become the “Garda App”, with the ability to report other types of incident and provide updates.

‘See Something, Say Something’ is an initiative that allows any member of the public to report anti-social or suspicious behaviour via text message. This innovative approach to reporting issues directly to An Garda Síochána has been very successfully piloted in two towns in the Kerry Division, where over 2,200 text messages have been responded to. It is planned to roll out this initiative to other divisions across the country in the coming months.

Operating Model

ICT Workstream to enable and support the Operating Model: The RAG status remains at amber. PULSE Release 7.8 went live on 7 August 2022, on schedule, which included the Cork City and Kerry Divisions migrated to the Operating Model (Crime and Community Engagement functions).

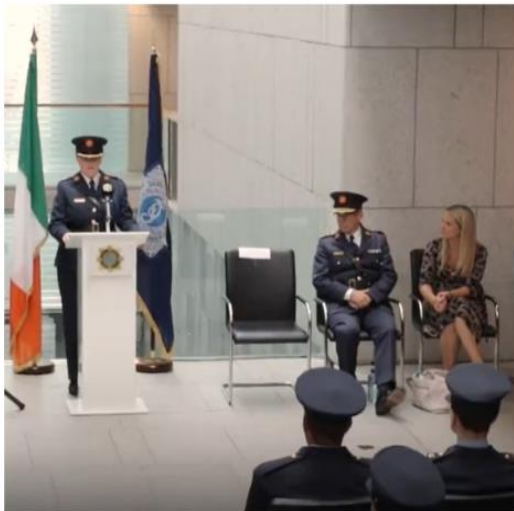
PULSE Development: The RAG status remains as green. PULSE R7.8 went live on 7 August 2022. The next release 7.8.1 is continuing in system test with a proposed go live date of 27 November 2022.

4. Corporate Communications

Throughout the month of August 2022, the Office of Corporate Communications continued to communicate internally and externally on the broad range of policing activities undertaken by An Garda Síochána nationwide in our mission to keep people safe. High-level communications included:

Kevin Street Centenary Medal Presentation Ceremony

An event was held to mark the first presentation of the specially commissioned Garda Centenary medals and coins, which are currently being presented to Garda personnel in their teams across the country. This was attended by the Minister for Justice, the Commissioner, Assistant Commissioner DMR and several other senior Garda members.



Launch of the new Operational Uniform

Over three years of work and collaboration culminated in the launch of the new Garda operational uniform for the ranks of Garda, Sergeant and Inspector. A photo-call was held at Tallaght Garda Station to showcase the new pieces and several members spoke to media about this historic moment.



Commemorative plaque at the birthplace of the first Garda Commissioner, Michael Staines

An event was held in Newport, Co. Mayo to unveil a commemorative plaque at the birthplace of the first Garda Commissioner, Michael Staines. The plaque was unveiled by the Commissioner and Michael Staines (Grandson of Commissioner Staines) during a ceremony attended by over 80 guests, the Garda Band and Garda Ceremonial Unit. Media were invited to attend.



An Garda Síochána National Commemorative Centenary Event at Dublin Castle

On Saturday, 27 August 2022, media were invited to join over 2,000 honoured guests, including the Minister for Justice, the Commissioner, Garda colleagues and their families, to celebrate the organisation's 100-year history and to witness the re-enactment of the historical take-over of Dublin Castle on 17 August 1922.

Approximately 450 serving Garda members took part in a uniform ceremonial march, led by the Commissioner, with the Garda Ceremonial Unit, Garda Officers, several other Garda Units and the Garda Band. There was also a flag bearer display to honour and remember the 89 fallen members of An Garda Síochána, a guard of honour, a drill display, and the very first live performance of a specially commissioned, 10-minute piece of music called '*An Fórsa Nua*' to mark the centenary.

The event was broadcast on RTÉ News Now and streamed live via An Garda Síochána social media channels where 23,750 people viewed online.



Media Briefings and Interviews



- Assistant Commissioner Paula Hilman did an extensive interview with the Sunday Independent regarding hate crime offences and hate crime statistics in Ireland.
- Detective Superintendent Michael Cryan provided interviews highlighting student accommodation fraud scams on Morning Ireland, RTÉ News, Virgin Media News, Sky News, Highland Radio, FM104, Newstalk and Galway Bay FM, among others.



- Detective Sergeant Paul Johnstone spoke with Newstalk, Today FM, FM104, KFM and RTÉ's Drivetime about the Garda campaign around back to school safety.
- Detective Chief Superintendent Seamus Boland of the Garda National Drugs and Organised Crime Bureau spoke with broadcast media regarding the successful high quantity seizure of drugs at an airplane landing strip in Co. Westmeath.



- Garda Sarah Lynam attached to Store Street Garda Station provided a number of broadcast, online and newspaper interviews on her courageous actions to enter the River Liffey at Bachelors Walk, Dublin City to rescue a man and bring him to safety.

An Garda Síochána  Published by Michael Staines · August 10 at 11:35 AM · 

On Friday afternoon, Garda Sarah Lynam and Garda Anna Duhova were on beat patrol along O'Connell Street in Dublin City when they were alerted to a report of a man having entered the River Liffey.


Gardaí quickly arrived at Bachelor's Walk where the man was seen in the water, near the boardwalk. Due to fears for the man's safety, Garda Sarah Lynam immediately entered the River Liffey and swam to the assistance of the man. The man, who was aged in his 50s was unresponsive at this time.

A rope was thrown towards Garda Lynam and with the assistance of her colleague, Garda Duhova and two members of the public, the man was removed from the water.

Straight away, CPR was administered by Garda Lynam before the man was taken by ambulance to the Mater Misericordiae Hospital.

"Once he was out they turned him over and I pulled myself up. But I could see his chest wasn't going up and down, I knew he wasn't breathing. I had to do CPR; three hard pumps and the foam and water started coming out of his mouth and his eyes shot open. I just thought, 'thank God!'"

Photo : John Ohle - Irish Times

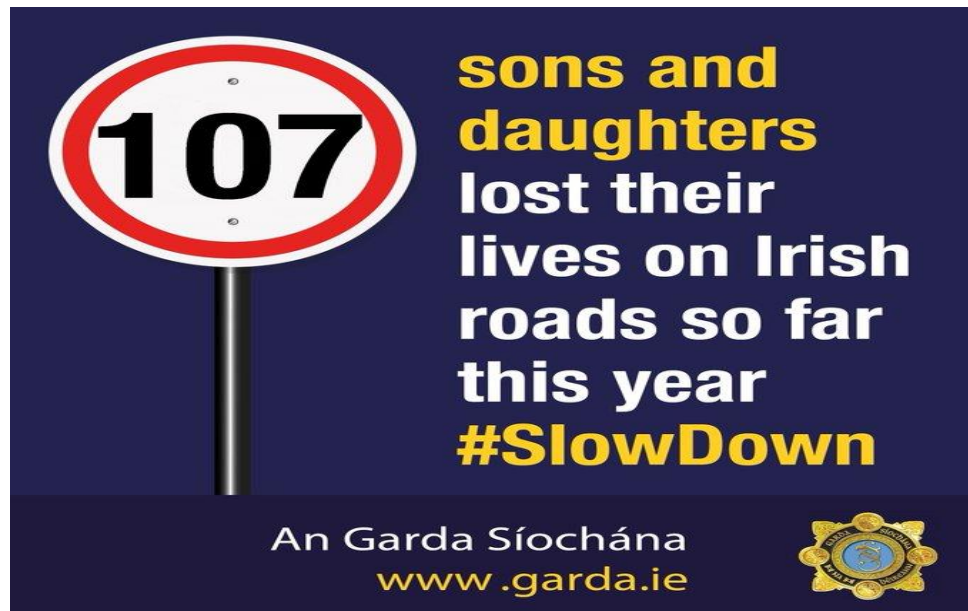


- Publication of An Garda Síochána Provisional Crime Statistics 2022 and An Garda Síochána Online Survey: 'An Urbanised Cohort'.



- Publication of An Garda Síochána 2021 Hate Crime Data and Related Discriminatory Motives.
- A continued focus on communicating road safety messaging throughout the month of August 2022 following the increase in road deaths countrywide in the first six months of 2022. As part of this, An Garda Síochána took part in a joint media campaign with the Road Safety Authority – ‘August Bank Holiday Summer Safety Returns’ on 2 August 2022.

Campaign infographics similar to the below are regularly posted to social media channels as a stark reminder of the number of road fatalities to date.



**Data as per 31 August 2022*

Internal Communications

The Internal Communications team issued Newsbeat twice a week during the month of August 2022. Readership has stayed consistently high at approximately 61% of personnel per edition. Key updates delivered to personnel this month included:

- A centenary special, celebrating 100 years of keeping people safe.
- A helpful explainer for the eligibility for domestic abuse orders.
- A new guide available to support at all stages of a serious incident investigation.
- A reminder of our responsibilities with accepting gifts, hospitality and sponsorship.
- An update on the second intake for our internship programme.
- In collaboration with the Chief Medical Officer, regular features issued to remind personnel of the importance of continuing to follow public health measures in the prevention of COVID-19.
- A reminder of the Community Policing Toolkit.
- Information on the Garda Schools Programme.
- Key updates on the Operating Model implementation.
- Health and wellbeing features, including the benefits of a digital detox, being familiar with the signs of stroke and protecting your mental health.
- Information on the Sport Ireland and National Governing Bodies of Sport (NGBs) campaign, HER Outdoors Week.

5. Progress update on embedding the Code of Ethics

The Garda Ethics and Culture Bureau (GECB) continues to maintain the database in relation to the signing of the Code of Ethics Declarations. The database is updated with transfers and promotions from HR bulletins and new personnel who join the organisation.

The Code of Ethics eLearning module on the Learning Management System (LMS) continues to serve as a refresher module for existing personnel and introduces new entrants to An Garda Síochána to the Code of Ethics.

6. Implementation of Cultural Change

Culture Reform Programme

- The Research Team from Durham University travelled to Dublin on 23 August 2022 to brief the Culture Audit Steering Group.
- The Department of Justice and the Policing Authority were briefed on the findings by way of virtual meeting with the Durham University Research Team on 31 August 2022.
- The full report was published internally and externally on 8 September 2022.
- As reported last month, the Garda Ethics and Culture Bureau is continuing to develop the proposal around publishing lessons learned by utilising anonymised case data from completed discipline/complaint investigations. A working group comprising Garda Ethics and Culture Bureau, Garda Anti-Corruption Unit, Internal Affairs and Garda Professional Standards Unit has been established. A thematic approach has been agreed whereby cases relating to the chosen theme will be published along with relevant legislation, policy or procedure, as appropriate. The next meeting is scheduled for 22 September 2022.
- The first meeting of the newly established Professional Conduct Steering Group took place on 21 July 2022 where the terms of reference were agreed. The Professional Conduct Steering Group comprises of new representatives from Internal Affairs and the Garda Anti-Corruption Unit, along with Risk Management, the Garda College and others.

7. Risk Management

As reported previously, the Garda Corporate Risk Register continues to monitor nine principal risks, managed effectively by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU).

- The next RPGB meeting is scheduled for 4 October 2022.
- Compliance rates for Q2 2022 remain consistently high at 90%.

During the month of August 2022, the Garda Risk Management Unit;

- Held one-to-one meetings with all Corporate Risk Owners/support staff to assist in the review and update of their risk registers.
- Conducted a detailed review of Corporate Risk 'CRR2/21: Cancellation of CAD Incidents' and associated Risk Action Plan.
- Issued a 'Risk Champion Network' bulletin.
- Delivered two support staff briefings on risk management.

8. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for July and August 2022.

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-22	Aug-22	Increase/ Decrease	% Change
Total use of force (UOF) for month	1,087	997	-90	-8%
Civilians injured	30	22	-8	-27%
Garda members injured	12	9	-3	-25%
Pepper spray deployed	67	68	1	1%
Batons	22	19	-3	-14%
Handcuffs	947	878	-69	-7%
Anti-spit guard	2	1	-1	-50%
Unarmed restraint	184	193	9	5%
Taser	0	1	1	100%
Non-lethal firearm	0	0	0	0%
Firearm	0	0	0	0%
Gender subject to force - male	889	766	-123	-14%
Gender subject to force - female	92	110	18	20%
Drugs involved	266	231	-35	-13%
Alcohol involved	613	582	-31	-5%
Division with highest level UOF - DMR South Central	12%	12%	0%	0%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	57%	48%	-9%	-9%



Reported Use of Force

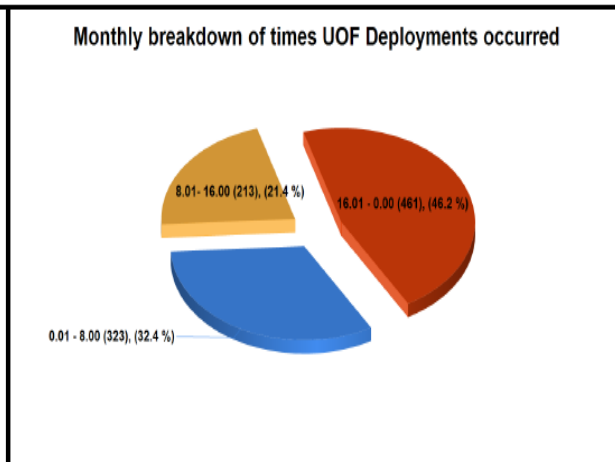
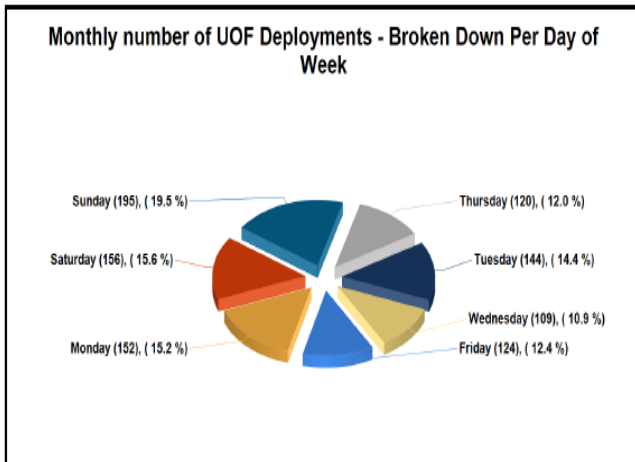
August 2022

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF September 1, 2022 at 13:51:58. 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..

TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	933	YTD	8,650
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	997	YTD	9229

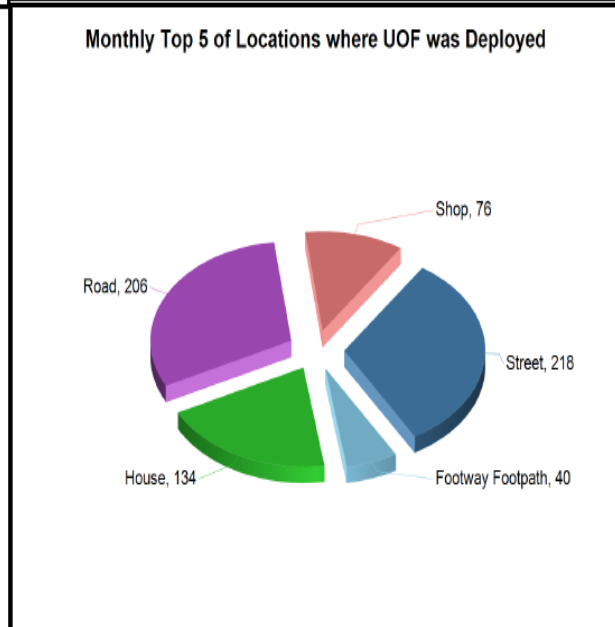
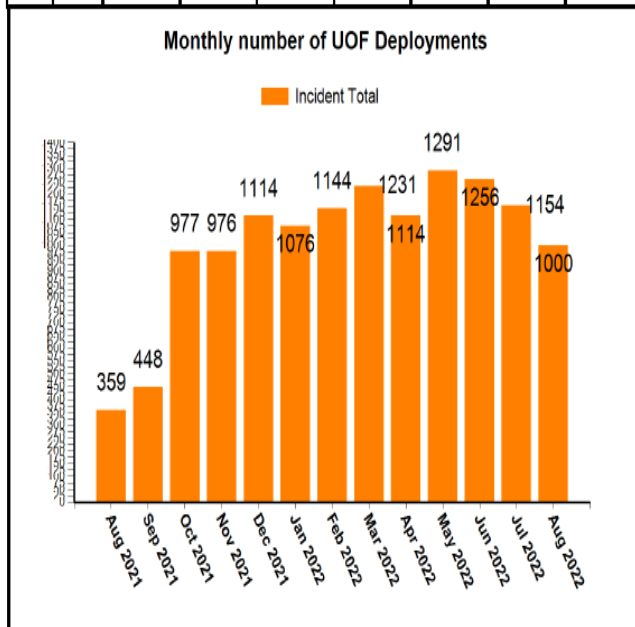
Number of Incidents on PULSE	Month	110,432	YTD	922,191
% of Incidents involving Use of Force	Month	0.8449%	YTD	0.9380%

Note: Use of Force options can also be deployed against locations (breaching tools), animals (dangerous dog), and vehicles (stinger device).



	Sun	Mon	Tue	Wed	Thu	Fri	Sat
2022 YTD	1901	1104	1066	1056	1140	1292	1707
2021 YTD	437	339	307	353	364	366	475

	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2022	2923	1863	4443
2021	718	597	1304

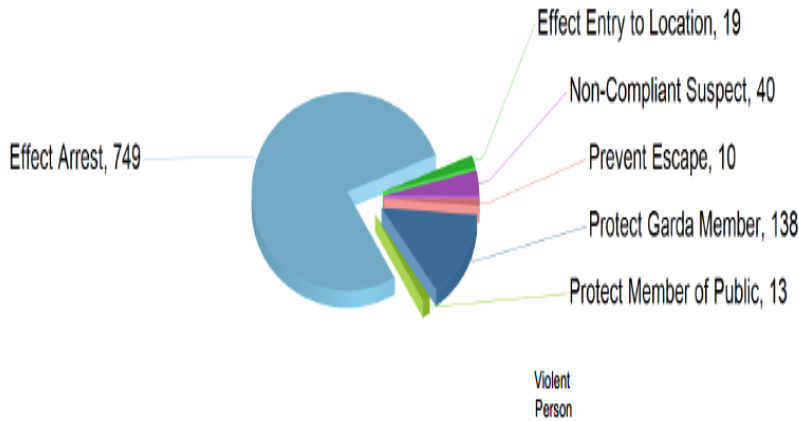


	Aug 2021	Sep 2021	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022
Total	359	448	977	976	1114	1076	1144	1231	1114	1291	1256	1154	1000

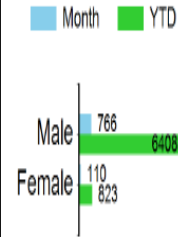
	Footway Footpath	House	Road	Shop	Street	Others
Total	40	134	206	76	218	277

Civilians injured during UOF Incident	
Month	YTD
22	201
Garda Members injured during UOF Incident	
Month	YTD
9	175
Pepper Spray*	
Month	YTD
68	634
Baton (Used)	
Month	YTD
19	174
Handcuffs (Used)	
Month	YTD
878	8031
Anti Spit Guard (Used)	
Month	YTD
1	17
Unarmed Restraint Used	
Month	YTD
193	1945
Taser (Used)	

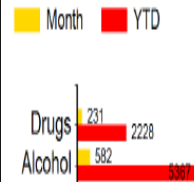
Top 5 Reasons Use of Force was Deployed



Gender Subject To Force



Number of UOF Incidents where Alcohol & Drugs were involved



Firearm (Used) **

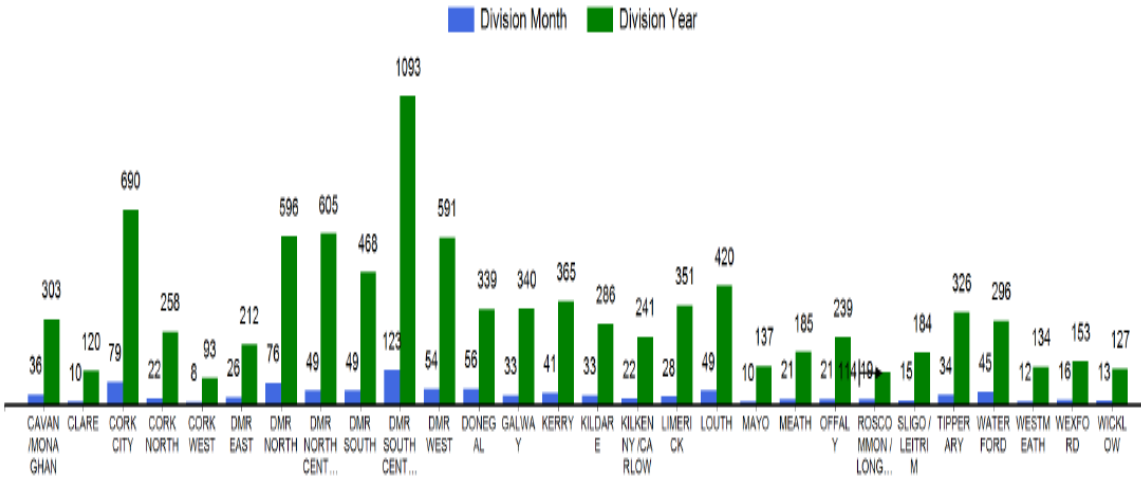
Month: 0, YTD: 0

Non Lethal Firearm

Month: 0, YTD: 1

	Effect Arrest	Protect Garda Member	Non-Compliant Suspect	Effect Entry to Location	Protect Member of Public	Prevent Escape	Carry Out Search	Protect Suspect	Violent Person	Armed Suspect	Other	Protect Property	Vehicle Failing to Stop	Covid-19
Month	749	138	40	19	13	10	8	6	6	5	3	2	1	0
YTD	6803	1485	231	195	133	90	107	110	29	37	32	10	4	0

Use of Force Divisional Deployment Statistics



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)

	CAVAN MONAGHAN	CLARE	CORK CITY	CORK NORTH	CORK WEST	DMR EAST	DMR NORTH	DMR NORTH CENTRAL	DMR SOUTH	DMR SOUTH CENTRAL	DMR WEST	DONEGAL	GALWAY	KERRY	KILDARE	KILKENNY CARLOW	LIMERICK	LOUTH	MAYO	MEATH	OFFALY	ROSCOMMON	SLIGO	TIPPERARY	WATERFORD	WESTMEATH	WEXFORD	WICKLOW
Month	36	10	79	22	8	26	76	49	49	123	54	56	33	41	33	22	28	49	10	21	21	19	15	34	45	12	16	13
YTD	303	120	690	258	93	212	596	605	468	1093	591	339	340	365	286	241	351	420	137	185	239	114	184	326	296	134	153	127
AVG	37.88	15.00	86.25	32.25	11.63	26.50	74.50	75.63	58.50	136.63	73.88	42.38	42.50	45.63	35.75	30.13	43.88	52.50	17.13	23.13	29.88	14.25	23.00	40.75	37.00	16.75	19.13	15.88

9. Data Quality and Crime Trends

Information Led Policing: Data in support of policy development and performance monitoring

The thematic report on gender, sexual and domestic violence will be published during the week of 19 September 2022. The following other data releases have either been published or are scheduled:

- Use of force on 2 August 2022.
- Hate crime published on 19 August 2022.
- Findings from the 2020 Garda Online Survey, which replaced the Public Attitudes Survey in 2020, on 18 August 2022.
- Public Attitudes Survey 2021 report in early October 2022.

The pilot to introduce outcome based reporting (identifying reasons offender sanctions were not achieved) in the Galway Division continues to progress well, with over 500 non-detection outcomes assessed and recorded, although national results will not be available until early 2023. The pilot has identified 28 non-detection outcome types (similar to the experience in other jurisdictions). National rollout will proceed in 2023 following PULSE changes to streamline the process.

Data Quality and Operational Value of Data

Data Quality Metrics are now published monthly. The latest report (to end July 2022) is published here:

<https://www.garda.ie/en/information-centre/statistics/>

The figures focus on the key driver of data quality which is the percentage of crime incidents created by the Garda Information Services Centre (GISC) and the percentage reviewed by GISC.

The statistics will be progressively extended from September 2022 to include specific measures of data quality, such as any discrepancies between the incident date and the reporting date. This is enabled through the ongoing development of the Garda data analytics hub which allows the entire PULSE database and other data assets to be viewed in aggregate using advanced data analytics tools. This will allow the entire PULSE database to be assessed and issues corrected, rather than the previous sampling approach used by An Garda Síochána and other stakeholders.

A new GISC call handling system went live on 12 September 2022, which provides greater insight of call handling and incident creation to GISC supervisors and staff. It will allow for a long term distributed staffing model and also provides better feedback to Garda members on waiting times.

Data Quality Assurance

The review of the Data Quality Framework by KPMG is underway. A report is expected by the end of 2022.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019, following sustained downward trends from 2015-2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime, which has taken longer to recover and burglary, in particular, has remained low compared to pre-pandemic levels.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus were in place, including at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020 and the 'Level 5' restrictions (late December 2020 – May 2021), have had a large impact on many types of crime. These periods of heightened restriction (and corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

Note: *GSAS closely monitors crime trends and disseminates analysis on a regional / divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.*

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

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 30% was observed in the 12 months to August 2022 compared with the 12 months previous. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this is particularly true during the pandemic as another main contributor, burglary, has remained at low levels during much of this time. Considering theft, there has been a 36% increase in theft from shop and a 55% increase in theft of other property in the 12 months to August 2022, compared with the previous 12 months. Reported theft from shop since April 2022 has been higher than at any point during the past five years. This may be linked to recent high levels of inflation.

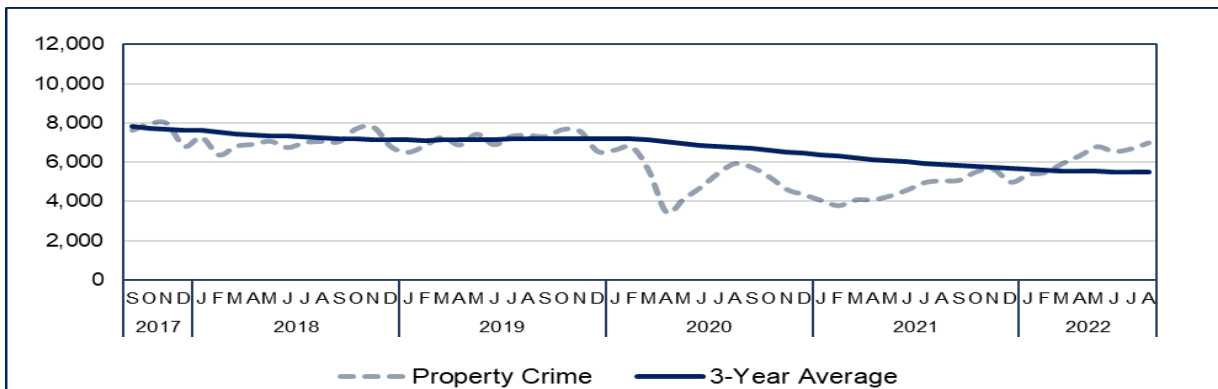


Chart 2: Burglary – 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 13% and burglary occurring elsewhere was up 14% in the 12 months to August 2022, compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June and July 2020, when the lockdown conditions were relaxed and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021 – April 2022) and has decreased in recent months, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels.

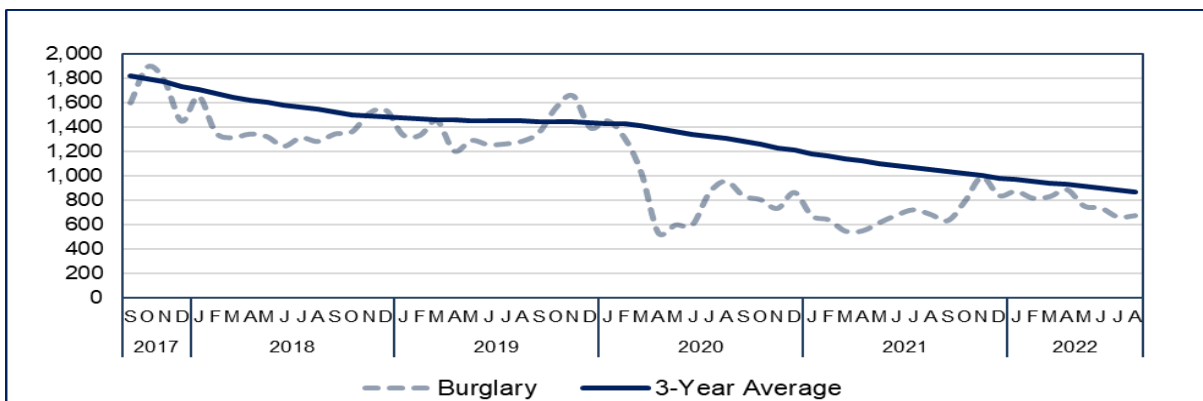


Chart 3: Crimes against the person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 19% higher in the 12 months to August 2022, compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In 2022, however, reported crimes against the person have been 6% higher than the same period in 2019, indicating a possible resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assault typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 39% in the 12 months to August 2022 compared with the 12 months previous, while assault in residences has increased by 6% during this time.

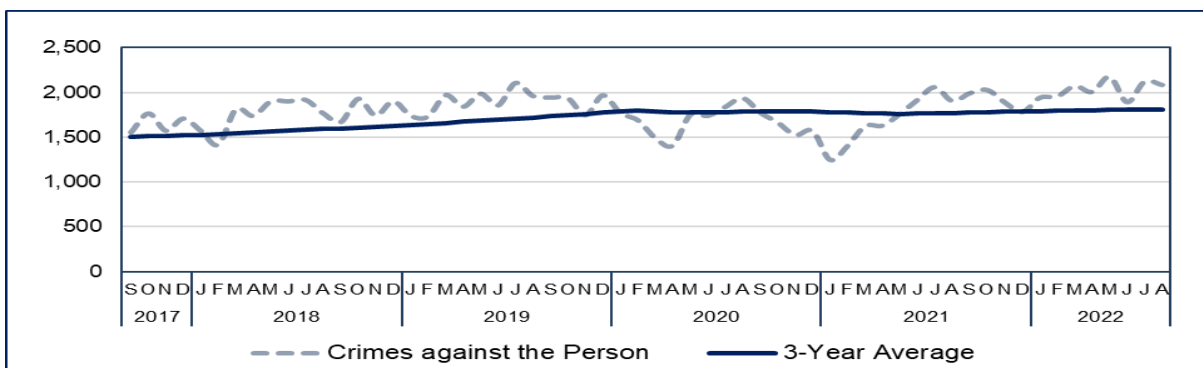


Chart 4: Sexual Offences - 5 Year Trend (to July 2022)

As previously reported, 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 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to July 2022, there has been a 6% decrease in reported sexual offences compared to the 12 months prior. The general increase in sexual offences prior to 2020 may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

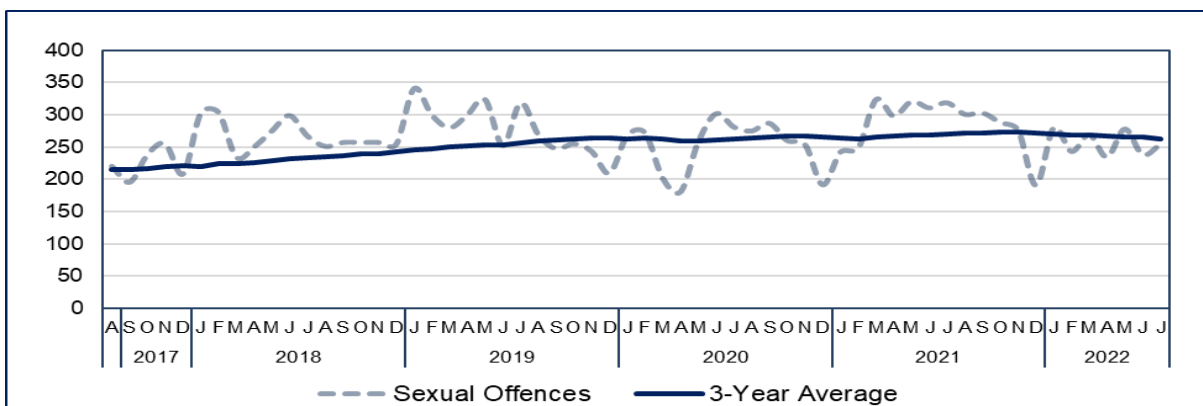


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 12% in the 12 months to August 2022 compared with the 12 months previous. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021)). As with property crime and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Average reported criminal damage per month in 2022 has been similar to pre-pandemic levels (2018-2019).

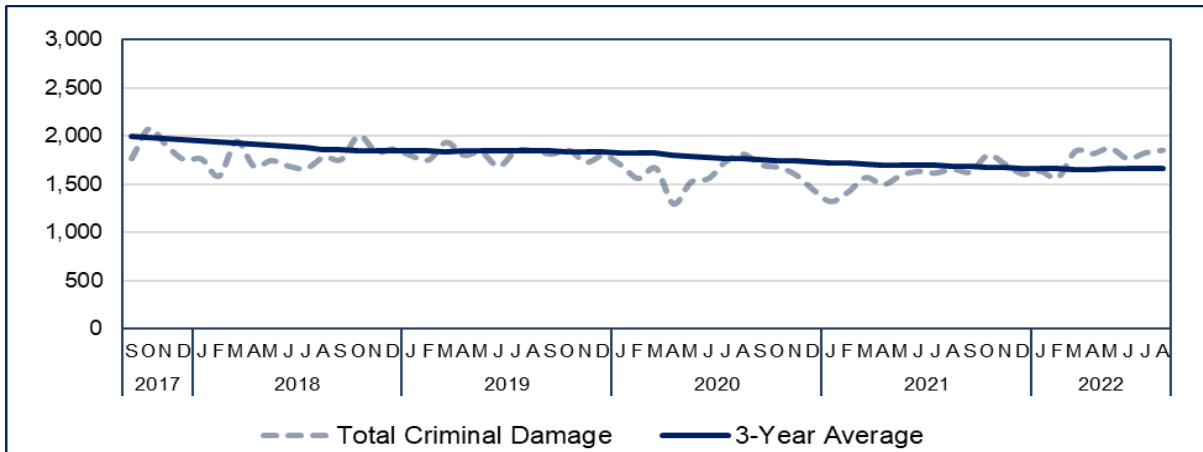
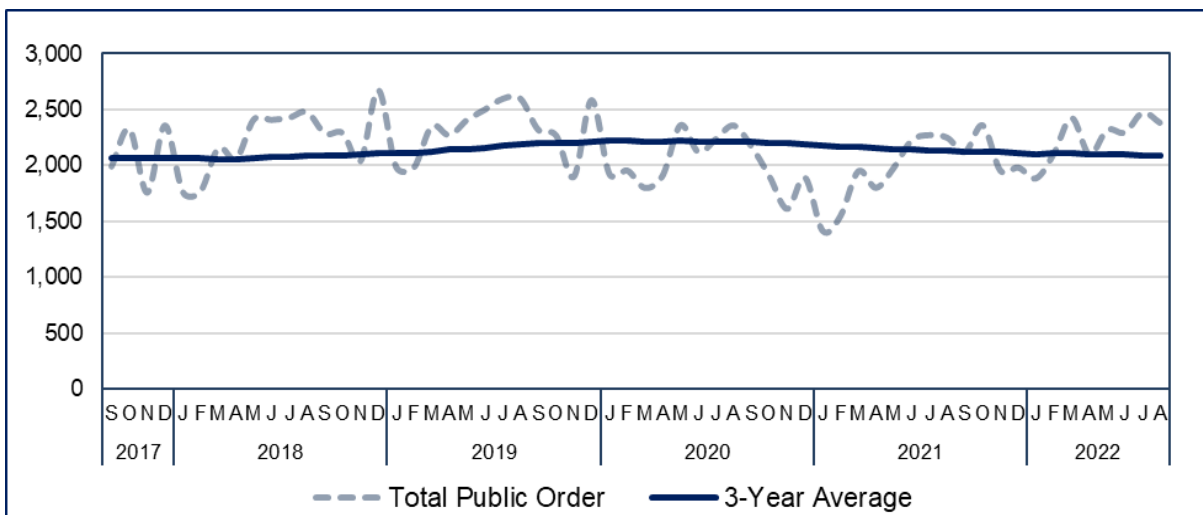


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upward trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 15% in the 12 months to August 2022 compared with the 12 months previous. Public order offences during this period were up 8%, while drunkenness offences over the same period increased by 28%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



10. Policing Successes

Throughout the month of August 2022, there have been numerous incidents of notable 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 the incidents that occurred throughout the month of August 2022 are set out hereunder.

On 3 August 2022, Gardaí were alerted to an alleged robbery at a campsite where a number of suspects set upon three tourists. It is alleged that property was taken from a tent and one person received a blow to the head with a glass bottle. An immediate investigation began with members identifying and arresting three suspects, and recovering property belonging to the injured parties. One suspect was detained under the provisions of Section 4 of the Criminal Justice Act, 1984 and during interview, made certain admissions regarding the incident and a number of unrelated matters. Following liaison with the National Juvenile Office, the suspect was charged with two counts of unauthorised taking and was brought before a sitting of the District Court where they were remanded in custody. On 5 and 29 August 2022, the two other suspects were rearrested, detained and later released pending further investigation.

On 4 August 2022, as part of an ongoing intelligence led operation targeting the drug trafficking activities of an organised crime gang (OCG), personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) coordinated a stop and search of two vehicles, resulting in the seizure of 120 kilograms of cocaine with an estimated street value of €8.4m. In a follow up search, a light aircraft was also searched and seized at an aerodrome. Two suspects were subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act and remain in custody, pending relevant court proceedings.

On 5 August 2022, Gardaí responded to reports that there was a person in distress in the River Liffey. Upon arrival, a person appeared to be unresponsive in the water and one Garda member immediately entered the river and brought the person to safety. A colleague, along with two members of the public, threw a rope and assisted in removing them from the water. Gardaí commenced CPR and placed the person in the recovery position until the arrival of Dublin Fire Brigade, who rendered medical assistance and subsequently conveyed the person to hospital, where they received further treatment and made a full recovery.

On 15 August 2022, the Missing Persons Unit (MPU) assisted in the identification of an unidentified person, who had been found unconscious in the Phoenix Park that day. MPU reviewed the outstanding missing persons reports and were able to identify a particular missing person as a potential nomination. A picture of the missing person was emailed to the investigation team, who were able to confirm the unconscious person's identity.

On 16 August 2022, the Armed Support Unit (ASU) responded to a call reporting the discharge of a firearm at a location where a barricade incident had ensued. ASU members set up a cordon and containment of the address. A short time later, Garda Emergency Response Unit members, Special Tactics and Operations Command negotiators and an Operational Commander attended the scene, and as a result of negotiations, the suspect agreed to exit the house where the containment team met them. A cursory search of the premises was conducted and spent casing was observed. A follow up search also recovered a .457 Magnum firearm.

On 19 August 2022, Garda interns were acknowledged organisationally for excellent police work for their work in the design and creation of the “Talk 2 Us” Campaign. The “Talk 2 Us” Campaign is a new and live victim centred initiative which enables service users access to a user friendly interactive directory, containing useful contacts for vulnerable victims and people in need of support networks.

During the month of August 2022, members from the Garda National Cyber Crime Bureau (GNCCB) Investigation Unit instigated an investigation into comments made online, contrary to the Harassment, Harmful Communications and Related Offences Act, 2020. As the comment was deemed hate-related, GNCCB personnel are liaising with the National Diversity and Integration Unit and Counter Terrorism Section of the Special Detective Unit and the investigation remains ongoing.

Criminal Assets Bureau

The Criminal Assets Bureau conducted three search operations as part of investigations into the assets of people involved in criminal activity, with the most significant resulting in the seizure of a number of devices and crypto wallets. A large sum of cash seized as part of the ongoing investigation will be targeted under the proceeds of crime legislation in due course.

11. Community Engagement and Organisational Initiatives

DIY SOS - THE BIG BUILD

On 24 August 2022, an RTÉ team for DIY SOS – THE BIG BUILD arrived in the Southern Region to renovate the home of a young girl, who was born with a rare congenital disorder called Lumbar Sacral Agenesis, which resulted in both her legs being amputated at the age of seven. Members of the local Community Policing Unit met with the family and offered to volunteer for the renovation project. The Roads Policing Unit joined the volunteer team, coordinating the traffic outside and into the estate, ensuring the smooth running of traffic and safe deliveries each day. Over 40 Gardaí and Reserve Gardaí volunteered to work with the project. It provided An Garda Síochána with an opportunity to meet local residents, local business people and local volunteers who were delighted by the commitment of Garda members and this has reinforced the concept of community policing in the area.



Rural Safety Action Plan Workshop

On 16 August 2022, the Garda National Community Policing Unit and the Garda National Crime Prevention Unit attended a national Rural Safety Action Plan Workshop. The findings will be submitted to the Department of Justice for consideration and will include five key priorities proposed for the Rural Safety Action Plan:

1. Community Safety
2. Rural, Business & Farm Crime
3. Road Safety
4. Animal & Wildlife Crime
5. Heritage & Cultural Property Crime

The Garda Schools Programme

On 25 August 2022, the Garda Schools Programme Office was promoted internally to all Community Gardaí to highlight the importance of re-engaging with schools, including pre-schools, in delivering personal safety and crime prevention messages at the start of the school year. The key messages of the programme, as listed below, were highlighted:

- Know what the role of An Garda Síochána is.
- Be safer on the roads and at home.
- Positively contribute towards crime prevention.
- Develop positive attitudes towards Gardaí and the job they do.
- Safe and respectful online communication.
- Substance misuse.
- Consequences of criminal behaviour.

To support the Garda Schools Programme, training is delivered by divisional CPD on request and all relevant presentations and material (English and Irish) are available from the Community Policing Toolkit, developed by the Garda National Community Policing Unit.



Two-day Campus Watch Seminar

On 18 and 19 August 2022, the Garda National Crime Prevention Unit hosted a two-day campus watch seminar with over 180 attendees. Campus Watch is a crime prevention and community safety programme that operates a partnership between An Garda Síochána and the campus occupants. It aims to raise awareness of the issues amongst higher education institution communities, including staff, students and visitors to the campus. Organisational representations were made from several relevant An Garda Síochána sections, as well as outside agencies.



Social Development Group, Bogotá

On 31 August 2022, a Garda national community engagement group met with the social development group, Bogotá, Colombia, a Non-Governmental Organisation that works close with the Colombian Government on their initiative to improve the relationship between the State forces (army and police) and the general population. During the meeting, An Garda Síochána provided briefing on how members engage with the public and topics included community policing and training, initiatives such as the Garda Schools Programme, Late Night Football Leagues, diversity and integration, and Garda case management.

The August Back to School Campaign launched by An Garda Síochána and the Road Safety Authority

On 23 August 2022, An Garda Síochána and the Road Safety Authority (RSA) launched the August Back to School Campaign. The event was attended by Assistant Commissioner, Roads Policing and Community Engagement (RPCE), Ms. Hildegard Naughton TD, Minister for State at the Department of Transport, Mr. Sam Waide, CEO of the Road Safety Authority and students and wardens from local schools. The campaign appealed to all parents to remind children about road safety, take extra care when dropping or collecting children from schools and urged all road users to be extra vigilant when driving near schools and school wardens. The event also included the launch of RSA's new online Virtual Learning Portal, which is aimed at educating primary and secondary school students on road safety in a fun, interactive and safe learning environment, accessible in the classroom and at home. The new virtual space showcases road safety topics, including the Safe Cross Code, seatbelts, distracted driving, the consequences of drink or drug driving and speeding. The experience is accessed online with children joining remotely with a member of the Road Safety Authority's Road Safety Education Service hosting and guiding them around it. At the event, Minister Naughton also announced that she intends to double the fine for failing to stop at a school warden sign. This will see the fine increase from €80 to €160.



12. Update on Mother and Baby Homes Investigations

The Garda National Protective Services Bureau (GNPSB) continues to engage with people impacted by issues associated with Mother and Baby Homes. As of 5 September 2022, the number of complaints received at GNPSB (all-sources) remains at 89.

Since the previous report, no new disclosures have been received and two referrals have been closed. In one case the victim no longer wished to engage with Gardaí and in one case a file was submitted to the Director of Public Prosecution which returned a recommendation for no prosecution.

Overall, of the total 89 reports received to date, 69 cases have been closed and 20 cases remain open, and are subject to further engagement or investigation, if warranted.

13. Operating Model

Business Services and Performance Assurance Functional Areas

Implementation of the Business Services and Performance Assurance Functional Areas continued, where feasible. 17 Divisions have commenced implementation of the Business Services Functional Area, with five having fully implemented the standardised processes. Four Divisions have commenced the implementation of the Performance Assurance Functional Area standardised processes (Kerry, Cork City, Galway and Mayo/Roscommon/Longford), with the Limerick Division conducting planning activities to support implementation.

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.												
	2022												<i>Total to end 2022</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
Assistant Commissioner	0	0	1	0	1	1	0	1	0	2	0	0	6
Chief Superintendent	0	0	1	0	0	0	1	0	2	1	1	1	7
Superintendent	3	2	2	1	0	3	1	1	0	0	0	1	14
Total	3	2	4	1	1	4	2	2	2	3	1	2	27

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of August 2022</i>													
Rank	ECF	Position at end of last month – July 2022	Appointed in Month – August 2022	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	1	0	0	0	1	0	0	0	0	8	0
Chief Superintendent	47	43	0	0	0	0	0	0	0	0	0	43	4
Superintendent	168	167	2	0	0	0	1	0	0	0	1	168	0
Total	223	218	3	0	0	0	2	0	0	0	1	219	4

* 1 Assistant Commissioner retired (29/8/2022 - Comp), 1 Superintendent retired (21/8/2022 - Comp.)

Appendix C – Breakdown of Garda Leave – Garda Members

As at 31.08.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	33	0	0	15	26	6	1
	Female	83	22	40	23	0	106	22	12
Sergeant	Male	1	2	0	0	3	3	0	0
	Female	1	0	7	1	0	6	0	1
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	1	0	0	0	0
	Total Male	3	35	0	0	18	29	6	1
	Total Female	84	22	47	25	0	112	22	13
	Total	87	57	47	25	18	141	28	14

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 31.08.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	5	4	0	0	2	1	0	0
	Female	231	18	21	8	59	0	16	6
EO	Male	0	0	0	0	1	0	0	0
	Female	37	15	10	1	26	0	5	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	0	0	0	0	0	0	0
	Female	5	2	2	1	7	0	0	0
AP	Male	0	0	0	0	1	1	0	0
	Female	1	1	0	0	2	0	0	0
PO	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	1	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	1	0
Accountant	Male	0	0	0	0	1	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	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	0	0	0	0	0	0	0	0
	Total Male	5	4	0	0	7	2	1	0
	Total Female	282	37	34	10	95	0	22	9
	Total	287	41	34	10	102	2	23	9

Appendix E – Garda Members and Garda Staff unavailable for duty due to sick leave

Garda Members – unavailable for duty due to sick leave *OI = Ordinary illness **IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209
Jan 2022	1,113	188	100	15	9	1	1,222	204
Dec 2021	1,377	189	130	17	12	1	1,519	207
Nov 2021	1,559	181	135	15	6	1	1,700	197
Oct 2021	1,492	167	130	15	10	2	1,632	184
Sept 2021	1,405	168	117	16	7	1	1,529	185
Aug 2021	1,269	166	85	13	6	1	1,360	180

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207
Apr 2022	1,605	181	118	12	11	1	1,734	194
Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209
Jan 2022	1,178	191	106	15	9	1	1,293	207

Dec 2021	1,462	190	137	17	12	1	1,611	208
Nov 2021	1,662	182	146	16	6	1	1,814	199
Oct 2021	1,585	170	139	15	10	2	1,734	187
Sept 2021	1,488	169	119	16	8	1	1,615	186
Aug 2021	1,335	167	88	13	6	1	1,429	181

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12,339.5	5,996.5
Dec 2021	13,453.5	5,546.5	1,498	504	213	31	15,164.5	6,081.5
Nov 2021	13,390	5,059	1,319	451	131	30	14,840	5,540
Oct 2021	13,511	4,828	1,374	465	134	62	15,019	5,355
Sept 2021	11,986.5	4,654.5	1,221.5	446	111.5	30	13,319.5	5,130.5
Aug 2021	12,279.5	4,719	1,091.5	403	86	31	13,457	5,153

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%

Jan 2022	12,339.50	-2,825.00	-18.63%
Dec 2021	15,164.50	324.50	2.19%
Nov 2021	14,840.00	-179.00	-1.19%
Oct 2021	15,019.00	1,699.50	12.76%
Sept 2021	13,319.50	-137.50	-1.02%
Aug 2021	13,457.00	-862.50	-6.02%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%
Jan 2022	5,996.50	-85.00	-1.40%
Dec 2021	6,081.50	541.50	9.77%
Nov 2021	5,540.00	185.00	3.45%
Oct 2021	5,355.00	224.50	4.38%
Sept 2021	5,130.50	-22.50	-0.44%
Aug 2021	5,153.00	-18.50	-0.36%

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

Month	No. of Days Absent	LTR
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%
Jan 2022	12,339.50	3.23%
Dec 2021	15,164.50	3.99%
Nov 2021	14,840.00	3.91%
Oct 2021	15,019.00	3.94%
Sept 2021	13,319.50	3.49%
Aug 2021	13,457.00	3.51%

Garda Staff - Numbers who availed of sick leave

Date	No.
Aug 2022	321
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340
Jan 2022	319
Dec 2021	346
Nov 2021	415
Oct 2021	375
Sept 2021	360
Aug 2021	297

Garda Staff - Instances of Absence

Date	Administrative Grades	Technical and Professional	<i>Total</i>
Aug 2022	340	4	344
July 2022	368	6	374
June 2022	389	6	395
May 2022	397	6	403
Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373
Jan 2022	330	3	333
Dec 2021	364	6	370
Nov 2021	433	11	444
Oct 2021	391	9	400
Sept 2021	379	4	383
Aug 2021	302	6	308

Garda Staff - Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363.00	57	3,420.00	-309.00	8.29%
Apr 2022	3,669.00	60	3,729.00	66.50	1.81%
Mar 2022	3,580.00	82.50	3,662.50	326.50	9.78%
Feb 2022	3,336.00	0	3,336.00	162.00	5.10%
Jan 2022	3,114.00	60	3,174.00	-350.50	-9.94%
Dec 2021	3,440.50	84	3,524.50	-652.00	-15.61%
Nov 2021	4,008.50	168	4,176.50	72.50	1.77%
Oct 2021	3,986.00	118	4,104.00	225.50	5.81%
Sept 2021	3,787.50	91	3,878.50	-143.00	-3.56%
Aug 2021	3,891.00	130.50	4,021.50	323.50	8.74%

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

Date	Days Absent	LTR
Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%
Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%
Jan 2022	3,174	4.03%
Dec 2021	3,524.50	4.48%
Nov 2021	4,176.50	5.29%
Oct 2021	4,104.00	5.21%
Sept 2021	3,878.50	4.93%
Aug 2021	4,081.50	4.84%

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 2022	16	416
July 2022	18	493
June 2022	21	559
May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488
Jan 2022	18	451.5
Dec 2021	25	720
Nov 2021	18	452
Oct 2021	17	470
Sept 2021	17	448
Aug 2021	18	519

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 2022

Sick absence days for both Garda members and Garda Staff reflect a decrease in the last month. Likewise, instances of sick absence leave and the number of Garda members and Garda Staff availing of sick absence leave display a decrease in comparison to the previous month. Comparing August 2022 to August 2021, year on year ordinary illness days have significantly increased for Garda members by 15.22%, however, they have decreased for Garda Staff by 15.3%.

Injury on duty sick absence shows an increase month on month. Comparing August 2022 to August 2021, year on year injury on duty has increased by 7.58%. 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).

Injury on Duty

Overall, injury on duty for Garda members shows a slight increase in the last month over the number of sick absence days at 1.72%. Instances of sick absence reflect an increase of 2.13%. Likewise, the number of Garda members availing of sick absence leave month on month displays an increase of 2.67%.

Ordinary Illness

The number of sick absence days, month on month, shows a decrease of 3.4% for Garda members and a 7.84% decrease for Garda Staff. The instances of sick absence, month on month, show a decrease for both Garda members at 2.91% and for Garda Staff at 8.02%. The number of members availing of sick absence leave reflects a 1.67% decrease for Garda members and a 10.34% decrease for Garda Staff.

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 16, which reflects an 11.11% decrease from July 2022. The number of sick day absences for Garda members in July 2022 was 416 days, which also shows a decrease from July 2022 that can be seen at 15.62%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven days from 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.

After the 7-day period of special paid leave, the absence will be recorded as an ordinary absence. Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July 2022.