



An Garda Síochána

Monthly Report to the Policing Authority

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

August 2023

An Garda Síochána

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



Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: CMR_86-30694/23



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

Láithreán Gréasáin/ Website:
www.garda.ie

Ríomhpost/E-mail:
commissioner@garda.ie

Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

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

Yours sincerely,

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

25 August 2023

Message from the Commissioner

An Garda Síochána dedication and determination to solve crime, and bring those responsible to justice never wanes. This month as part of our ongoing efforts in this regard, we renewed our appeal for information in respect of a number of unsolved cases. This was with a view to generating new leads and progressing these investigations for the victims and their families.

Among the appeals made in July 2023, was the case of Deirdre Jacob on the 25th Anniversary of her disappearance. Deirdre was 18 years old when she was last seen at approximately 3pm on 28 July 1998, near her home in Roseberry, Newbridge, Co. Kildare. At a press briefing held in Newbridge, senior investigators and Deirdre's parents, Michael and Bernadette, issued an appeal for information from the public. As was said at the briefing, even the smallest amount of information could help us provide the Jacob family with the answers they have waited so long for.

Separately, work continues in tackling organised crime. Under Operation Tara, An Garda Síochána made a number of high level seizures this month, delivering significant blows to those involved in the sale and supply of drugs.

On 15 July 2023, the Garda National Drugs and Organised Crime Bureau, supported by a number of national units and personnel from the Eastern Region, seized €2.1m worth of suspected cocaine and cannabis, and disrupted a pill manufacturing and cannabis cultivation operation.

An Garda Síochána is to benefit from our recent partnership with Mental Health First Aid Ireland, who as of 3 July 2023, will provide certified training courses to our personnel nationwide. It will not only serve to build upon our team's ability to recognise those in mental health difficulty while on duty, but it will also enable them to identify when they themselves or a colleague is in difficulty.

This month, the agreed three months' notice to move away from the contingency roster was given, which was introduced in response to the COVID-19 emergency. From 6 November 2023, we will now revert to the Westmanstown roster, which had been in place by agreement with all Garda Associations prior to the pandemic.

In the meantime, efforts are continuing with the Workplace Relations Commission forum to assist with reaching agreement on a new roster among all parties.

In the area of recruitment, I am pleased to advise that 87 new Gardaí were sworn in at a ceremony in the Garda College, Templemore on 28 July 2023 and have now begun their operational responsibilities.

ANNE MARIE MCMAHON
ACTING COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end July €'000	Remaining Aug-Dec €'000	Remaining %
Gross Total	2,249,610	1,273,919	975,691	43%
Appropriation in Aid (receipts)	104,206	74,839	29,367	28%
Net Total	2,145,404	1,199,080	946,324	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of July 2023, the total combined gross expenditure was €1.27b (57% of allocation), which is greater than the end of July 2023 profiled spend by €13.41m, with further detail below on specific areas of over and under profile.

Current Allocation and Expenditure

The gross current allocation for 2023 is €2.066b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in July 2023 was €105.91m and year to date is €853.1m. Expenditure on salaries, allowances and employer PRSI elements in July 2023 was €93.14m, and year to date is €737.31m, which is €9.53m under budget profile. Expenditure on overtime in July 2023 was €12.77m and year to date is €115.79m, which is €48.99m over budget profile. This sum includes overtime related to the visit of the US President. Overall, pay subhead is over profiled budget at the end of July 2023 by €39.5m.

In respect of superannuation of €428.46m, expenditure in July 2023 was €34.9m and year to date is €246.93m, which is €2.34m over profile at the end of July 2023, due to retirements. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in July 2023 was €15.92m and year to date is €131.88m. Overall, non-pay expenditure is €10.88m over profile at the end of July 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in July 2023 was €4.24m and year to date is €42m. The capital subheads have a combined under profile spend of €32.27m to the end of July 2023.

Appropriations in Aid

Appropriations in Aid are €74.84m at the end of July 2023, which is €13.93m ahead of the estimated profiled receipts.

Estate Management July 2023

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

Clyde House, Dublin 15: The fit-out continues to be progressed.

J-Block, Garda HQ: The main contractor commenced on site in Q3 2022 on the refurbishment of J-Block, to provide enhanced office accommodation and associated facilities. The contract programme is due for completion in Q4 2023.

Bailieboro Garda Station: Contractors are on site and work commenced in January 2022. The OPW advise this is a 90 week programme of works. Expected completion is Q1 2024.

Redevelopment of Portlaoise Garda Station: Tender process for the enabling works package is completed and the contract awarded. Enabling works have commenced on site and are progressing well.

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

Drogheda PEMS and Locker Room/Tallaght PEMS/Naas PEMS: Substantial completion on the enabling works was achieved in July 2023. The main tender package is forecast to issue by mid-late September 2023. Target to commence works on site by Q1 2024, with a 12-month construction programme.

Newcastlewest Garda Station: Planning permission for a new District Headquarters at Newcastlewest, Co. Limerick has been granted. Demolition of the old station is scheduled for Q4 2023.

Cell Refurbishment Programme: A schedule of works has been agreed for the remaining locations to be addressed with the Cell Refurbishment Programme. Works commenced on the cells at Loughrea Garda Station and the contract awarded, with a contractor due on site at Athy Garda Station in the coming weeks.

Clonmel and Macroom: Garda Estate Management is in discussion with the OPW and local management on these developments, with workshops held in July and August 2023.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- RDMS went live in the Waterford/Kilkenny/Carlow Division for members booking on and off on 10 July 2023. The system went live for members in the Donegal/Sligo/Leitrim Division on 24 July 2023.
- A85s (record of duty, and claim form for overtime and other allowances) continue to be retired across live RDMS divisions, most recently in Galway, Mayo/Roscommon/Longford and DMR North Central. DMR Command and Control, and DMR Roads Policing are aiming to retire A85s in August/September 2023.
- There are circa 12,000 Garda members using the RDMS system for duty planning and to book on and off.

Resource Allocation

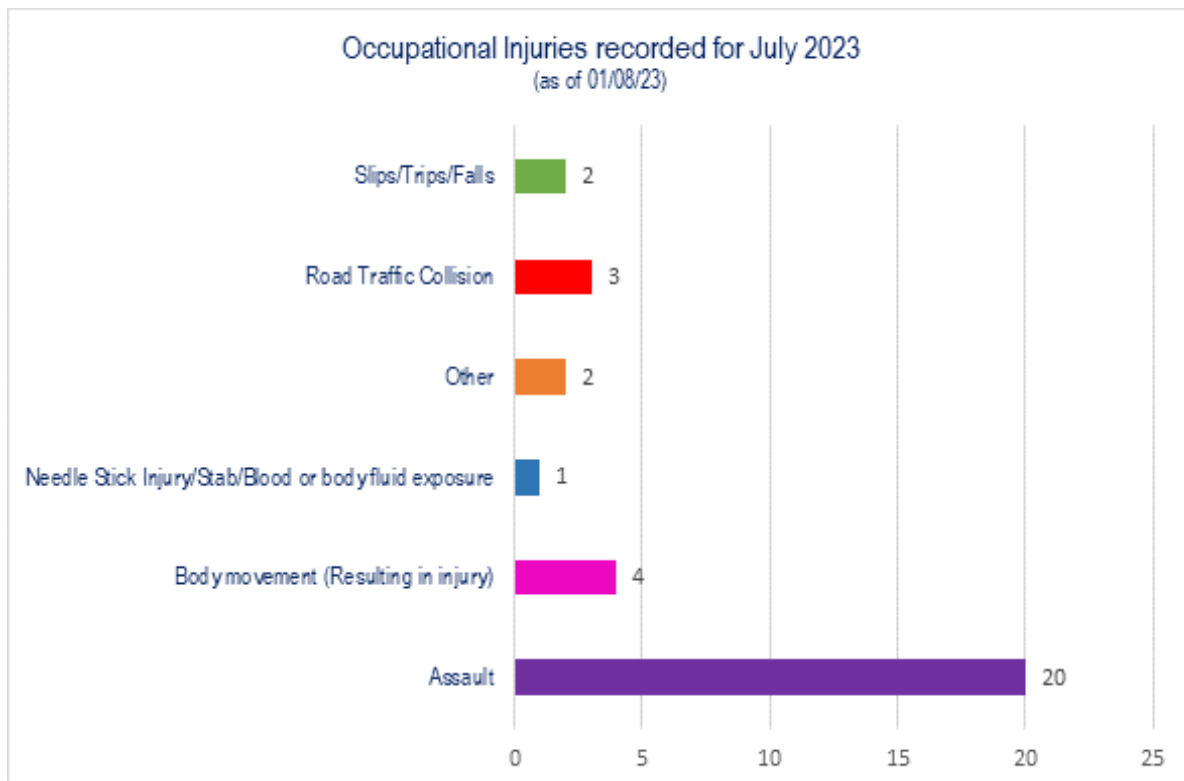
- The 2021 Garda to Sergeant and Sergeant to Inspector promotion competitions are ongoing. To date, the following have been progressed:
 - Promoted to Sergeant rank to date - 509 (correct as at 31/07/2023).
 - Promoted to Inspector rank to date - 149 (correct as at 31/07/2023).
- The following promotions took effect during the period 01/07/2023 to 31/07/2023:
 - One (1) Chief Superintendent
 - Two (2) Superintendents

Employee Assistance Service

Date	Work Type	Training Location	Attendance
4, 5 and 6 July 2023	Peer Support Training Course	Newbridge, Co. Kildare	28
11 and 12 July 2023	Assist Training	Garda College, Templemore	24
11 and 12 July 2023	Mental Health Training	Westmanstown, Dublin	25
11 and 12 July 2023	Mental Health Training	Westmanstown, Dublin	25
18 July 2023	Debriefing	Killaloe, Co. Clare	7
11 and 12 July 2023	Mental Health Training	Westmanstown, Dublin	25

Health and Safety

- 32 occupational injuries were recorded for July 2023:



- There were 100 National Incident Management System (NIMS) incidents created in July 2023.
- Training was carried out by the Health and Safety Unit in July 2023:
 - Fire Warden Training: 44 personnel were trained as fire wardens in the DMR South Division.

Workforce Planning

- The Workforce Planning team is continuing to engage positively with management nationwide in order to understand, review and prioritise their policing and staffing needs:
 - Divisional Chief Superintendent's meetings are ongoing and will continue in Q3 2023.
 - Engagement with the Strategic Transformation Office (STO) continues regarding the Operating Model staffing framework.
- Commissioning of a Workforce Strategy:
 - Planned revitalisation of engagement with STO regarding strategic alignment of Workforce Strategy/Strategic Foresight Project/Policing Bill, due in September 2023.
 - Clearing House Meeting with the Department of Justice, the Policing Authority, and the Department of Public Expenditure, NDP Delivery and Reform:
 - Next Clearing House meeting is scheduled for 9 August 2023.

- Demand Meeting:
 - The July Demand Meeting was held on 18 July 2023.
 - The draft terms of reference document for the monthly Demand Meeting was prepared for review by the Executive and remains on the agenda for the August 2023 meeting.

Resourcing

- Under the Garda Reassignment Initiative as of 31 July 2023, 898.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 17 this year.
- There are currently 22 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Results for batch 3 Executive Officer candidates issued in July 2023. Offers are ongoing from the panel.
- A panel remains in place for the Assistant Principal Officer competition.
- Head of International Policing Systems, ICT (Principal Officer): Interviews have been completed and results are awaited.
- Internship School Leavers and Graduates: A total of 17 candidates have taken up their place on the programme. Panels are now exhausted.
- Professional Accountant Grade 2: Offers have issued and candidates are currently in the vetting process.
- The Fleet Support Officer position was advertised on 12 July 2023, with a closing date of 4 August 2023. An interview board is currently being established.
- Occupational Health Nurse: Offers have issued and candidates are currently in the vetting process.
- Director of GSAS competition was advertised on 19 July 2023, with a closing date of 25 August 2023.

Garda Recruitment

- 555 trainees have commenced in the Garda College since the 2022 competition commenced.
 - 92 in November 2022
 - 135 in February 2023 (8 of these were from the Irish stream)
 - 154 in May 2023
 - 174 in July 2023
 - Work is ongoing to optimise the number of trainees for the October 2023 intake.



- 859 candidates in total are still in the Garda clearance process, which encompasses a physical competency test, a medical and vetting.
- 174 Garda Trainees commenced training in the Garda College, Templemore on 31 July 2023.
- There are currently 28 national, 47 divisional, four (4) regional and one (1) overseas member competitions underway.

Inclusion

- Braille Strip Distribution: The Equality, Diversity and Inclusion (EDI) Office in conjunction with a Health and Safety Representative, have commenced a pilot launch of the addition of a braille strip to Garda warrant cards. An information notice and returns sheet have been developed and disseminated to the Health and Safety Representative in advance of distribution of the braille strips. This will trial the distribution and recording process to allow for any required changes before nationwide rollout.



Braille Adhesive Sticker

The Equality, Diversity and Inclusion Office, in conjunction with the National Council for the Blind of Ireland, has developed an adhesive sticker for members of An Garda Síochána at all ranks.

- The sticker has braille indented on it that reads Garda/police in standardised Irish braille.
- Each member will be supplied with a sticker.
- The sticker is to be placed on the rear of the ID card.

- As per the Uniform and Dress Code within An Garda Síochána Policy:

5.24 Members on duty in plain clothes will disclose their identity and produce their identification card to any person directly affected by, or properly concerned with, the duty being undertaken. Members on duty in uniform will produce their identity card when requested by any person directly affected by, or properly concerned with, the duty being undertaken.

In the event a member presents their identification card in this instance, they shall ensure to maintain control of the card while allowing the person to read the braille text.

Instructions to attach the braille stickers:

- please ensure your ID card is clean
- hold the sticker along the edges and carefully remove the adhesive film
- align the sticker with ID card
- apply it gently and press down on the centre of the ID card from top to bottom
- if any bubbles remain, keep pushing them towards the edges
- trim the edges as required, the sticker may be larger than the id card



Overseas Office

- A Sergeant has been appointed as Team Leader of Linou Station, Cyprus.

Additional HRPD Activities and Initiatives

- A raffle was held in the Garda College in aid of Little Blue Heroes. €2,000 was raised and the cheque was presented to Little Blue Heroes Chairperson, Karl Heller, in the Garda College Templemore. Minister McEntee and Deputy Commissioner, Policing and Security were also present.



- A further eight garda personnel took part in exit interviews in the month of July 2023, this included four Garda members and four Garda Staff. Exit interviews will continue to be carried out and a thematic report will be produced when sufficient information is available.

Human Resources and People Development Analytics and Data

As at 31 July 2023, the Garda member strength stood at 13,943 (13,902.5 WTE) and the Garda Staff strength stood at 3,337 (3,139.4 WTE). A full breakdown by rank, grade and gender is outlined below.

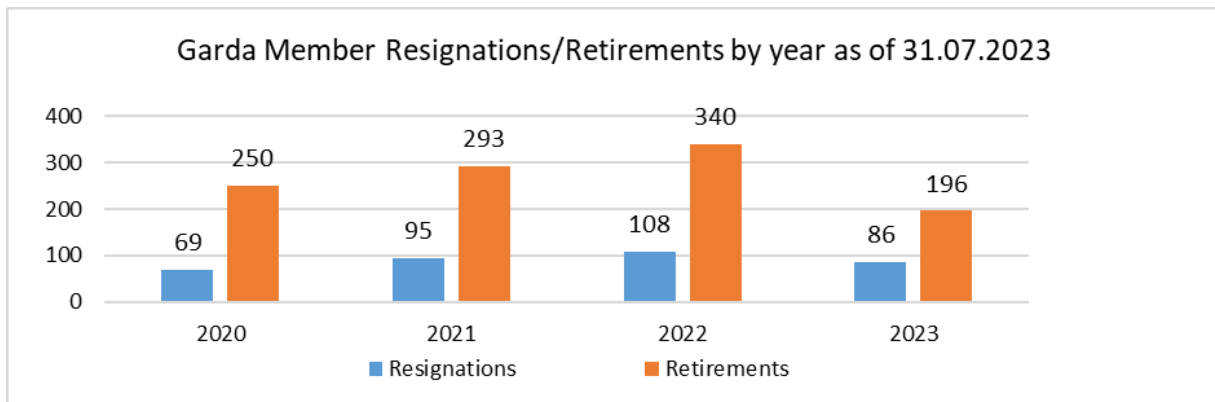
2.1 Garda Member Strengths

Rank	As at 31 July 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	47	38	81	9	19	47
Superintendent	168	141	84	27	16	168
Inspector	470	375	80	95	20	470
Sergeant	2,071	1,558	75	513	25	2,070
Garda	11,176	7,878	70	3,298	30	11,136.5
Total	13,943	9,995	72	3,948	28	13,902.5

Of which	As at 32 July 2023	Male	%	Female	%
Career Breaks (incl. ICB)	47	29	62	18	38
Work-sharing*	40.5	1.5	4	39	96
Secondments (Overseas etc.)	54	37	69	17	31
Maternity Leave	42	0	0	42	100
Unpaid Maternity Leave	29	0	0	29	100
Paternity Leave	13	13	100	0	0
Available Strength	13,717.5	9,914.5	72	3,803	28

*Equates to 81 full time members.

2.2 Garda Resignations/Retirements

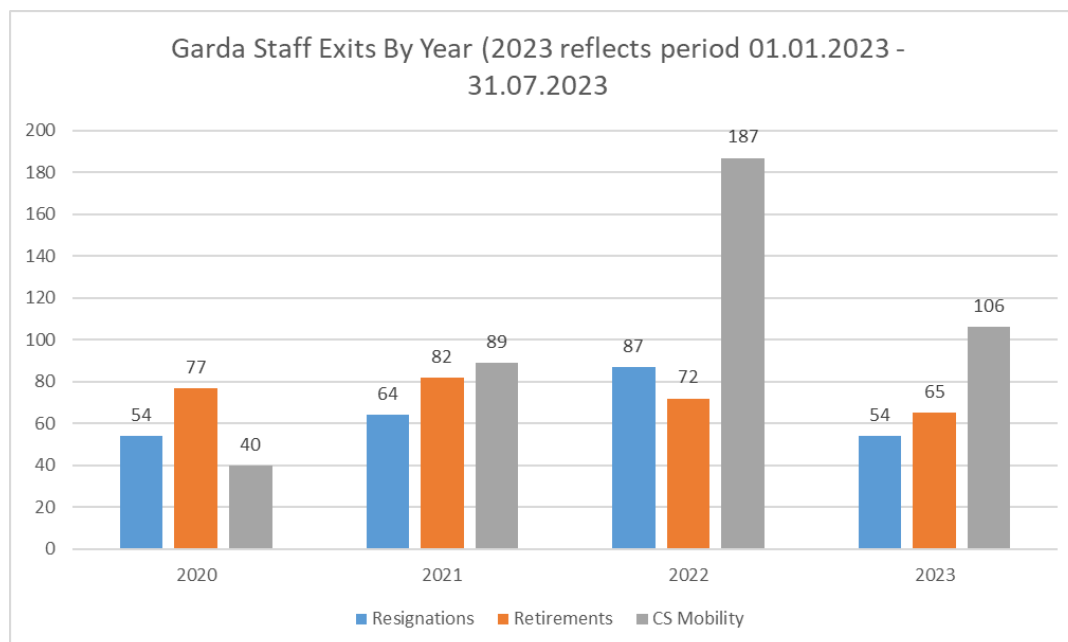


Compulsory Retirements from An Garda Síochána to 2033

It is expected that the number of retirement exits from the service of An Garda Síochána (below the rank of Commissioner) will increase steadily over the next 10 years, with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,259 exits based on service in the coming years irrespective of any other factors.

Rank	31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33
DC	0	0	0	0	0	0	0	0	1	0	0
AC	1	0	0	2	0	0	2	1	0	3	0
CS	6	8	1	2	3	0	3	6	0	3	5
SU	11	14	4	6	5	12	12	14	15	17	11
IN	11	14	10	10	10	14	21	22	25	33	31
SG	24	34	20	21	29	47	53	71	90	107	101
GD	44	69	33	38	63	80	130	159	209	275	290
Grand Total	97*	139	68	79	110	153	221	273	340	438	438

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



Garda Reserve Strength

Garda Reserve Strength As at 31 July 2023	Total	Male	%	Female	%
	364	277	76	87	24

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

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	0	0	0	0	0	0	0	0
Executive Director	5	5	2	40	3	60	0	0
Chief Medical Officer	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	28	28	16	57	12	43	0	0
AP	87	87	39	45	48	55	0	0
HEO	210	208.8	82	39	128	61	0	0
AO	19	19	10	53	9	47	0	0
EO	779	768.1	219	28	560	72	0	0
CO	1,828	1,756.7	444	24	1,383	76	1	0.1
Total	2,959	2,875.6	814	27.5	2,144	72.4	1	0.1
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	50	49.4	30	60	20	40	0	0
Administrative **	2,958	2,874.6	813	27.5	2,144	72.5	1	0.1
Industrial/Non Industrial	329	215.4	106	32	223	68	0	0
Total	3,337	3,139.4	949	28.4	2,387	71.5	1	0.1
Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	20	20	0	0	20	100	0	0
Unpaid Maternity Leave	9	9	0	0	9	100	0	0
Paternity Leave	2	2	2	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,306	3,108.4	947	28.6	2,358	71.3	1	0.1

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

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing ***	Total	WTE	Male	%	Female	%	Undisclosed	%
	276	84	5	2	271	98	0	0

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

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	43	43	7	16	36	84	0	0

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

Parental Leave

01.07.2023 – 31.07.2023	Garda Members	Garda Staff
	145	98

Garda Staff assigned and commenced – as at 31 July 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	87	48	55*	66	62	38*	78						434

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

Personnel suspended from An Garda Síochána

Total*	Male	%	Female	%
118	105	89	13	11

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

Garda members reassigned to operational duties as at 31 July 2023

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

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

The record includes up to 31 July 2023. Figures pertaining to year to date transfer out via promotion, Civil Service mobility and open competition (equivalent grade transfer).

Type	2021	2022 (Full Year)	2023
Mobility	42	115	54
Transfer out on promotion	47	66*	50
Open Competition	0	6**	2
Total	89	187	106

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

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

3. Information and Communications Technology

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

GardaSAFE – Computer Aided Dispatch 2 (CAD 2)

An Garda Síochána new Computer Aided Dispatch system, GardaSAFE, is now deployed in three of the four Garda regions; the North Western Region, the Southern Region and the Eastern Region. GardaSAFE is utilised for incident creation and dispatch of Garda units across all three regions, with the divisions benefiting from the system's enhanced features, including the live map showing the locations of incidents and available Garda resources, PULSE integration and active risk assessment of calls. There is an ongoing programme of work to deploy enhancements to the system based on feedback and learnings from the deployments to date in the three regions. Accordingly, it is planned to deploy a major functional update in advance of the deployment of the system to the remaining region, the DMR. The DMR go-live is provisionally scheduled for October 2023, being dependent on the recruitment of additional control room staff, with training on the system commencing at the end of August 2023.

Roster Duty Management System (RDMS) Deployment

As previously reported, the RDMS system is being deployed on an incremental basis to An Garda Síochána divisions and a number of specialist sections. The Waterford/Kilkenny/Carlow Division went live on 10 July 2023 and the Sligo/Leitrim/Donegal Division went live on 24 July 2023. The rollout of RDMS to the remaining divisions is being planned for completion in 2023. The table below details the next rollout schedule;

Laois/Offaly/Kildare	6 November 2023
Louth/Cavan/Monaghan	November 2023 – date to be confirmed

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

Investigation Management System (IMS) Deployment

As stated last month, deployments to the remaining divisions and specialist sections are still at the planning stage, and are being progressed in line with other organisational priorities. Planning is continuing on three functional IMS releases to be deployed in the coming months. These releases will seek to address feedback received from users via workshops, with the aim of delivering an enhanced and streamlined user experience and process. Work has also commenced on the development of an IMS Mobility App, with initial workshops being held to facilitate the design of the app.

Mobile Device Deployment

To date, in excess of 13,400 devices have been deployed to frontline policing members. During July 2023, deployments took place in the Donegal Division. The next phase of deployments to the DMR is at the planning stage. As highlighted previously, commitment to ongoing and sustained investment is required to support devices that have been deployed, including significant licencing renewal costs, investment in backend infrastructure and replacement of end-of-life devices.

Overall Device Deployment Figures

At 03/08/2023	Total Devices
Enrolled in MDM*	13,446

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

Mobile App development

The active mobility Person Search App was deployed to all frontline Garda members on 13 July 2023, a total of over 9,000 users. The Person Search App allows members to access person related information that is held in PULSE on their active mobility devices. This supports members to make informed, data driven operational policing decisions by providing them with accurate, timely and relevant data while mobile. The Active Mobility team are already working on V2 of the Person Search App, which will be integrated to SIS and this will allow the Person Search App to also display SIS alerts. The first development for Person Search V2 is already complete and it is intended to deploy this new version over the coming months.

Operating Model

ICT Workstream to enable and support the Operating Model

The next confirmed deployment will be on 27 August 2023 for the Clare/Tipperary Division. Testing is underway in relation to the boundary realignment of the Louth/Meath Division. ICT is awaiting a revised Operating Model rollout plan from the Central Operating Model team.

4. Corporate Communications

Throughout the month of July 2023, the Office of Corporate Communications continued to communicate internally and externally on a broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. This month, this office worked to promote: the roll out of a new mental health first aid training scheme, Europol's week-long operation targeting human trafficking for labour exploitation across Europe, and the continued work carried out under Operation Tara and Operation Citizen.

The Office of Corporate Communication was also involved in a number of media appeals renewing requests for information in respect of a number of unsolved murder cases. These included the case of Antoinette Smith, whose remains were discovered close to Glencree/Enniskerry on 3 April 1987, and the disappearance and murder of Deirdre Jacobs in July 1998. Work was also conducted to highlight recruitment, this included the broadcasting and promotion of the Passing Out ceremony at the Garda College on 28 July 2023, which saw the attestation of 87 new Gardaí. This live stream had a post reach across Facebook and YouTube of 114,719.

Roll out of courses in conjunction with Mental Health FirstAid



The Office of Corporate Communications promoted the recent partnership with Mental Health First Aid Ireland, who as of 3 July 2023, will provide certified training courses to our personnel nationwide.

This positive initiative was highlighted on social media. A clear focus was how this training will strengthen the skills of our personnel in recognising when they themselves, a colleague or a member of the public is in mental health difficulty, and help them build on their professional understanding of always assisting with respect, empathy and compassion.

Operation Tara



The Office of Corporate Communications continues to promote the good work carried out by An Garda Síochána in tackling drug related crime across the country. This serves to highlight successes in disrupting organised criminal groups, and our determination to target the activities of key individuals involved in the production and distribution of controlled drugs. Among the operations highlighted this month was the seizure of €2.1m worth of suspected cocaine and cannabis, together with more than €112,000 in cash, following searches in Kildare and Westmeath on Saturday, 15 July 2023. This operation was conducted by the Garda National Drugs and Organised Crime Bureau, supported by a number of national units and personnel from the Eastern Region, and targeted transnational organised crime. It resulted in the discovery of a pill manufacturing facility and cannabis cultivation facility in follow up searches. A number of individuals were arrested in connection with the seizure and are before the courts.

Renewed Appeal for Information into the Murder of Deirdre Jacob



This month, a media briefing was conducted on the 20th anniversary of the disappearance of Deirdre Jacob of Roseberry, Newbridge, Co. Kildare. Deirdre was 18 years old when she was last seen at approximately 3pm on 28 July 1998, near her home in Newbridge. On the anniversary of her disappearance, the Office of Corporate Communications produced a video for circulation on social media, and held a press briefing with senior investigators and Deirdre's parents, to highlight Deirdre's case and appeal for information from the public. Key information was communicated, such as images of CCTV capturing Deirdre on the day she disappeared and a bag she was carrying. The public were encouraged to contact the investigation team at Kildare Garda Station on 045 521222, the Garda Confidential Line 1800 666 111, Crimestoppers on 1800 250 025 or any Garda station. This appeal was picked up by approximately 52 media publications and had a potential reach in excess of 4 million people.

87 Attested as Members of An Garda Síochána



On 28 July 2023, 87 Gardaí were attested as sworn members of An Garda Síochána. The Office of Corporate Communications was involved in promoting the Passing Out ceremony. This included the live broadcast of the event across our social media channels, the issuing of a press release, and the holding of a press briefing with Deputy Commissioner, Anne Marie McMahon and newly attested Gardaí at the Garda College in Templemore. These activities served to highlight the current strength of personnel in An Garda Síochána; that being a Garda is a job worth doing; and the ongoing efforts in the area of recruitment.



Promotion of Operations by Criminal Assets Bureau and An Garda Síochána



The Office of Corporate Communications was involved in promoting the work of An Garda Síochána and the Criminal Assets Bureau, highlighting that crime does not pay. This included social media posts related to the execution of a High Court Order on 17 July 2023 to seize a cottage and its outbuildings in North County Dublin, the majority of which were acquired with the proceeds of crime. This served to support communication that working together with the Criminal Assets Bureau, we will never cease in our co-ordinated mission to deny and deprive people of the proceeds of criminal conduct and activity.

Further interviews with media in July 2023 included:

Date	Organisation	Subject	Spokesperson
03/07/2023	KFM Radio	Investment Fraud	Supt Michael Cryan
09/07/2023	RTÉ News at One	Use of DNA in Missing Person Investigations	Sgt Carmel Griffin
11/07/2023	RTÉ News at One Today FM The Sun EastCoast FM	Renewed Appeal on the Murder of Antoinette Smith	Detective Inspector Seamus Ryan
28/07/2023	Media Briefing	Recruitment – Garda Passing Out Ceremony, Garda College	Deputy Commissioner Anne Marie McMahon
28/07/2023	Media Briefing	Recruitment – Garda Passing Out Ceremony, Garda College	Garda Miriam Tomas Garda Katelyn Caherlane, Garda Aaron O’ Brien Garda Eoin Walsh
28/07/2023	Media Briefing	Recruitment – Garda Passing Out Ceremony, Garda College (delivered As Gaeilge)	Garda Gillian Quinn
28/07/2023	Media Briefing	Disappearance and murder of Deirdre Jacob 1998	Supt Paul Burke Deirdre’s Parents: Michael and Bernadette Jacob

Press Office

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

- The issuing of dozens of press releases related to successful operations undertaken by the organisation, including suspected drug and cash seizures, such as the aforementioned €2.1m seizure by the Garda National Drugs and Organised Crime Bureau.
- 40 missing person appeals and 54 updates were issued to the public throughout the month of July 2023.
- Approximately 17 witness appeals were issued.
- The promotion of the partnership with Mental Health First Aid Ireland in respect of training courses.
- A press release was issued promoting Europol's week-long operation targeting human trafficking for labour exploitation across Europe.
- A renewed appeal for information was issued in respect of the murder of Antoinette Smith (27), whose remains were discovered on Glendoo Mountain close to Glencree/Enniskerry, on 3 April 1987.
- The promotion of activities with partner agencies, such as an operation with Revenue Customs Officers at Rosslare Europort Harbour, Co. Wexford on 13 July 2023, resulting in the seizure of €11.4m worth of suspected cocaine.
- Preparation and coordination of live stream, press release and press briefing for the 28 July 2023 graduation ceremony at the Garda College, Templemore.
- Video production, preparation and coordination of press release and press briefing on 28 July 2023 for the 20th anniversary of the disappearance of Deirdre Jacob, Newbridge, Co. Kildare,.
- Arranging upcoming media events/briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, for example road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by members of An Garda Síochána.

Internal Communications

The Internal Communications team published eight (8) editions of Newsbeat and one leadership update in July 2023. Readership has stayed consistently high at approximately 60% per edition. Some of the topics covered this month included:

Leadership Update

- Message from Commissioner Harris on roster update.

Newsbeat

- An Garda Síochána announced an initial two-year partnership with Mental Health First Aid Ireland. The project will see Garda personnel throughout the country completing Mental Health First Aid Ireland certified training courses over the next two years.
- An update on the Person Search App and how it is now available on all mobility devices.
- An update on the Policing, Security and Community Safety Bill 2023.

- Updates on Operation Tara successes.
- Issued a letter from Little Blue Heroes received by the Commissioner, thanking all personnel for their support.

Garda Portal

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






- Information on GISC.
- Roads Policing campaign; Ease off the Throttle.
- PALF reminder.
- National Domestic Abuse Unit renamed.



Social Media Activities

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

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

Social Media Channel	Number of Followers	Engagement Rate
 Facebook - @AnGardaSíochána	388,707	3.01%
 Twitter - @GardaInfo	269,981	3.88%
 Twitter - @GardaTraffic	590,049	4.79%
 Instagram - @GardaInsta	180,584	4.03%
 LinkedIn – An Garda Síochána LinkedIn	31,084	18%

Top Monthly Posts



Facebook - @AnGardaSíochána

Post Engagement / Reach: 200,359 views



An Garda Síochána ✓

Published by Michael Staines · July 14 at 5:03 PM · 🌐



The Garda fleet is made up of 3,200 vehicles in use nationwide, and co-ordinated by a Fleet Management Team based in Garda Headquarters, Phoenix Park.

We are currently hiring for a Fleet Support Officer to come work with us.

Apply by July 28th 2023: <https://tinyurl.com/42mcf6uc>

#KeepingPeopleSafe





Twitter - @GardaInfo
Post Engagement / Reach: 181,717 views



Garda Info 
@gardainfo

...

Community Garda, Deirdre Scanlon was passing through on duty at the 52nd Annual Willie Clancy Summer School and hopped up for a rendition of 'Never Alone' with a few familiar musical faces.

There's no limit to what community policing entails - karaoke next!

[#KeepingPeopleSafe](#)





Twitter - @GardaTraffic
Post Engagement / Reach: 351,334 views



An Garda Síochána
@GardaTraffic

...

The driver on the left was one of a number caught speeding over the weekend by the Clare RPU.

They overtook a number of vehicles travelling at 117kph on a road with an 80kph limit.

They were stopped and issued a €160 fine and 3 penalty points.

[#SlowDown](#) [#ArriveAlive](#)





Instagram - @GardaInsta

Post Engagement / Reach: 140,774 views



[View Insights](#)

[Boost post](#)



2,859 likes

gardainsta Early this morning, Gardaí were alerted to the discovery of a package at Ballyhiernan Beach Co. Donegal.

5. Implementation of Cultural Change

Culture Reform Programme

- The Garda Ethics and Culture Bureau (GECB) met with Acting Superintendent, Leadership, Management and Development on 13 July 2023, to discuss incorporating the findings of the Culture Audit from Durham University to the existing Development Programmes in the Garda College.
- GECB have now completed all scheduled focus groups on the Culture Audit findings. There was a mix of ranks and grades from each division, section and region in attendance at these groups. Fifteen focus groups have now taken place nationwide.
- GECB have examined feedback forms submitted at the focus groups, which have assisted in the development of a roadmap to implement initiatives arising from the Culture Audit. A meeting will be scheduled with the Garda National Wellbeing Office to discuss the wellbeing initiatives.

Enhancing Professional Conduct

- The Lessons Learned Working Group met on 9 June 2023. The topic for Quarter 2 is 'abuse of authority'. This includes cases relating to Garda members and Garda Staff. Edition two of Learning the Lesson (Abuse of Authority) was published on Newsbeat on 3 August 2023. A one-page aide memoire was also forwarded to each Sergeant and Executive Officer by email on 3 August 2023. The next meeting is to be scheduled.
- The Professional Conduct Steering Group met on 22 May 2023 and 6 June 2023. The Key Risk Action Plan was updated with the relevant actions pertaining to GECB and forwarded to senior management on 27 July 2023.

6. Risk Management

An Garda Síochána Corporate Risk Register captures nine principal risks currently facing the organisation. An Garda Síochána corporate risks are being managed effectively by their assigned Corporate Risk Owners, overseen by the Chief Risk Officer, Risk and Policy Committee (RPC), and supported by the Garda Risk Management Unit (GRMU).

- Compliance rates for Q1 2023 remained consistently high at 89%. Compliance rates for Q2 2023 are currently being collated.

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

- Held one-to-one meetings with all Corporate Risk Owners/support staff, to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Continued to roll out an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. Under this initiative, GRMU conduct risk management refresher training and risk register development workshops with performance assurance personnel.
 - GRMU provided risk management training to DMR North Central.
- Engaged in a risk register development workshop in relation to the Finance Directorate capacity.
- Superintendent GRMU attended a CAB Audit and Risk Committee meeting.

7. Use of Force

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

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

Category	Jun-23	Jul-23	Increase/ Decrease	% Change
Total UOF for Month	1,075	946	-129	-12%
Civilians Injured	29	26	-3	-10%
Garda Members Injured	21	32	11	52%
Pepper Spray Deployed	93	74	-19	-20%
Batons	25	19	-6	-24%
Handcuffs	912	822	-90	-10%
Anti-spit guard	1	1	0	0%
Unarmed Restraint	247	197	-50	-20%
Taser	5	7	2	40%
Less Lethal Firearm	0	1	1	NC
Firearm	0	0	0	NC
Gender Subject to Force - Male	768	726	-42	-5%
Gender Subject to Force - Female	131	118	-13	-10%
Drugs Involved	304	247	-57	-19%
Alcohol Involved	610	522	-88	-14%
Division with highest level UOF - DMR South Central	87%	115%	28%	32%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	52%	53%	1%	2%

* NC – Percentage figure of 0 is not calculable.



Reported Use of Force

July 2023

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF August 3, 2023 at 11:54:46. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

UoF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

TOTAL RECORDED USE OF FORCE (INCIDENTS)

Month 893 YTD 6,765

TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)

Month 946 YTD 7290

Number of Incidents on PULSE

Month 104,852 YTD 801,378

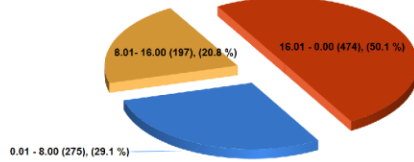
% of Incidents involving Use of Force

Month 0.8517% YTD 0.8442%

Monthly number of UoF Deployments - Broken Down Per Day of Week

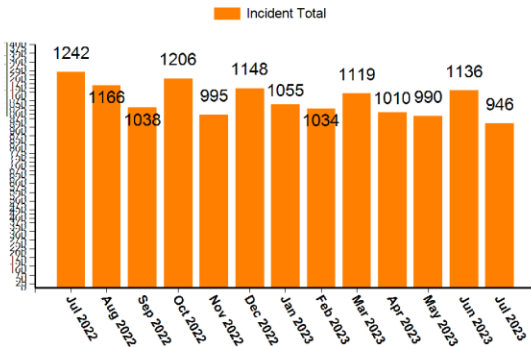


Monthly breakdown of times UoF Deployments occurred

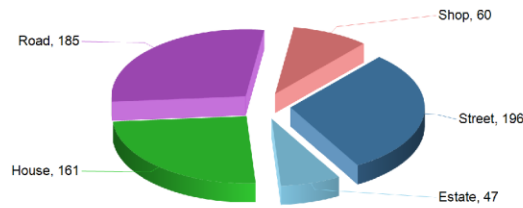


	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
YTD	1351	966	860	905	900	1042	1266	2212	1663	3415	2678	4099
YTD	1745	982	950	986	1041	1201	1598	2678	1726	4099	2678	4099

Monthly number of UoF Deployments



Top Monthly of Locations where UoF was Deployed

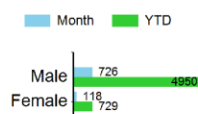


	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
YTD	1242	1166	1038	1206	995	1148	1055	1034	1119	1010	990	1136
YTD	1242	1166	1038	1206	995	1148	1055	1034	1119	1010	990	1136

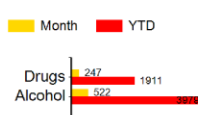
Top Reasons Use of Force was Deployed



Gender Subject To Force

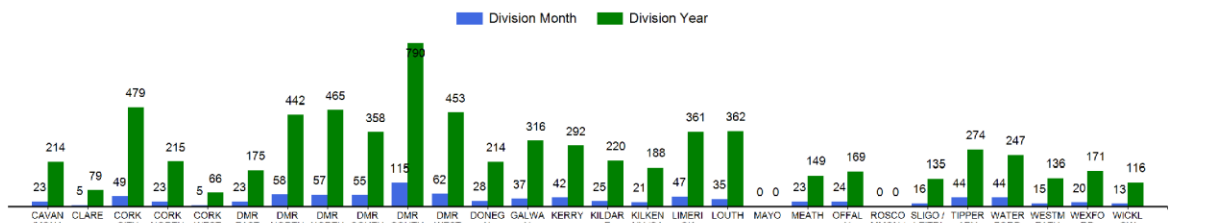


Number of UoF Incidents where Alcohol & Drugs were involved



	Effect Arrest	Protect Garda Member	Non-Compliant Suspect	Effect Entry to Location	Protect Member of Public	Carry Out Search	Protect Suspect	Armed Suspect	Prevent Escape	Other	Violent Person	Protect Property	Vehicle Failing to Stop	Covid-19
Month	672	181	23	19	11	10	8	7	7	5	3	9	0	0
YTD	5072	1318	177	216	100	99	112	45	71	37	34	2	7	0

Use of Force Divisional Deployment Statistics



	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 LONGFORD	SLIGO LEITRIM	TIPPERARY	WATERFORD	WESTMID ATH	WEXFORD	WICKLOW
Month	23	5	49	23	5	23	58	57	55	115	62	28	37	42	25	21	47	35	0	23	24	0	16	44	44	15	20	13
YTD	214	79	479	215	66	175	442	465	358	790	453	214	316	292	220	188	361	362	149	169	0	135	274	247	136	171	116	
AVG	30.57	11.29	66.43	30.71	9.43	25.00	63.14	66.43	51.14	112.86	64.71	30.57	45.14	41.71	31.43	26.86	51.57	51.71	0.00	21.29	24.14	0.00	19.29	39.14	35.29	19.43	24.43	16.57

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

8. Data Quality and Operational Value of Data

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

- GISC is performing its quarterly accuracy and coherency check of all PULSE cases created on PULSE between 1 April 2023 and 30 June 2023, to ensure continued correct application of the crime counting rules.
- The GISC Training Unit provided training to three new call takers during July 2023.

Data Quality and Operational Value of Data

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

Link: [ags-crime-incident-data-quality-metrics-july-2023.pdf \(garda.ie\)](#)

Garda National Vetting Bureau (GNVB)

Statistics

- Garda standard vetting average turnaround times continue at their long-term figure of 6-7 working days once an application is received.
- 340,791 Garda vetting applications were received to the end of July 2023.
- 7.7% year on year increase on vetting applications were received to the end of July 2023.

Crime Trends

The Garda Síochána Analysis Service (GSAS) closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime. Crime incident figures and the associated trends are based on provisional data, and are subject to change following review. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

COVID-19: Between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. These periods are evident in the following charts and their context should be considered in relation to any average measurements, as well as comparisons between periods presented below.

The following pages present trends for reported property crime, crimes against the person, sexual offences, criminal damage and public order offences, in terms of incidents reported per month and 12-month average. The 12-month average represents the average incidents reported per month over the 12 months up to and including the month of measurement (for example, 12 month average for April 2022 = average per month for the period May 2021 – April 2022).

Reported incidents for the 12 months up to and including the most recent complete month are compared to:

The equivalent 12-month period a year ago:

%(+/-) vs Prev 12M

The equivalent period from 2018/2019 (representing a pre-COVID-19 period):

%(+/-) vs Pre Cov

Increase of +20% or more



Increase of +5% to +20%



Increase or decrease of up to 5%



Decrease of -5% to -20%

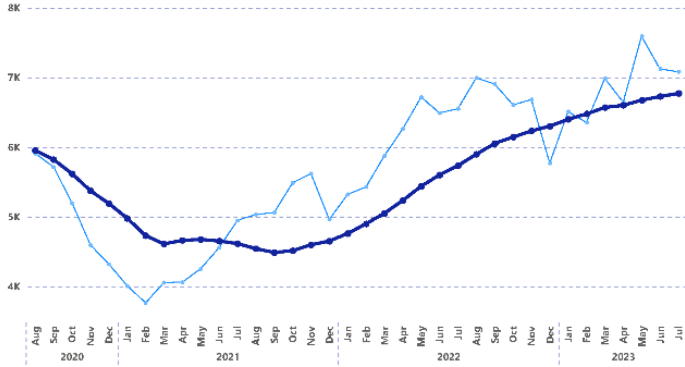


Decrease of -20% or more



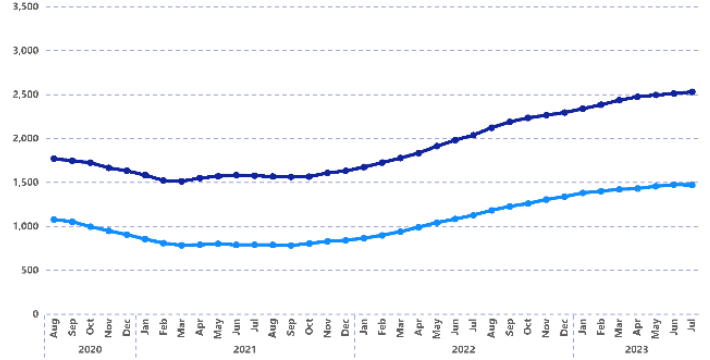
Total Property Crime

Reported Incidents 12m Avg



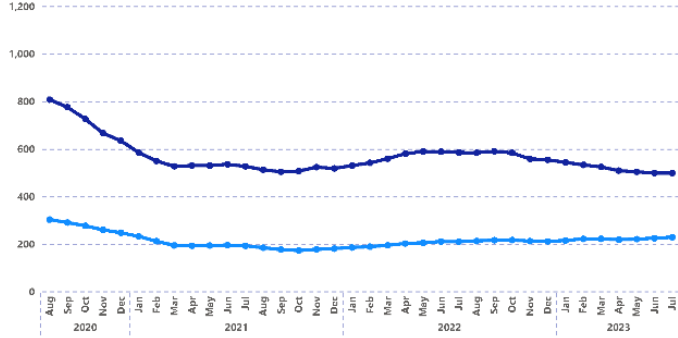
High Volume Theft Offences (12 Month Avg)

Theft (Other) Theft from Shop



Burglary (12 Month Avg)

Non-Residential Residential



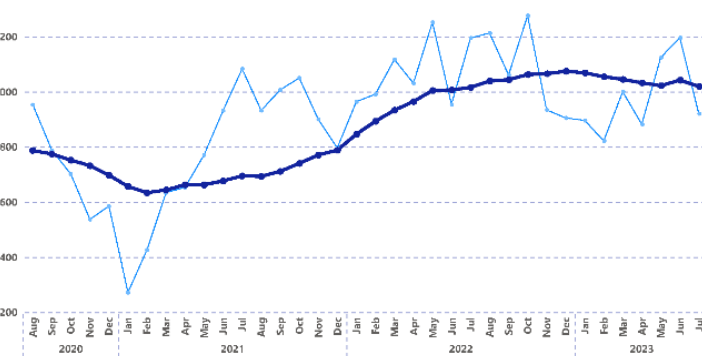
	% (+/-) vs Prev 12M		% (+/-) vs Pre Cov	
Property Crime (Burglary)	-8.6%	⬇️	-46.2%	⬇️
Non-Residential	+8.8%	⬆️	-42.3%	⬇️
Residential	-14.8%	⬇️	-47.8%	⬇️
Property Crime (Other)	+25.9%	⬆️	+2.1%	➡️
Property Crime (Theft Offences)	+21.1%	⬆️	+1.4%	➡️
Property Crime (UT/Interference - Vehicle)	+33.6%	⬆️	+48.3%	⬆️
Total	+18.1%	⬆️	-4.9%	➡️

ICCS Classification Grouping

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

Total Crimes Against the Person

Reported Incidents 12m Avg



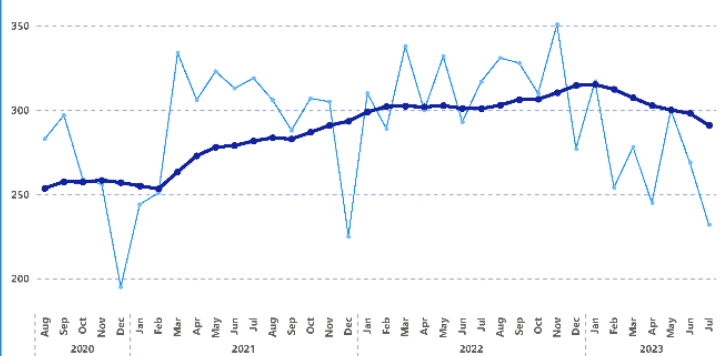
	% (+/-) vs Prev 12m		% (+/-) vs Pre Cov	
Crimes Against the Person (Assault)	+1.9%	➡️	+8.2%	⬆️
Non-Residential	+3.3%	➡️	+4.1%	➡️
Residential	-0.7%	➡️	+17.6%	⬆️
Crimes Against the Person (Other)	-7.1%	⬆️	+6.6%	⬆️
Total	+0.2%	➡️	+7.9%	⬆️

ICCS Classification Grouping

Crimes Against the Person (Assault)	Crimes Against the Person (Other)
032 - Assaults	011 - Murder/Manslaughter/Infanticide
	031 - Attempts/Threats to Murder
	033 - Harassment and Related Offences
	042 - Other Dangerous or Negligent Acts
	051 - False Imprisonment, Abduction
	063 - Hijacking Offences

Sexual Offences & Child Pornography

Reported Incidents 12m Avg



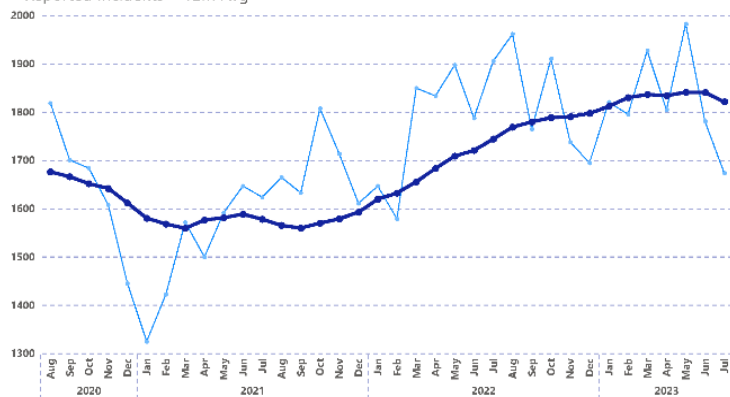
	% (+/-) vs Prev 12m		% (+/-) vs Pre Cov	
Sexual Offences (Child Pornography Offences)	-17.5%	⬆️	-18.6%	⬆️
Sexual Offences (Rape/Sexual Assault)	-1.0%	➡️	+5.1%	⬆️
Total	-3.3%	➡️	+1.6%	➡️

ICCS Classification Grouping

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

Criminal Damage

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Criminal Damage	+4.4% →	-0.5% →
Non-Residential	+3.4% →	-5.6% ↘
Residential	+5.8% ↗	+7.2% ↗
Total	+4.4% →	-0.5% →

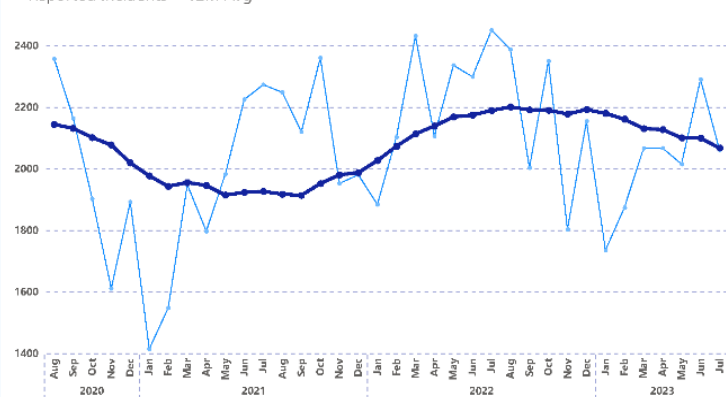
ICCS Classification Grouping

Criminal Damage

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

Total Public Order

Reported Incidents 12m Avg



	%(+/-) vs Prev 12m	%(+/-) vs Pre Cov
Public Order (Drunkness)	-2.6% →	-6.5% ↘
Public Order (Public Order Offences)	-7.3% ↘	-13.5% ↘
Total	-5.6% ↘	-11.0% ↘

ICCS Classification Grouping

Public Order (Drunkness)

- 1313 - Drunkenness offences

Public Order (Public Order Offences)

- 1312 - Public order offences

9. Policing Successes

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

Between 2 to 11 July 2023, Special Tactics and Operations Command (STOC), on behalf of An Garda Síochána, hosted a delegation of 21 associates of the New Jersey Police Chiefs Association, who travelled to Ireland. A number of presentations were delivered from the Garda National Community Engagement Bureau, Counter Terrorism, Cyber Crime, Organised Crime and the Criminal Assets Bureau.

On 6 July 2023, one suspect was arrested on foot of an arrest warrant, where they were sought by the Polish Authorities to serve a sentence of up to twenty years for extortion and conspiracy to defraud. This suspect appeared before the High Court in July 2023 and was remanded in custody to September 2023 for mention.

On 12 July 2023, a substantial sum of cash was stolen from a licensed premises. A suspect was arrested for this burglary on 17 July 2023 and detained under the provisions of Section 4 of the Criminal Justice Act, 1984. As part of follow up investigations, Gardaí retrieved a sum of cash believed to be part of the proceeds of this crime. The suspect was questioned in relation to five burglaries in the same region in June 2023, and five incidents of theft from shop in May 2023 and June 2023. Following the suspect's detention, it was directed that they be charged with eight offences of property crime, four counts of burglary contrary to Section 12 of the Theft and Fraud Offences Act, and four counts of theft from shop contrary to Section 4 of the Theft and Fraud Offences Act. The suspect was brought before the courts and was remanded in custody to the District Court in late August 2023.

The Payment Crime Unit, attached to the Garda National Economic Crime Bureau, established an operation to target the activities of an organised crime group, who were operating in Ireland and in other European jurisdictions. This organised crime group was involved in cyber based frauds and subsequent money laundering. Process bank accounts (personal and business) were opened throughout the jurisdiction using false identification and/or false documentation, for the purpose of laundering money from criminal conduct in respect of crimes committed throughout Europe and the United States. In excess of €6,700,000 was laundered through Irish bank accounts. One of the main targets, who was previously extradited back to Ireland on foot of a European Arrest Warrant, was sentenced on 14 July 2023 for their role in this organised crime group, whereby they travelled to Ireland for the purpose of opening up thirteen bank accounts using false documentation, two of these accounts were business accounts. These accounts were then used to launder criminal conduct for the sum of approximately €2,850,000. They pleaded guilty to 26 charges, 14 counts of using false instruments, 11 counts of money laundering and one count of theft. A sentence of five years was given, with a reduced term of imprisonment of three years due to mitigation.

On 15 July 2023, as part of an ongoing intelligence led operation targeting the activities of an organised crime group involved in drug trafficking within the State, officers from the Garda National Drugs and Organised Crime Bureau conducted a search of a premises. During the course of this search, 29kg of suspected cocaine (value €2,030,000) was seized and three suspects were arrested at the scene. Consequentially, an auxiliary operation was then undertaken in a separate part of this region. This comprised of a vehicle being intercepted, along with a search under warrant of a business premises.

5kg of suspected cannabis herb (value €100,000) was seized and an elaborate suspected cannabis grow-house dismantled. Three suspects were arrested during this secondary operation, with six suspects arrested under the provisions of the Misuse of Drugs Act and subsequently detained under Section 2 of the Criminal Justice (Drug Trafficking Act), 1996. Four of the suspects were subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, with the other suspects released, in preparation of a file for consideration of the Director of Public Prosecutions.

On 16 July 2023, Gardaí on patrol observed a van driving at speed. They signalled the vehicle to stop but it failed to do so. Following a short traffic and foot pursuit, Gardaí observed the passenger attempting to discard a bag into a private residence. Both the driver and passenger were apprehended. The bag was recovered and contained a loaded Makarov semi-automatic pistol. Both individuals were arrested and detained. One suspect was charged and is currently before the Dublin District Court. The second suspect was released from custody pending a file being sent to the Director of Public Prosecutions.

On 22 July 2023, Gardaí responded to an armed call at a premises where a suspect had been stopped by a security guard and informed they were refused entry, and not authorised to enter the premises. The suspect went to their vehicle, took out a black handgun and re-entered the premises. They pointed the gun at the security guard, threatened to shoot them and then fled the scene. The Armed Response Unit and the Crime Response Team assisted local units in a search of the area. The vehicle was located and an imitation firearm retrieved. Two suspects were arrested, with one suspect currently charged before the Dublin District Court. The other suspect has been released without charge, pending a file being sent to the Director of Public Prosecutions.

On 26 July 2023, as part of ongoing investigation into organised criminal activity, a business premises was searched under warrant under Section 26 of the Misuse of Drugs Act, 1977/84. Upon entry, Gardaí recovered a firearm and ammunition, and a substantial quantity of suspected controlled drugs with an estimated street value of €700,000. The scene was technically examined and investigating Gardaí obtained a warrant under Section 10 of the Criminal Justice (Miscellaneous Provisions) Act, 1997 to search an address. The warrant was executed and a suspect present at the address was arrested for the offence of possession of drugs for the purpose of sale/supply contrary to Section 15 of the Misuse of Drugs Act, 1977/84. The suspect was conveyed to a Garda station and detained under the provisions of Section 2 of the Drug Trafficking Act, 1996. On 29 July 2023, the suspect was charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act, 1977/84, relating to the possession of the suspected controlled drugs, and remanded in custody to appear again before the courts. An investigation file will be completed and submitted to the Director of Public Prosecutions for directions.

The Payment Crime Unit at the Garda National Economic Crime Bureau investigated a complaint made by a financial institution who reported that 22 of their ATM machines were attacked due to 'transaction reversal fraud'. These incidents took place between 8 and 10 January 2020. A number of the ATMs were damaged to the value of €5,823 and cash to the sum of €13,670 was stolen. As a result of enquires carried out both domestically and internationally, two suspects who are part of an international criminal organisation were identified. While one suspect was previously sentenced in relation to these incidents, the second suspect was subsequently arrested on foot of 17 arrest warrants and one bench warrant. On 26 July 2023, this suspect was sentenced before Dublin Circuit Criminal Court.

10. Community Engagement and Organisational Initiatives

The 8th Intercultural Family Day hosted by the New Communities Partnership

On 8 July 2023, the Garda National Diversity Unit attended the 8th Intercultural Family Day hosted by the New Communities Partnership, which is the largest independent migrant-led network in Ireland, with 150 groups and 65 nationalities. They offer a number of services to assist migrant individuals, families and groups with social inclusion, child protection, education, training, employment, cultural understanding and citizenship. The Intercultural Family Festival held at St. Mary's Primary School on Dorset Street had live music, cultural performances, food, and arts and crafts for children.

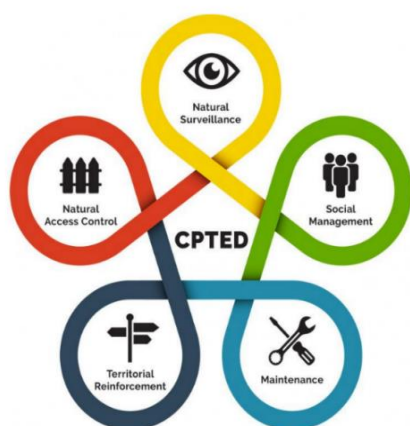
Development plans for the Ballyfermot area

On 14 July 2023, the Garda National Crime Prevention Unit met online with Conroy Crowe Kelly Architects and Urban Designers, the Dublin City Council design team and the development team for Ballyfermot. The objective of this meeting was to discuss development plans for the Ballyfermot area, review the designs and ascertain if Crime Prevention Through Environmental Design (CPTED) was incorporated into their design. The Garda National Crime Prevention Unit, along with qualified Crime Prevention Officers, are developing a guidance report on how the current design could be adapted to mitigate antisocial behaviours and criminal activity in the area.



Dublin City Council housing estate to be built in Ballyfermot -

Anti-Social Behaviour Forum Sub Group meeting



Additionally, the Garda National Crime Prevention Unit attended an Anti-Social Behaviour Forum Sub Group meeting on anti-social behaviour in approved housing bodies accommodation complexes, chaired by the Department of Justice. The role of a Crime Prevention Officer during the pre-planning and design of residential developments to “design out crime” is beneficial. Representatives from Cork and Kildare County Councils, the University of Limerick and a number of Approved housing bodies, including Clúid and Oaklee Housing Trusts were in attendance. The Garda National Crime Prevention Unit continue to promote the role of designing out crime and crime prevention through environmental design.

Muslim Sisters of Éire's weekly Food Drive at the GPO, joined by the Garda National Diversity Unit

On 21 July 2023, the Garda National Diversity Unit joined the Muslim Sisters of Éire to assist with the weekly food drive outside the GPO, Dublin 1. This initiative advocates for the homeless, to provide food and support to those in the community who are in need. Volunteers are mostly from migrant backgrounds, providing an opportunity to interact with the public and engage in community work. Over 400 hot meals, fruit, vegetables, snacks and minerals were provided. During the Holy Month of Ramadan, Garda personnel in the Community Engagement and Youth Diversion Bureaus fasted and raised €500, which was donated to the Muslim Sisters of Éire.



Garda National Diversity Unit (GNDU) met with the Federation of Indian Communities in Ireland

On 24 July 2023, the Garda National Diversity Unit (GNDU) met with the Federation of Indian Communities in Ireland. Issues affecting the Indian Community in Ireland, including accommodation, fraud, hate crime, racism, discrimination and visa challenges, were discussed. The positive work of An Garda Síochána and the Garda National Community Engagement Bureau in the area of hate crime and diversity were presented to the Federation of Indian Communities in Ireland. GNDU commitment to continue to foster positive relationships with the Indian Community was emphasised.



11. Operating Model

Business Services and Performance Assurance Functional Areas

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

Crime and Community Engagement Functional Areas

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

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

The Clare/Tipperary Division is due to go-live with PULSE 7.8 deployment, and the commencing of their Community Engagement and Crime Functional Areas on 27 August 2023. Preparatory work for this deployment was ongoing in the Clare/Tipperary Division during July 2023.

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

Regional Implementation

The regional office phased implementation commenced in the Southern Region on 12 June 2023. This allows for the alignment of the regional office standardised processes with the functional areas in their divisions. The regional office phased implementation will take place over a four-month period across two phases:

- Phase 1 will include Wave 1, which relates to performance assurance.
- Phase 2 will include Wave 2 (finance/logistics), Wave 3 (HRM) and Wave 4 (general administration).

The regional office implementation is planned to be complete across the four regions by the end of 2023.

Three-County Divisional Review

A comprehensive review of the three county divisions within the Operating Model was undertaken in the last two months. Based on this assessment and detailed consultation with his Senior Leadership Team, the Commissioner has decided to reconfigure the composition of a certain number of three-county divisions in the Eastern Region (Laois/Offaly/Kildare, Waterford/Kilkenny/Carlow) and the North-Western Region (Donegal/Sligo/Leitrim), into one or two county divisions. This will increase the number of divisions from 19 to 21 and the table hereunder documents the current position versus the new position:

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

Engagement and consultation has taken place with the associations and unions in respect of these changes, which have been positively received.

Current Status

- The Operating Model team is continuing to support and engage with divisions yet to go live with PULSE 7.8, and establish the Operating Model Functional Area structure, to ensure divisional readiness and a smooth transition to the Operating Model Functional Area structure.
- Following the review of the three county divisions, a detailed impact assessment to determine the timeline for deployment of the new divisional structures will be conducted. It is expected that this will be completed by mid-September 2023.
- To ensure the continued momentum of the Operating Model, communication regarding this decision will be issued to various stakeholders, both internal and external (JPCs and Community Safety Partnerships), in early August 2023.
- It was agreed following a review completed in April 2023 that the management of seven standardised business services processes will be returned to the divisional office. The realignment of these standardised processes will commence within the Southern Region on 1 September 2023 and will be further introduced in other Business Services Functional Areas with the continued rollout of the Operating Model.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2023												
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	Total to end 2023
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	2	0	2	1	0	0	0	2	0	9
Superintendent	1	2	5	1	2	2	0	0	0	2	2	1	18
Total	1	4	6	3	2	4	1	0	0	2	4	1	28

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of July 2023</i>													
Rank	ECF	Position at end of last month June 2023	Appointed in Month – July 2023	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	1	0	0	0	0	1	0	0	0	47	0
Superintendent	168	167	2	0	0	0	0	0	0	1	1	168	0
Total	223	222	3	0	0	0	0	1	0	1	1	223	0

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of July 2023</i>									
As at 31.07.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	28	0	0	11	30	12	2
	Female	77	17	39	28	0	103	41	12
Sergeant	Male	1	1	0	0	2	4	0	0
	Female	1	1	3	1	0	8	2	0
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	29	0	0	13	34	12	2
	Total Female	78	18	42	29	0	111	43	12
	Total	81	47	42	29	13	145	55	14

Appendix D – Breakdown of Garda Leave – Garda Staff									
As at 31.07.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	3	4	0	0	4	2	4	0
	Female	217	23	15	4	59	0	24	3
EO	Male	1	3	0	0	1	0	0	1
	Female	40	10	3	3	20	0	6	3
AO	Male	0	0	0	0	1	0	0	0
	Female	0	0	0	1	10	0	0	0
HEO	Male	0	0	0	0	0	0	0	0
	Female	4	2	0	0	0	0	1	0
AP	Male	0	0	0	0	0	0	0	0
	Female	0	1	1	1	1	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	1	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	1	0
	Female	4	0	0	0	0	0	1	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	1	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	5	7	0	0	7	2	6	1
	Total Female	268	36	20	9	91	0	32	6
	Total	273	43	20	9	98	2	38	7

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
July 2023	1,566	202	123	13	14	4	1,703	219
June 2023	1,616	192	128	11	16	2	1,760	205
May 2023	1,748	185	141	13	14	2	1,903	200
Apr 2023	1,515	194	103	11	13	3	1,631	208
Mar 2023	1,755	196	146	10	13	2	1,914	208
Feb 2023	1,581	180	138	10	20	2	1,739	192
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2023	1,703	203	129	14	15	4	1,847	221
June 2023	1,726	196	138	11	18	2	1,882	209
May 2023	1,890	187	147	13	15	2	2,052	202
Apr 2023	1,618	196	107	11	13	3	1,738	210
Mar 2023	1,902	198	152	10	14	2	2,068	210
Feb 2023	1,694	180	147	11	23	2	1,864	193
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184

Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
July 2023	14,015	5,938.5	163	124	1,579.5	369	15,757.5	6,431.5
June 2023	13,091	5,440	1,397.5	326	250	60	14,738.5	5,826
May 2023	14,824.5	5,369	1,324.5	350	237	62	16,386	5,781
Apr 2023	13,688.5	5,464	1,223	294	204	71	15,115.5	5,829
Mar 2023	14,652.5	5,553	1,378	310	175	62	16,205.5	5,925
Feb 2023	12,895.5	4,772.5	1,364	259	246	56	14,505.5	5,087.5
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
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

Garda Members – Ordinary Illness

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

Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%
July 2022	16,051.50	1,898.00	13.41%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
July 2023	6,431.50	605.50	10.39%
June 2023	5,826.00	45.00	0.78%
May 2023	5,781.00	-48.00	-0.82%
Apr 2023	5,829.00	-96.00	-1.62%
Mar 2023	5,925.00	837.50	16.46%
Feb 2023	5,087.5	-650.50	-11.34%
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%

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

Month	No. of Days Absent	LTR
July 2023	15,757.50	4.24%
June 2023	14,738.50	3.97%
May 2023	16,386.00	4.48%
Apr 2023	15,115.50	4.05%
Mar 2023	16,205.50	4.33%
Feb 2023	14,505.50	3.86%
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%

Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%

Garda Staff – Numbers who availed of sick leave

Date	No.
July 2023	368
June 2023	379
May 2023	405
Apr 2023	291
Mar 2023	435
Feb 2023	371
Jan 2023	496
Dec 2022	528
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
July 2023	382	4	386
June 2023	401	8	409
May 2023	433	7	440
Apr 2023	298	3	301
Mar 2023	483	3	486
Feb 2023	383	8	391
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514
Oct 2022	454	5	459

Sept 2022	432	4	436
Aug 2022	340	4	344
July 2022	368	6	374

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
July 2023	4,167.00	68	4,235.00	176.50	4.35%
June 2023	4,003.00	55.5	4,058.50	-1.00	-0.02%
May 2023	4,010.50	49	4,059.50	445.00	12.31%
Apr 2023	3,544.50	70	3,614.50	-649.00	-15.22%
Mar 2023	4,196.5	67	4,263.50	611.00	16.73%
Feb 2023	3,568.5	84	3,652.50	-706.00	-16.20%
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%

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

Date	Days Absent	LTR
July 2023	4,235.00	5.42%
June 2023	4,058.50	5.22%
May 2023	4,059.50	5.23%
Apr 2023	3,614.50	4.65%
Mar 2023	4,263.5	5.48%
Feb 2023	3,652.5	4.67%
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%

Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%

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
July 2023	15	389
June 2023	14	408
May 2023	15	413
Apr 2023	17	357
Mar 2023	16	415
Feb 2023	15	378
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493

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 – July 2023

Sick absence days for both Garda members and Garda Staff reflect an increase in the last month. However, 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 July 2023 to July 2022, year on year ordinary illness days have decreased for Garda members by 1.83% and have increased for Garda Staff by 12.9%.

Injury on duty sick absence shows an increase this month. Comparing July 2023 to July 2022, year on year injury on duty has increased by 18.01%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Personnel on Sick Leave on 31 July 2023

- Total number of Garda members on sick leave: 752 (213 injury on duty) (5.39%).
- Total number of Garda Staff on sick leave: 152 (3 occupational injury/illness) (5.05%).
- Overall Garda personnel on sick leave: 904 (5.33%).

Personnel on Long Term Sick Leave (28+ days)

- Total number of Garda members on long term sick leave: 496 (206 injury on duty) (3.55%).
- Total number of Garda Staff on long term sick leave: 90 (3 occupational injury/illness) (2.99%).
- Overall personnel on long term sick leave: 586 (3.46%).
- Per the most recent return to the end of Q1 2023, the total number of members on light duties and reasonable accommodations is 644.

The total strength for Garda members as of 31 July 2023 was 13,943. This figure includes those on career breaks (including ICB), work-sharing, secondment, maternity leave, unpaid maternity leave and paternity leave. The total strength for Garda Staff as of 31 July 2023 was 3,008. This figure does not include industrial staff and non-industrial (including cleaners), as they are not recorded on SAMS. The percentages show the number of personnel on sick leave as a percentage of the total strengths.

Injury on Duty

Overall, injury on duty sick absence days for Garda members shows an increase of 10.39% in the last month. Instances of sick absence also display an increase of 5.74%. The number of Garda members availing of injury on duty sick absence leave reflects an increase of 6.83% from June 2023.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 6.91% for Garda members and an increase of 4.35% for Garda Staff. However, the instances of sick absence, month on month, show a slight decrease both for Garda members at 1.86% and for Garda Staff at 5.62%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 3.24% decrease for Garda members and a 2.9% decrease for Garda Staff.

Mental Health

Since November 2020, we have included an extract from the ordinary illness category specific to mental health for Garda members. The number of members reporting illness in this category this month is 15, which reflects a 7.14% increase from June 2023. The number of sick day absences for Garda members in July 2023 was 389 days, which shows a 4.66% decrease from June 2023.