



An Garda Síochána

Monthly Report to the Policing Authority

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

June 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_86-31412/22**



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

Yours sincerely,

SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
COMMISSIONER'S OFFICE

23 June 2023

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

Message from the Commissioner

Events planned and unplanned during the last month were another reminder of the bravery and dedication displayed by Gardaí in the past and present, to keep people and this country safe.

On 20 May 2023, we gathered to remember the 89 members of An Garda Síochána killed in the line of duty at our Annual Garda Memorial Day. This moving ceremony is a time for us all to reflect on the ultimate sacrifice made by our 89 colleagues to protect others.

On 26 May 2023, 11 Gardaí who displayed incredible bravery and fortitude in very dangerous and difficult circumstances were awarded with the organisation's highest accolade – the Scott Medal. At both occasions, it was clear the immense difference these Gardaí made to the communities they served and the people they helped.

Of course, this commitment can weigh heavily on the families of Gardaí and we will never forget the support they show their loved ones, that allows them to do the important work they do.

Gardaí also demonstrated their knowledge and experience at a range of protests throughout the month. Such situations can be highly volatile, and require patience and expertise to ensure that the constitutional right to protest is balanced against protecting the public from harm. Great work was done by Gardaí and their supervisors at these protests in ensuring that such protests do not escalate. When criminal acts take place at protests, they are pursued by investigators and we have made a number of arrests in recent months relating to such activity.

It was welcome during the month to open two Garda facilities – the Dublin Regional Control Centre at the new National Train Control Centre at Heuston Station and the Dublin Regional Office at Dublin Castle. Working with the Department of Justice and the OPW, these are part of our ongoing plans to ensure we are providing our personnel with high quality work environments.

Echoing the examples in this report of the great work done by Gardaí to prevent and detect crime, it was interesting to see a public survey during the month that rated An Garda Síochána as one of the top ten “most purposeful organisations in the country” in 2023. This is another independent acknowledgement that every day Gardaí make a real and lasting positive difference to keeping people safe, throughout the country.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end May €'000	Remaining June-Dec €'000	Remaining %
Gross Total	2,249,610	880,951	1,368,659	61%
Appropriation in Aid (receipts)	104,206	51,863	52,343	50%
Net Total	2,145,404	829,088	1,316,316	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of May 2023, the total combined gross expenditure was €880.95m (39% of allocation), which is greater than the end of May 2023 profiled spend by €19.42m, 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 May 2023 was €130.61m and year to date is €583.9m. Expenditure on the salaries, allowances and employer PRSI elements in May 2023 was €99.78m, and year to date is €504.09m, which is €4.7m under budget profile. Expenditure on overtime in May 2023 was €30.84m and year to date is €79.81m, which is €34.43m over budget profile. Overall, pay and overtime is over profiled budget at the end of May 2023 by €29.73m.

In respect of superannuation of €428.46m, expenditure in May 2023 was €36.72m and year to date is €175.69m, which is €1.84m over profile at the end of May 2023. In relation to other non-pay subheads of €244.58m (including for the Garda College), expenditure on non-pay in May 2023 was €25.17m and year to date is €90.06m. Overall, non-pay expenditure is €6.45m over profile at the end of May 2023.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €183m. Expenditure on capital (including the Garda College) in May 2023 was €3.93m and year to date is €31.3m. The capital subheads have a combined under profile spend of €18.6m to the end of May 2023.

Appropriations in Aid

Appropriations in Aid are €51.86m at the end of May 2023, €9.38m ahead of the estimated profiled receipts.

Estate Management May 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;

- **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 are completed and the contract has been 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:

- **Clonmel and Macroom Garda Stations:** Clonmel and Macroom Garda Stations, which were part of the Justice PPP, have been decoupled from the PPP and will be developed through traditional procurement.

2. Human Resources and People Development

Key Human Resources and People Development Highlights

RDMS (Roster Duty Management System)

- The RDMS Mobility App continues to be rolled out and was most recently issued to members in Meath/Westmeath.
- The A85 form (claims for allowances and overtime) continues to be retired across live divisions, most recently in Clare/Tipperary and Wicklow/Wexford.

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 – 456 (correct as at 31/05/2023).
- Promoted to Inspector rank to date – 102 (correct as at 31/05/2023).

The following promotions took effect during the month of May 2023:

- 51 Sergeants

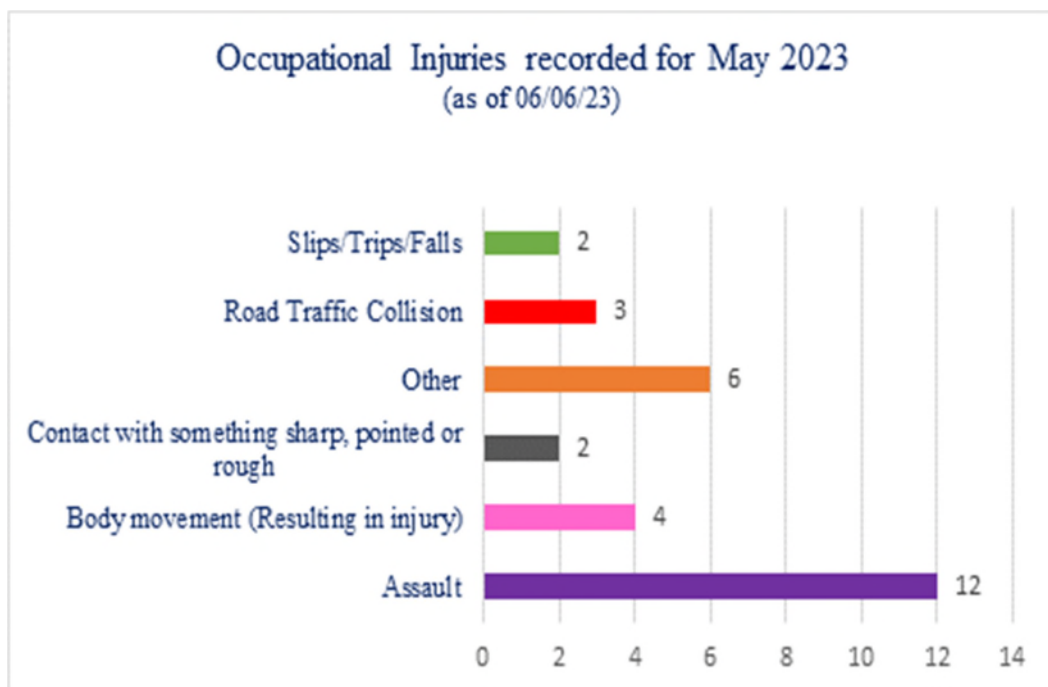
Employee Assistance Service

Date	Work Type	Division / Region	Attendance
2 May 2023	EAS Presentation	Newly trained Tutor Gardaí	20
2 May 2023	Divisional Welfare Meeting	Anglesea Street, Cork	10
5 May 2023	Post Incident Sudden Death	Dunboyne Garda Station	4
11 May 2023	Tutor Training Course for Gardaí	Waterford	4
29 May 2023 & 30 May 2023	EAS Presentations to Vetting Units	Enniscorthy & Waterford	27
15, 16 & 17 May 2023	Peer Support Training Course	Gorey - Wicklow & Wexford	25
12 May 2023	Call to Station Party after 3 fatal accidents in 8 days	Bailieboro Garda Station - Cavan / Monaghan	10 (Sergeants & Gardaí)
15 May 2023	Presentation to Student Gardaí	Sligo - Continuous Professional Development (CPD)	5
22 May 2023	Presentation to Garda Staff Members in GISC	GISC	30
26 May 2023	Wellness Day - Tipperary (Members & Garda Staff)	Tipperary	22
31 May 2023	Wellness Day - Tipperary (Members & Garda Staff)	Tipperary	16
23 May 2023	Critical Incident Diffuse / Welfare Intervention	Charleville - Cork North	7

24 May 2023	Wellness Day - Westmanstown (HEOs)	Co. Dublin	25
25 May 2023	Presentation to Garda Trainees	Garda College	238
29 May 2023	Wellness Day DMR North (Sergeants)	Santry Sports, Dublin	11
2 May 2023	Tutor Training Gardaí - Welfare Services	Athlone, Co. Westmeath	20
15 - 19 May 2023	Attended ASIST Trainer Course	DCU, Dublin	20

Health and Safety

- 111 National Incident Management System incidents were created in May 2023 (as of 06/06/23).
- Fire warden training was carried out in May 2023 in the following divisions;
 - 33 personnel were trained as fire wardens in the Dublin Metropolitan Region (DMR).
 - 29 personnel were trained as fire wardens in the Waterford/Kilkenny/Carlow Division.
- Scheduled Trainings for June 2023:
 - Fire warden training:
 - GNVB, Laois/Offaly/Kildare Division
- Safety Representative Training:
 - Dublin Metropolitan Region
- 29 occupational injuries were recorded for May 2023.



Workforce Planning

- The Workforce Planning team met with the Assistant Commissioners and Executive Directors to review and prioritise their resourcing requests;

- Meetings have commenced with divisional Chief Superintendents.
- There is ongoing engagement with the Strategic Transformation Office (STO) regarding the Operating Model staffing framework.
- Commissioning a Workforce Strategy in early 2023;
 - Draft Horizon Scanning presentation was completed.
 - There is continued engagement with STO regarding strategic alignment of Workforce Strategy/Strategic Foresight Project/Policing Bill.
- Business Case Validation Framework;
 - Internal and external stakeholder feedback/observations have been received.
 - Updates and changes to document are being undertaken.
 - Plan National Roll-Out (phased by Region and HQ) is commencing with divisional AP's
- Clearing House;
 - A stakeholder meeting to review outstanding business cases is scheduled for 14 June 2023.
 - There are two business cases for review.
- Demand Meeting;
 - The recent demand meeting took place on 23 May 2023.
 - Draft terms of reference have been prepared for review by the Executive for monthly demand meetings.
 - A meeting is scheduled with the Policing Authority for 9 June 2023 to discuss the re-commencement of business case submissions.

Resourcing

- Under the Garda Reassignment Initiative as of 31 May 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 27 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the internal EO panel. Further interviews will commence on 15 June 2023 for nine counties.

Garda Recruitment

- 381 Garda Trainees have commenced in the Garda College since the 2022 competition commenced.
 - 92 in November 2022.
 - 135 in February 2023 (eight were from the Irish stream).
 - 154 in May 2023.



- 930 candidates in total are still in An Garda Síochána clearance process, which encompasses a physical competency test, a medical and vetting.

Additional HRPD Activities/Initiatives

- Members from the Garda College represented Driver Training at the press launch for the Route 66 Motorcycle Charity Challenge outside Temple Street Children's Hospital on 23 May 2023.
- The State Claims Agency Enterprise Risk Network Recognition Awards 2023 were held in the Royal College of Physicians on Thursday, 11 May 2023. An Garda Síochána was a winner in the National Incident Management System (NIMS) Innovation Award category, which recognises a State Authority that has used NIMS in an innovative manner within a risk management project or initiative.



Human Resources and People Development Analytics/Data

As at 31 May 2023, the Garda member strength stood at 13,927 (13,887 WTE) and the Garda Staff strength stood at 3,323 (3,126.3 WTE). A full breakdown by rank, grade and gender is outlined below.

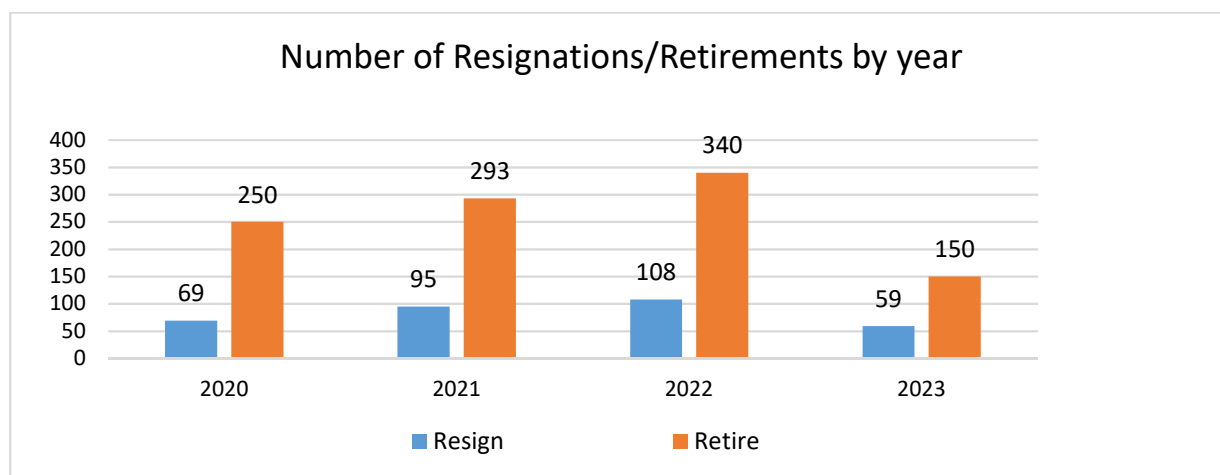
2.1 Garda Member Strengths

Rank	As at 31 May 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	43	36	84	7	16	43
Superintendent	166	138	83	28	17	166
Inspector	439	352	80	87	20	439
Sergeant	2,081	1,569	75	512	25	2,080
Garda	11,187	7,882	70	3,305	30	11,148
Total	13,927	9,982	72	3,945	28	13,887

Of which	As at 31 May 2023	Male	%	Female	%
Career Breaks (incl. ICB)	48	30	62.5	18	37.5
Work-sharing*	40	1.5	4	38.5	96
Secondments (Overseas etc.)	54	37	69	17	31
Maternity Leave	42	0	0	42	100
Unpaid Maternity Leave	33	0	0	33	100
Paternity Leave	13	13	100	0	0
Available Strength	13,697	9,900.5	72	3,796.5	28

*Equates to 80 full time members.

2.2 Garda Resignations/Retirements



**The table above refers to retirements (voluntary and compulsory) and resignations captured as on 31 May 2023 for Garda members only.*

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 ten (10) years, with the exception of 2025. This reflects historical recruitment patterns and shows that there will be up to 2,405 exits based on service in the coming years, irrespective of any other factors.

Rank	31-Dec-23*	31-Dec-24	31-Dec-25	31-Dec-26	31-Dec-27	31-Dec-28	31-Dec-29	31-Dec-30	31-Dec-31	31-Dec-32	31-Dec-33
DC	0	1	0	0	0	0	0	0	1	0	0
AC	0	0	0	2	0	0	2	1	0	3	0
CS	1	7	1	2	3	0	3	6	0	3	5
SU	3	14	4	6	5	11	11	14	15	17	10
IN	8	13	10	10	10	15	23	22	25	33	32
SG	11	33	18	22	31	49	57	71	92	107	100
GD	17	66	32	38	64	82	139	161	212	282	291
Grand Total	40	134	65	80	113	157	235	275	345	445	438

**The figure of 40 for 2023 does not include the 78 compulsory retirements processed as of 31 May 2023 – Total: 118.*

Garda Reserves Strength

Garda Reserves Strength As at 31 May 2023	Total	Male	%	Female	%
	367	277	75	90	25

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	83	83	37	45	46	55	0	0
HEO	207	205.8	82	40	125	60	0	0
AO	21	21	11	52	10	48	0	0
EO	767	756.8	212	28	555	72	0	0
CO	1,823	1,753.7	440	24	1,382	76	1	0.1
Total	2,937	2,856.3	802	27.3	2,134	72.6	1	0.1
	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including Chief Medical Officer)	52	51.4	31	60	21	40	0	0
Administrative **	2,936	2,855.2	801	27.3	2,134	72.7	1	0.1
Industrial/Non Industrial	335	219.7	108	32	227	68	0	0
Total	3,323	3,126.3	940	28.3	2,382	71.6	1	0.1

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	22	22	0	0	22	100	0	0
Unpaid Maternity Leave	6	6	0	0	6	100	0	0
Paternity Leave	1	1	1	100	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0	0	0
Available Total	3,294	3,097.3	939	28.5	2,354	71.4	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	%
	267	78.7	4	1	263	99	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	%
	47	47	8	17	39	83	0	0

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

Parental Leave

01.05.2023 – 31.05.23	Garda Members	Garda Staff
	126	100

Garda Staff assigned and commenced – as at 31 May 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	52	66*	62								315

*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	%
116	102	88	14	12

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

Garda members reassigned to operational duties as at 31 May 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 May 2023)

The record includes up to 31 May 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	43
Transfer out on promotion	47	66*	39
Open Competition	0	6**	2
Total	89	187	84

* 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

ICT continue to successfully support the delivery of major priority projects as part of An Garda Síochána Modernisation Programme – most notably GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which went live in Q1 2023. In addition, significant progress has been made in supporting the deployment and adoption of new digital solutions, such as the Investigation Management System, Roster Duty Management System and mobility, along with continued support and maintenance of operational services. ICT also continue to support and enhance the needs of the organisation both in the workplace and working remotely, to enable 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.

ICT Capacity

Approval for the business case submitted by ICT for 75 priority vacancies has been received from the Policing Authority and the Department of Public Expenditure and Reform. This is very welcome and will help support the delivery of increased digitalisation in An Garda Síochána. Recruitment of personnel can now commence in earnest through the existing mechanisms available, while activities to expand our recruitment capacity progress in parallel with colleagues in HR. This sanction for new personnel complements the increases in ICT capital funding received this year, and is a significant step in the capacity to deliver information-led policing throughout the organisation by connecting modern technology with policing acumen.

GardaSAFE – Computer Aided Dispatch 2 (CAD 2)

Since launching in March in the North Western Region, GardaSAFE has delivered modern policing tools to specialist call takers and dispatchers, offering enhanced support to frontline responders. The system has subsequently been deployed across the Southern Region as of 3 May 2023. GardaSAFE is now utilised for incident creation and dispatch of Garda units across both of these regions, with the divisions benefiting from the system's enhanced features. These features include its live map, showing the locations of incidents and available Garda resources, PULSE integration and active risk assessment of calls. GardaSAFE operational eLearning is now available for all Gardaí and front of house staff in the Southern and Eastern Regions. The system is due to be deployed to the Eastern Region in June 2023.

Roster Duty Management System Deployment (RDMS Deployment)

As previously reported, the RDMS system is being deployed on an incremental basis and is now live in the DMR South Central, DMR North Central, DMR South, DMR West, DMR East, Galway, Limerick, Cork City, Cork County, Kerry, Clare/Tipperary, Wexford/Wicklow, Mayo/Roscommon/Longford, DMR North Divisions and in a number of specialist sections. The most recent deployment took place in the Meath/Westmeath Division on 29 May 2023, with members on track for booking on and off from 12 June 2023. The rollout of RDMS to all remaining divisions is being planned for completion in 2023. The table below details the next rollout schedule;

Sligo/Leitrim/Donegal	24 July 2023
Waterford/Kilkenny/Carlow	4 September 2023

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 reported previously, IMS deployments to other divisions and specialist sections for 2023 are still at the planning stage, and are being progressed in line with other organisational priorities. In response to feedback on the system where it has been deployed to date, and to enhance adoption and operational effectiveness, a user-centric design workshop was held with a group of operational Sergeants, identifying system and process enhancements, to improve usability and efficiency. Further activity in this regard is planned. The go-live date for the OSC Bureaus has been agreed for 20 June 2023. Planning is underway for site surveys of future IMS divisions.

Mobile Device Deployment

To date, in excess of 12,500 devices have now been deployed to frontline policing members, with additional deployments in the Dublin Metropolitan Region planned over May and June 2023. As highlighted previously, ongoing investment is still 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 01/06/2023	Total Devices
Enrolled in MDM*	12,671

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

Mobile App development

The user-experience feedback is continuing to be gathered from the members using the Person Search App. The app is successfully in use by approximately 2,400 users across ten divisions. The mobility team continue to update and enhance the app as part of the feedback thus far from these users, and this will feed into the next version of the app. It is envisaged that the app can be fully rolled out to all users as soon as possible, taking account of consultation with the Data Protection Commissioner on the Data Protection Impact Assessment.

Operating Model

ICT Workstream to enable and support the Operating Model

The deployment to DMR South (scheduled for 23 April 2023) was postponed and will be rescheduled for a later date. ICT are on track to deploy the Operating Model to the Waterford/Kilkenny/Carlow Division on 25 June 2023. This division will be the first instance where the Operating Model has been deployed to an IMS enabled division.

4. Corporate Communications

Throughout the month of May 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. These high-level communications included the opening of the Dublin Metropolitan Region (DMR) Regional Control Centre at the new National Train Control Centre (NTCC) at Heuston Station and the DMR Regional Office at Dublin Castle. Further activities included preparation and planning of events such as the Garda Memorial Day event, the Scott Medal ceremony, as well as media briefings, and local and national media interviews.

Official opening of Regional Control Centre at NTCC in Heuston Station, 5 May 2023

Commissioner Drew Harris, together with the Minister for Justice Simon Harris, formally opened the Regional Control Centre for the Dublin Metropolitan Region at its new location in the NTCC building at Heuston Station. The Office of Corporate Communications promoted this by producing a video for social media and provided media an opportunity to tour the new facility. A media briefing was also held with the Minister for Justice.



Garda Memorial Day, 20 May 2023

The Annual Garda Memorial Day for 89 members of An Garda Síochána killed in the line of duty took place at Dubhlinn Gardens, Dublin Castle, on Saturday, 20 May 2023. The Corporate Communications Office was involved in organising and promoting this event, including liaising with media, providing social media content and providing a live stream.



Opening Dublin Metropolitan Region Regional Office at Dublin Castle, 22 May 2023

On 22 May 2023, Garda Commissioner Drew Harris and the Minister for Justice, Simon Harris T.D. officially opened the new regional office for the Dublin Metropolitan Region (DMR) at Dublin Castle. Under the leadership of Assistant Commissioner DMR, Angela Willis, units operating from this base include; the DMR Roads Policing Unit, the Dublin Crime Response Team, Garda Síochána Analysis Service (GSAS) for the DMR, Regional Source Management Unit, and the DMR Tasking and Co-ordination Unit. This office was involved in organising and promoting this event, including producing a press release, hosting a press briefing with Commissioner Harris and providing social media content.



Scott Medal Ceremony 26 May 2023

The Garda Commissioner held a ceremony to award Scott Medals for bravery at Walter Scott House on 26 May 2023, where 11 Scott medals were awarded, including: one Gold Medal (posthumously); seven Silver Medals and three Bronze Medals (one posthumously). The Corporate Communications Office was involved in organising and promoting this event, including producing a press release, liaising with media, facilitating requests for interview with recipients and providing social media content, including the production of a video from the event.



Further interviews with media in May 2023 included:

Date	Organisation	Subject	Spokesperson
09/05/2023	Virgin Media News	Dangers of children using scrambler bikes in Cork city	Sergeant Brian McSweeney
26/05/2023	Shannonside Northern Sound	John Donegan talking about his father Samuel Donegan; posthumous recipient of Scott Medal	Mr. John Donegan

Press Office

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

- The issuing of 172 press releases in total.
- Announcements of drug and cash seizures, such as €400k of suspected cannabis in Kildare and €76,580 of cash in Limerick.
- 35 missing person appeals and 27 updates were issued to the public throughout the month.
- The issuing of nine witness appeals.
- Preparation of five speeches.
- Ongoing maintenance of data and statistics on the Garda.ie webpage, i.e. road fatalities statistics.
- Social media communications highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí, such as National Community Engagement Week as seen below.



Internal Communications

The Internal Communications team continued to issue NewsBeat twice a week during the month of May 2023. Readership has stayed consistently high at approximately 60% of personnel per edition. Key updates delivered to personnel in May 2023 included:

- The awarding of 11 Scott Medals for bravery to members of An Garda Síochána.
- Information on reporting all assaults on Garda personnel on PULSE.
- Garda Memorial Day remembers colleagues who gave their lives in active service.
- Update on the development of new Macroom and Clonmel Garda Stations.
- An Garda Síochána rated as one of Ireland's most purposeful organisations.
- The importance of retaining Garda Staff.
- Information on the HSE prescribed naloxone injection and nasal spray naloxone.

Screensavers and Portal Banners

The Garda Portal and screensavers continued to be updated with new content on a regular basis.








Key updates delivered to personnel included:

- Anti-Corruption Unit contact details.
- Update on GardaSAFE rollout.
- Invitation to Garda Memorial Day.
- GISC information.

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. Child Rescue Ireland (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	387,719	4.56%
 Twitter - @GardaInfo	267,357	3.02%
 Twitter - @GardaTraffic	587,123	4.31%
 Instagram - @GardaInsta	179,173	3.64%
 LinkedIn – An Garda Síochána LinkedIn	29,704	34%

Top Monthly Posts



Facebook - @AnGardaSíochána

Post Engagement / Reach: 257,809 views



An Garda Síochána

31 May at 15:51 · 🌐

...

Earlier today, three Gardaí travelled from their station in Athlone to Longford on a routine prisoner escort.

On their way back to Athlone they were flagged down by a woman in distress - she had accidentally locked her young child, car keys and handbag inside the car on this very warm day.

Gardaí made contact with a local mechanic and together, they managed to fish the keys from the handbag locked inside and then bring the child to safety.

Sergeant Bobby Feery, Garda Jennifer Cassells and Student Garda Cathal Kenny now have two new buddies!

[#KeepingPeopleSafe](#)





Instagram - @Gardainsta

Post Engagement/Reach: 45,130 views



gardainsta

Garda College Templemore



[View Insights](#)

[Boost post](#)



3,172 likes

gardainsta Every community that we serve in Ireland is impacted by mental health and suicide, and we will always be here to help and support all those affected.

Our Garda Trainees came together at dawn to mark this year's [#DarknessIntoLight](#) to remember loved ones and all those lost to suicide nationwide.

5. Implementation of Cultural Change

Culture Reform Programme

- The Garda Ethics and Culture Bureau (GECB) met with Superintendent, Leadership, Management and Development on 4 May 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. In attendance were personnel from a mix of ranks and grades from each division, section and region. Fifteen focus groups have now taken place nationwide.
- The qualitative data which was collected at these focus groups is currently being compiled and analysed in conjunction with the quantitative data already collected in the survey. A comprehensive report will then be forwarded detailing all the findings to senior management by the end of Q2, 2023.
- GECB are examining the feedback forms submitted at the focus groups to assist with developing a roadmap to implement initiatives arising from the Culture Audit.
- GECB are liaising with ICT in order to develop an ICT fix for the Find, Fix, Improve and Innovate (FFII) button for the Garda Portal. The FFII button would allow personnel to submit their stressors as well as ideas for improvements or innovation to GECB through a simple button on the Garda Portal. The proposed scheduled implementation is Q4, 2023.

Enhancing Professional Conduct

- The Lessons Learned Working Group met on 19 May 2023. The next proposed topic is 'Abuse of Authority'. This will include cases relating to Garda members and Garda Staff. Edition two is scheduled for publication on NewsBeat at the end of Q2, 2023. The next meeting of the Lessons Learned Working Group is scheduled for 9 June 2023.
- The Professional Conduct Steering Group met on 27 February 2023 where the Key Risk Action Plan was updated. The next meeting is yet to be scheduled.

6. Risk Management

An Garda Síochána Corporate Risk Register captures nine principal risks currently facing the organisation. 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).

- A meeting of the Risk and Policy Committee was held on 4 April 2023. The next Risk and Policy Committee meeting is scheduled for 22 June 2023.
- Compliance rates for Q4, 2022 remained consistently high at 92%. Compliance rates for Q1, 2023 are currently being collated.
- Superintendent Brian Gill has transferred from the Garda Risk Management and was replaced in post on the 12 June 2023 by Superintendent Martin Mulligan on promotion.

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

- Held one-to-one meetings with all Corporate Risk Owners and support staff to assist in the review and update of their risk registers.
- Issued a 'Risk Champion Network' bulletin.
- Assessed bail management from a risk perspective and at this point in time, it has been decided it is appropriate to have this risk managed at regional level, assigning Executive Director, Legal as Risk Owner, supported by the 'High Level Review Group on Bail'.
- Held a meeting with ICT and signed off on the Functional Specification of the Risk Management IT System. Phase 1 of the system, which focuses on the local risk environment is expected to be delivered in Q3 2023.
- Provided risk management training to DMR South Central.
- Conducted workshops on a new risk relating to the "Large Change Programme" facing An Garda Síochána over the next 24 months. A further workshop has been scheduled for 7 June 2023.
- Conducted workshops with Finance and Services on a new risk relating to the "Capacity and Capability of the Finance Directorate to Deliver Effective Financial Services in An Garda Síochána". A further workshop has been scheduled for 11 July 2023.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for April 2023 and May 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	April 23	May 23	Increase/ Decrease	% Change
Total UOF for Month	923	924	1	0.1%
Civilians Injured	22	16	-6	-27.27%
Garda Members Injured	13	15	2	15.38%
Pepper Spray Deployed	86	82	-4	-4.65%
Batons	24	19	-5	-20.83%
Handcuffs	802	762	-40	-4.99%
Anti-spit guard	3	2	-1	-33.33%
Unarmed Restraint	188	186	-2	-1.06%
Taser	2	2	NC*	NC*
Less Lethal Firearm	0	1	1	NC*
Firearm	1	0	-1	-100%
Gender Subject to Force - Male	714	666	-48	-6.72%
Gender Subject to Force - Female	102	116	14	13.73%
Drugs Involved	234	235	1	0.43%
Alcohol Involved	513	485	-28	-5.46%
Division with highest level UOF - DMR South Central	12%	8%	-4%	-4%
Percentage of UOF Deployments occurring Friday, Saturday and Sunday	53%	41.90%	-11.10%	-11.10%

* NC: percentage figure of 0 is not calculable.

8. Data Quality and Operational Value of Data

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

- Data quality review carried out of PULSE incidents from Q1 of 2023 to ensure compliance with the crime counting rules.
- The Galway pilot of non-detection crime outcomes continues, in line with the Policing Plan 2023 goals. National rollout remains on course to proceed in Q4 2023, following PULSE changes to streamline the process.
- Training provided to GISC staff regarding PULSE Release 7.8.2 (which came into effect on Sunday, 28 May 2023).
- PULSE Incident Creation Manual updated to take account of recent PULSE changes.
- Continued engagement between GISC and KPMG regarding KPMG's review of PULSE data quality processes.
- Training provided at GISC to five new reviewers and three new call takers.
- Wellness Week for GISC staff held from 22-26 May 2023.

Data Quality and Operational Value of Data

The May 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-may-2023.pdf \(garda.ie\)](https://garda.ie/ags-crime-incident-data-quality-metrics-may-2023.pdf)

Garda National Vetting Bureau (GNVB):

- Garda vetting turnaround times continue to be circa 6-7 working days once a valid application is received.
- 247,561 Garda vetting applications have been received to date in 2023, which is an 8.3% year on year increase on vetting applications from 2022 to 2023.
- A current critical project for June 2023 is the urgent processing of 2,500 citizenship related vetting applications received from Immigration Service Delivery and this is on track.

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 prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Throughout 2021 and 2022, most types of crime reported consistent upward trends in accordance with the relaxation of pandemic-related restrictions. An exception to this is burglary, which has remained low compared to pre-pandemic levels.

COVID-19: As reported previously, 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. This 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), 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 and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.*

Note: *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.*

Note: *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 downward since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 22% was observed in the 12 months to May 2023 compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were 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 was particularly true during the pandemic, as another main contributor, burglary, has remained at low levels during much of this time. Considering theft offences only, there was a 30% increase in reported theft from shop and a 40% increase in reported theft of other property in the 12 months to May 2023, compared to the previous 12 months. Average reported theft from shop per month in the 12 months from June 2022 to May 2023 is 23% higher compared to the same period in 2018/2019 (pre-pandemic).

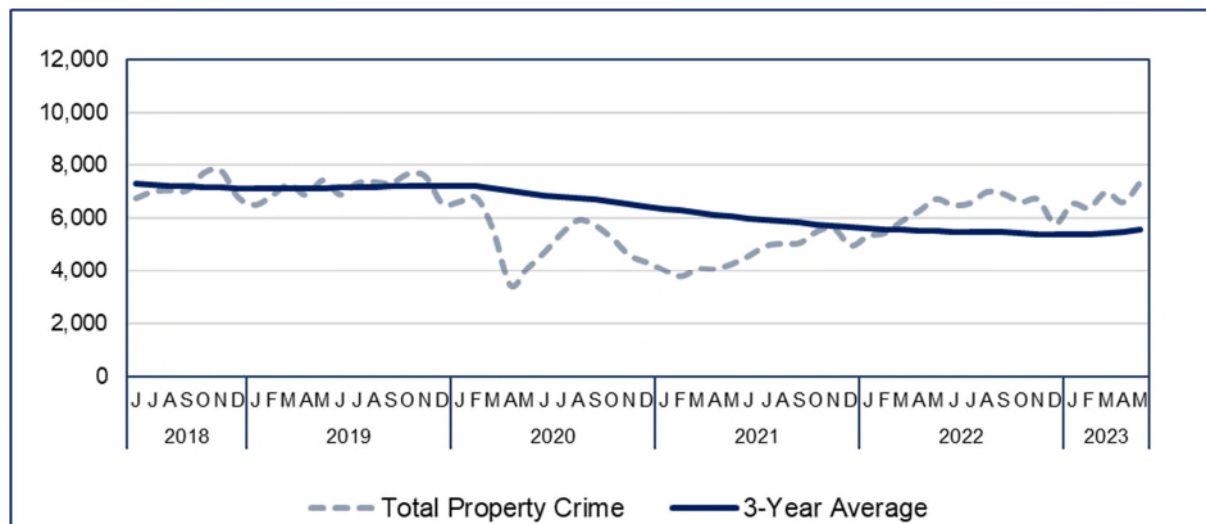


Chart 2: Burglary - 5 Year Trend

In the long term, burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. In the 12 months to May 2023, there was a 15% decrease in reported residential burglary compared with the previous 12 months. 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 contrast to residential burglary, burglary reported to have occurred elsewhere (non-residential) increased by 7% in the 12 months to May 2023. In June/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 decreased during the subsequent summer, indicating a possible resumption of seasonal trends. However, in contrast to previous years, no significant increase was observed this winter (2022/2023). Overall, reported burglary in the 12 months to May 2023 was 47% lower than pre-pandemic levels (equivalent period in 2018/2019), which highlights the effect that the pandemic has had on this type of crime.

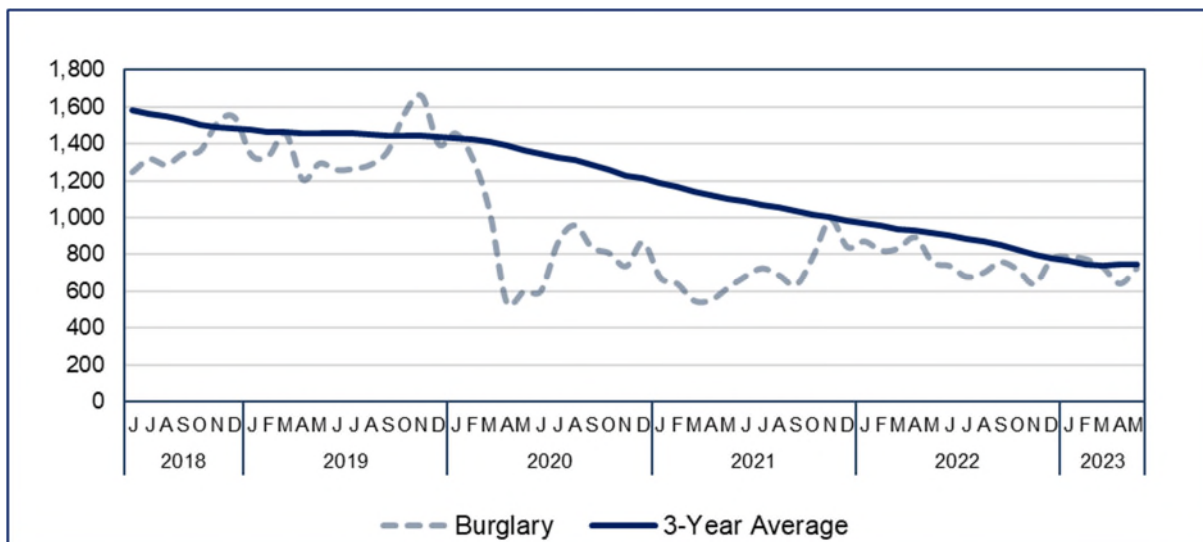


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. There was no change in the number of reported crimes against the person in the twelve months to May 2023 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (this is 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 the 12 months to May 2023, however, reported crimes against the person were 9% higher than the same period in 2018/2019, indicating a 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 assaults 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 4% in the 12 months to May 2023 compared with the 12 months previous, while assault in residential locations decreased by 3% during this time. Reported minor assault in the 12 months to May 2023 was 2% higher compared to the same period in 2018/2019 (pre-pandemic). However, reported assault causing harm has increased by 18% across these periods, suggesting that the current upward trend in assault is driven primarily by an increase in assault causing harm.

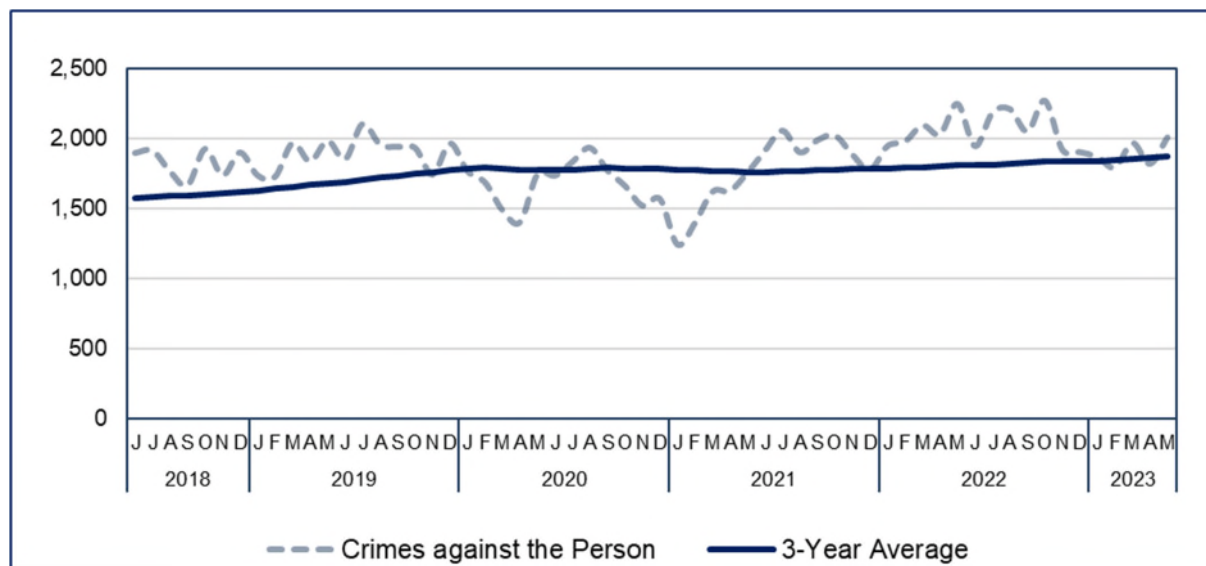


Chart 4: Sexual Offences - 5 Year Trend (to 30 April 2023)

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. Reports of sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021 and 2022. In the 12 months to April 2023 there was no change in reported sexual offences compared to the 12 months previous. However, compared to an equivalent period pre-pandemic (May 2018 – April 2019) reported sexual offences were 8% higher. The general increase in sexual offences 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 primarily due to an increased level of incidents occurring.

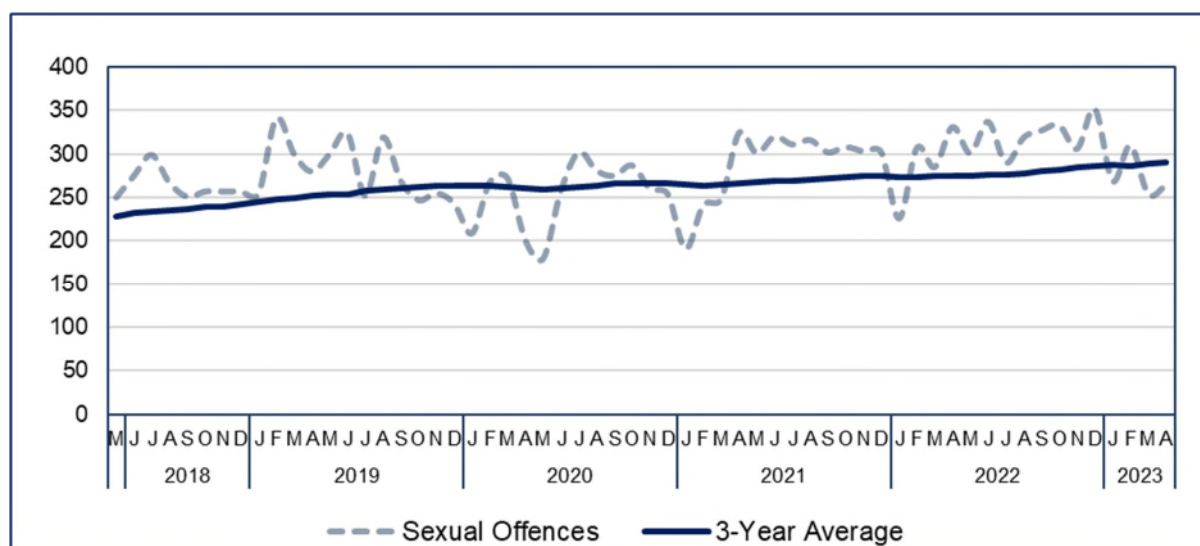


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015–2018 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 7% in the 12 months to May 2023 compared with the previous 12 months. 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 theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. The number of reported criminal damage incidents in the 12 months to May 2023 was very similar to an equivalent period pre-pandemic (June 2018 – May 2019).

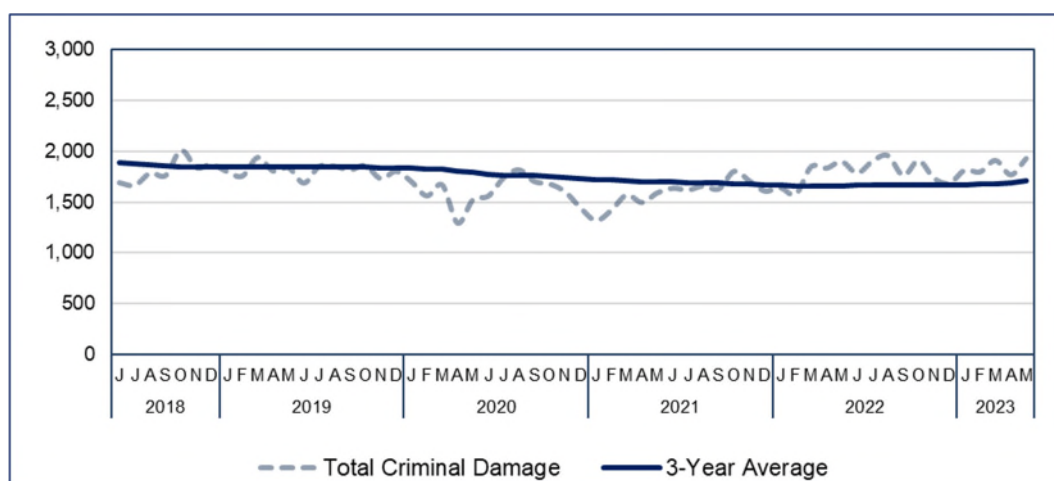
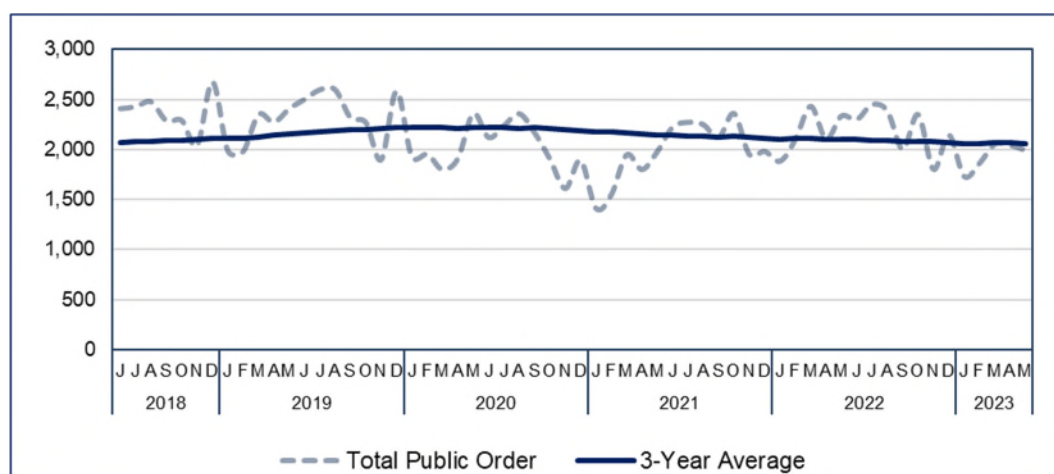


Chart 6: Total Public Order - 5 Year Trend

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 and subsequently turn downward. There was a decrease of 4% in the 12 months to May 2023 compared with the 12 months previous. During this time, public order offences decreased by 7%, while drunkenness offences increased by 2%. Reported public order incidents tend to be higher in summer and also tend to be higher in December compared to other winter months.



9. Policing Successes

Throughout the month of May 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 May 2023 are set out hereunder:

On 05 May 2023, as part of Operation Jaywalk, which is an operation to target an organised crime group involved in skimming, cashing out and money laundering, one suspect was sentenced to seven years in respect of two organised crime charges. This was the second conviction as a result of this investigation, with the first suspect sentenced to seven years in respect of 27 charges, including organised crime, theft and custody or control of false instruments. The Payment Crime Unit conducted a comprehensive intelligence led operation into the group who were responsible for in excess of 550 incidents of 'cashing out' at Bank of Ireland ATMs throughout the country using compromised card data.

Between 8 and 19 May 2023, the 12th Victim Identification Taskforce at Europol European Cybercrime Centre (EC3) took place, during which members attached to the Garda National Cyber Crime Bureau contributed to the identification of six victims of child sexual abuse. The six children have now been removed from harm as a result of their work and one suspect was arrested.

On 10 May 2023, the Garda National Bureau of Criminal Investigation presented at the UK National Witness Interviewing Conference hosted by the Operational Development Unit of UK Counter Terrorism Policing. The presentation "The Witness Viewpoint" was based on a case study of one witness's experience of the criminal justice process in Ireland. The case was also the first time an Enhanced Cognitive Interview (ECI) was used as part of a prosecution in this jurisdiction. The Garda Liaison Officer (GLO) in London also hosted a meeting with Tier 5 Interview Advisors from UK Police Services at the Irish Embassy, to share best practice in relation to interview strategies for critical incidents with a large number of witnesses, such as terrorist attacks.

On 11 May 2023, following a spate of burglaries and theft from shop incidents, Gardaí responded to a report of a burglary at a residential premises. Gardaí immediately attended the scene and located a suspect nearby. Further enquiries revealed that the suspect was believed to be operating in unison with another suspect to commit offences in the area. The suspect was arrested and charged with a number of offences contrary to the Criminal Justice (Theft and Fraud Offences) Act, 2001. Later that day, as a result of a trawl of CCTV, Gardaí arrested another suspect for burglary and unauthorised taking on 5 May 2023, who was found to be in possession of stolen items from a number of burglaries in the area. The suspect was charged with offences, including burglary, possession of stolen property and unauthorised taking, and is currently on remand.

From 8–14 May 2023, the Human Trafficking Investigation and Coordination Unit (HTICU) conducted a number of days of action under Operation Global Chain, a multi-country joint action targeting human trafficking for the purpose of sexual exploitation, forced criminality and forced begging, in order to detect and disrupt organised crime groups, and high value targets. From 8–9 May 2023, HTICU, in liaison with the Garda National Protective Services Bureau (GNPSB), the Garda National Immigration Bureau (GNIB), the Workplace Relations Commission and the Revenue Commissioners, conducted a number of inspections throughout the country. Additionally, from 10–11 May 2023, HTICU members, supported by GNIB members, monitored flights and provided a visible presence at Dublin and Cork Airports.

On 15 May 2023, the Garda Air Support Unit assisted in a search for a high risk missing person. The crew of AS3 conducted an extensive search of a rural area and located the missing person lying at the side of a bog. The crew of AS3 co-ordinated with ground units and directed members to the missing person. As a result, the missing person was brought to safety.

On 26 May 2023, while on mobile patrol, Gardaí were waved down by a family whose car had suffered a puncture. The family were bringing their child to hospital, as they had suffered life threatening injuries to their arm and was losing significant amounts of blood. Gardaí immediately alerted Ambulance Control. One member borrowed a jacket and trouser belt to make a tourniquet around the injured arm and successfully stemmed the heavy bleeding, whilst the other member performed traffic duty. Gardaí then transported the child to hospital, where a medical team met them immediately. The injured child received the necessary treatment and will make a full recovery.

Also on 26 May 2023, Gardaí attached to a District Detective Unit attended an armed call. Upon arrival, they observed a suspect outside a shop with what appeared to be the butt of a gun in their trousers. Gardaí immediately disarmed the suspect and arrested them in accordance with the provisions of Section 30 of the Offences against the State Act, 1939. During a search of the suspect, Gardaí discovered two detonators and other components used in the making of pipe bombs. The Explosive Ordnance Disposal team attended the location, carried out an inspection of the devices and made them safe. The suspect was subsequently charged and is currently remanded in custody.

In addition, on 26 May 2023, as part of an ongoing intelligence led operation targeting an organised crime group involved in the importation and onward distribution of drugs, personnel from the Garda National Drugs and Organised Crime Bureau coordinated the stop and search of a vehicle. During the search of this vehicle, 178kg of suspected cannabis herb and 30kg of suspected cannabis resin, with a total value of €3,920,000, was discovered. One suspect was arrested and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

10. Community Engagement and Organisational Initiatives

Roads policing plan for the May Bank Holiday Weekend

From 27 April 2023 to 2 May 2023, An Garda Síochána implemented a national intelligence-led roads policing plan for the May Bank Holiday weekend. Members conducted high visibility patrols with a focus on the enforcement of lifesaver offences, such as, speeding, holding a mobile phone while driving, seatbelt offences and driving while intoxicated. Over the course of the operation, 774 mandatory intoxicant testing checkpoints were conducted, where 3,082 breath tests and 97 oral fluid tests were performed. As a result, 188 people were detected for driving under the influence of alcohol and/or drugs. There were also 177 detections for using a mobile phone, 81 detections for seatbelt offences and 3,075 speeding offences detected.

National Bike Week

From 13–21 May 2023, An Garda Síochána promoted National Bike Week, which celebrates the benefits of cycling. The campaign encouraged the cycling community to engage with Roads Policing Units, to build on and create new avenues of engagement. It was also an opportunity to highlight the vulnerable nature of pedal cyclists and to promote safe driving practices when vehicles encounter vulnerable road users.



Event hosted by Dublin City Interfaith Forum (DCIF) and the Tolerance and Non-Discrimination Unit in the Office for Democratic Institutions and Human Rights (ODIHR)

On 22 May 2023, Assistant Commissioner, Roads Policing and Community Engagement (RPCE) and the Garda National Diversity Unit attended an event hosted jointly by the Dublin City Interfaith Forum (DCIF) and the Tolerance and Non-Discrimination Unit in the Office for Democratic Institutions and Human Rights (ODIHR). The event aimed to bring together relevant stakeholders and interested groups to raise awareness and share good practice. Assistant Commissioner RPCE delivered a keynote address on the latest positive developments in An Garda Síochána in relation to tackling hate crime and hate speech and the continuous work being done by An Garda Síochána in serving all communities across a multicultural Ireland.

Garda Clinic at the Hazel Hub, Tullamore, Co. Offaly

On 23 May 2023, the Garda National Diversity Unit, in conjunction with the Offaly Traveller Movement and the Traveller Mediation Service, hosted a Garda Clinic at the Hazel Hub, Tullamore. The clinic was a pilot initiative aimed at making the Garda service more accessible to the Traveller Community and to open up lines of communication in relation to policing/community issues. Also present were the RSA, Kildare Travellers Action Group, Laois Traveller Action Group, Westmeath Traveller Action Project, Men's Shed Melting Pot and local Community Gardaí/Protective Services Units from surrounding divisions. Gardaí and the RSA addressed the group, and dealt with questions posed by attendees.



Donegal Garda Youth Diversion Project

On 26 May 2023, the Donegal Garda Youth Diversion Project, held an event to open their new premises in Letterkenny, as part of the expansion of the Youth Diversion Project services objective under the Youth Justice Strategy 2021-2027. The project is also being expanded to include further initiatives where An Garda Síochána will work with 8-11 year olds, family support initiatives and cross border initiatives.



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 fully stood up Operating Model divisions is ongoing.

In addition, the DMR North Central, DMR South, Clare/Tipperary and Waterford/Kilkenny/Carlow Divisions have been assigned a Superintendent to the Performance Assurance Functional Area, and are commencing the implementation of the Performance Assurance processes.

- A review of the Mayo/Roscommon/Longford Division is currently being undertaken to assess the effectiveness of the Three County Model and identify risks, challenges and lessons learned, for future divisions scheduled to amalgamate and move to the Three County Model. The outcome and/or findings will be presented to the Garda Commissioner, the Executive and Senior Leadership Team on Tuesday 27 June 2023 for their consideration.
- The Operating Model team has developed a Benefits Realisation Management Framework for the Operating Model programme. This framework will provide a structured approach for maximising positive business outcomes for An Garda Síochána as a result of the change brought about by the Operating Model. It will provide a platform that will continually review and track benefits to validate that they remain relevant and deliverable, ensuring that potential benefits arising from the programme of change are realised, optimised and sustained.

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	1	2	1	17
Total	1	4	6	3	2	4	1	0	0	1	4	1	27

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of May 2023</i>													
Rank	ECF	Position at end of last month April 2023	Appointed in Month – May 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	43	0	0	0	0	0	0	0	0	0	43	4
Superintendent	168	168	0	0	0	0	0	2	0	0	-2	166	2
Total	223	219	0	0	0	0	0	2	0	0	-2	217	6

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of May 2023</i>									
As at 30.05.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	29	0	0	12	17	2	7
	Female	76	17	39	32	0	95	1	2
Sergeant	Male	1	1	0	0	1	7	0	0
	Female	1	1	3	1	0	7	0	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	30	0	0	13	24	2	7
	Total Female	77	18	42	33	0	102	1	2
	Total	80	48	42	33	13	126	3	9

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 30.05.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	2	6	0	0	4	1	1	0
	Female	216	23	15	3	55	0	1	2
EO	Male	1	1	0	0	1	0	0	1
	Female	36	14	4	1	26	0	0	3
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	1	0	0	1	0	0	0
	Female	4	1	0	1	8	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	0	1	1	1	2	0	0	0
PO	Male	0	0	0	0	0	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	0	0	0	0	0	0	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	0	0
	Female	0	0	0	0	0	0	0	0
Photographer	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Assistant	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
	Total Male	4	8	0	0	8	1	1	1
	Total Female	263	39	22	6	92	0	1	5
	Total	267	47	22	6	100	1	2	6

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
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
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
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%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%

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

Month	No. of Days Absent	LTR
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%
June 2022	14,153.50	3.72%
May 2022	15,040.00	3.94%

Garda Staff – Numbers who availed of sick leave

Date	No.
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
June 2022	355
May 2022	377

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
June 2022	389	6	395
May 2022	397	6	403

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
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%

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

Date	Days Absent	LTR
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%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%

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
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
June 2022	21	559
May 2022	21	544

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 – May 2023

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 May 2023 to May 2022, year on year ordinary illness days have increased for Garda members by 8.95% and for Garda Staff by 18.70%.

Injury on duty sick absence also shows a decrease this month. However, comparing May 2023 to May 2022, year on year injury on duty has decreased by 0.64%. 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 minimal decrease in the last month over the number of sick absence days at 0.82%. Instances of sick absence also display a slight decrease of 3.81%. The number of Garda members availing of injury on duty sick absence leave reflects an increase of 16.68% from April 2023.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 8.41% for Garda members and an increase of 12.31% for Garda Staff. The instances of sick absence, month on month, show a considerable increase both for Garda members at 18.07% and for Garda Staff at 46.18%. In regards to the number of members availing of sick absence leave, they reflect a similar trajectory of a 16.68% increase for Garda members and a 39.18% increase 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 an 11.76% decrease from April 2023. The number of mental health related sick day absences for Garda members in May 2023 was 413 days, which shows an increase from April 2023 that can be seen at 15.69%.