

# 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\_34-367274/15**



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Ms. Helen Hall  
Chief Executive  
Policing Authority

Dear *Helen*

**Re: Commissioner's Monthly Report to the Policing Authority**

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

Work continues monthly to provide additional and updated data in accordance with requests of the Policing Authority. You will note that this month's report includes further HR and trend data on leave, genders and suspensions in Section 2 and Appendices D - F.

Work has commenced on the development of the remaining sick leave data sought by the Policing Authority and a review is underway of statistical data and commentary developed by the Department of Public Expenditure and Reform and other police services. A meeting between relevant personnel in An Garda Síochána and the Policing Authority to further discuss these areas is currently being arranged.

Section 8 outlines information regarding the future publication of Use of Force data. This area was discussed at the February 2020 meeting of the Policing Strategy and Performance Committee and work is continuing in this area.

We will continue to engage with you throughout 2020 to incorporate your requirements, to enhance the monthly report and to streamline reporting generally.

This report is provided for review in advance of the Policing Authority meeting with the Commissioner, in public in Wednesday, 26 February 2020.

Yours sincerely,



**DERMOT MANN**  
**CHIEF SUPERINTENDENT**  
**OFFICE OF THE COMMISSIONER**

21<sup>st</sup> February 2020

**Message from the Commissioner**

This message will be provided on Monday 24 February 2020.

## 1 Finance

Approval has been granted and the OPW has advised that the **Letter of Acceptance for Main Works** for the **Garda Security and Crime Operations Centre, Military Road** was issued on 10 February 2020.

The overall position at the end of January shows a total net expenditure of €156.7m.

In accordance with instructions from the Department of Public Expenditure and Reform, the budget profile for January 2020 is the same as the actual expenditure for January 2020 and thus, there are no variances. The profiles for the remainder of the year are being finalised and will be reflected in the February accounts.

The total organisational expenditure on overtime for January 2020 was €7.5m. As it will be a very challenging financial year, all budget holders have been advised that they must keep within their allocations for the year.

## 2 Human Resources and People Development (HRPD)

- Garda and Garda Staff strengths at 31 January 2020, including a breakdown by rank, grade and gender, are outlined to follow. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- The Garda Trainee Recruitment Campaign continues. Three classes entered the Garda College in 2019, two of which will attest in 2020. The first class of 2020 will commence training in the College in February, with further intakes planned during the year.
- Refinement and revision of the Workforce Plan continue in consultation with the Policing Authority and Departments of Justice & Equality and Public Expenditure & Reform, ensuring continuous focus on the Garda Reassignment Initiative and progress on the workforce modernisation agenda.
- The number of Garda members reassigned to operational duties at 31 January 2020 is 618. A chart outlining the rank breakdown is provided to follow.
- Details of numbers and vacancies in specified ranks are outlined at Appendices B and C.
- A detailed breakdown of leave rates are outlined at Appendices D and E.
- A chart outlining Public Service Sick Leave 2018 is included at Appendix F.

### Garda Strengths

Rank	At 31 January 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	8	6	75%	2	25%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	168	151	90%	17	10%	168
Inspector	381	315	83%	66	17%	381
Sergeant	2,073	1,618	78%	455	22%	2,070.5
Garda	11,600	8,289	71%	3,311	29%	11,545
<b>Total</b>	<b>14,279</b>	<b>10,419</b>	<b>73%</b>	<b>3,860</b>	<b>27%</b>	<b>14,221.5</b>



Of which		Male	%	Female	%
Career Breaks (incl. ICB)	65	28	43%	37	57%
Work-sharing	57.5	2	3%	55.5	97%
Secondments (Overseas etc.)	12	8	67%	4	33%
Maternity Leave	64	N/A	0%	64	100%
Unpaid Maternity Leave	58	N/A	0%	58	100%
Paternity Leave	20	19	95%	1	5%
<b>Available Strength</b>	<b>14,002.5</b>	<b>10,362</b>		<b>3,640.5</b>	

#### Garda Reserves

Garda Reserves Strength as at 31 January 2020	Total	Male	%	Female	%
	452	337	75%	115	25%

#### Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	60	59.1	35	58%	25	42%
Administrative **	2,770	2,670.8	721	26%	2,049	74%
Industrial / Non Industrial	400	247.3	121	30%	279	70%
<b>Total</b>	<b>3,230</b>	<b>2,977.2</b>	<b>877</b>	<b>27%</b>	<b>2,353</b>	<b>73%</b>

Of which	Total	Male	%	Female	%
Maternity Leave	22	N/A	0%	22	100%
Unpaid Maternity Leave	7	N/A	0%	7	100%
Paternity Leave	0	0	0%	N/A	0%
<b>Available Total</b>	<b>3,201</b>	<b>877</b>		<b>2,324</b>	

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

\*\* Civil service grades and other administrative posts

Work Sharing ***	Total	Male	%	Female	%
	342	7	2%	335	98%

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

Career Breaks****	Total	Male	%	Female	%
	25	6	24%	19	76%

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

#### Garda members reassigned to operational duties as at 31 January 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
<b>2018</b>	0.5	4.5	15	39	199	258

<b>2019</b>	0	6	8	47	283	344
<b>2020</b>	0	0	0	2	14	16
<b>Total</b>	0.5	10.5	23	88	496	618

#### Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	4	80%	1	20%
Director	1	1	1	100%	0	0%
PO	21	21	11	52%	10	48%
AP	45	45	21	47%	24	53%
HEO/AO	153	152	66	43%	87	57%
EO	735	724.6	198	27%	537	73%
CO	1,809	1,721.2	419	23%	1,390	77%
<b>Total</b>	<b>2,770</b>	<b>2,670.8</b>	<b>721</b>	<b>26%</b>	<b>2,049</b>	<b>74%</b>

#### Parental Leave

Persons who availed of Parental Leave during 01.01.2020 – 31.01.2020	Garda Members	Garda Staff
	190	121

#### Garda Members - Unavailable for duty due to sick leave

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

\*Ordinary Illness    \*\*Injury on Duty

### Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
May 2019	1630	162	111	14	8	0	1749	176
June 2019	1399	154	86	10	8	0	1493	164
July 2019	1470	157	103	10	7	0	1580	167
August 2019	1636	164	115	9	11	0	1762	173
September 2019	1741	165	137	10	10	0	1888	175
October 2019	1830	156	125	11	7	1	1962	168
November 2019	1723	158	145	11	8	0	1876	169
December 2019	1842	154	167	12	17	0	2026	166
January 2020	1938	156	182	11	17	0	2137	167

### Garda Members – Number of days absent

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



#### Garda Staff - Numbers who availed of sick leave

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

#### Garda Staff - Instances of Absence

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

#### Garda Staff - Number of days absent

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

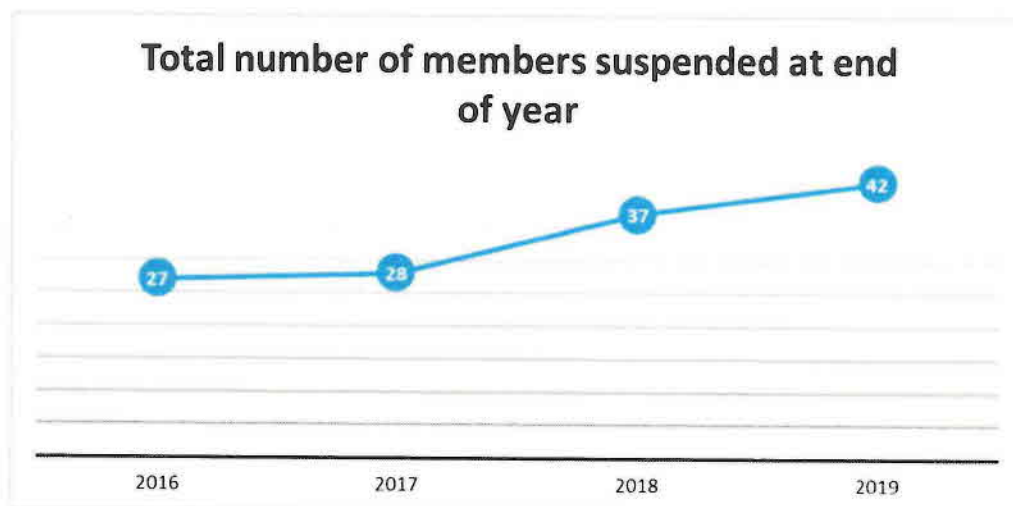
- The total number of sick days recorded on SAMS (Sickness Absence Management System) is the number of calendar days that Garda members and Garda Staff are absent. This includes absences due to injury on duty / occupational injury and may also include weekends and rest days.
- Sick leave is recorded and classified as ordinary illness. However, if a member is maliciously injured in the course of duty, without wilful default or negligence on their part and a certificate in accordance with Garda Code 11.37 is issued, the absence may be reclassified as injury on duty.
- Where a member is attributing a subsequent absence to a previous injury sustained on duty, the advices of the Chief Medical Officer are sought to confirm the classification of the absence. The absence remains treated as "Ordinary Illness" until the Chief Medical Officer confirms otherwise.
- Statistics provided are by rank/grade only, as SAMS reporting does not breakdown by gender.



**Suspensions: Persons suspended from An Garda Síochána as at 3 February 2020**

Total	Male	%	Female	%
46	41	89%	5	11%

**Total Numbers of Garda Members Suspended at year end**



**Number of New Suspension Files Opened**



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

**Schengen Information System II (SISII):** Since achieving technical readiness in December 2019, the project team resumed technical testing with a mandated rehearsal of the transfer of the production data which Ireland will receive in advance of SIS go-live. This rehearsal was successfully completed at the end of January 2020. The next step is to finalise the end-to-end performance testing of all national system components / applications with the EU infrastructure, scheduled for completion in mid-March 2020. Certifying the communication network between the Garda and EU central SIS system is the final task which will complete all technical test phases. The deployment of SISII into the “live” environment is on track for Q2 2020. Exact dates are to be agreed with eu-LISA and approved by the EU Commission.

**PRÜM:** In January 2020, it was agreed to initiate data sharing with Romania. Certificates are being shared between Ireland and Romania to commence the process. Configuration changes allowing Romania to submit queries will be implemented in February 2020.

**Frontline Mobility:** Initial 2020 Mobility rollout began on 5 February 2020 in Westmanstown, with further deployments to continue throughout the month. These deployments will see a significant number of mobile devices rolled out to a mix of selected Roads Policing resources and selected operational resources.

**Roster and Duty Management System (RDMS):** A parallel operation of the current KELIO Flexi Clock system and RDMS for Garda Staff in the Garda National Vetting Bureau (GNVB) is now complete. Site Surveys of locations in DMR South-Central were completed in January 2020.

**Investigation Management System (IMS):** Detailed planning activity is underway for 2020 rollout. The next locations identified for rollout are Wicklow and Clare.

**Enterprise Content Management (ECM) System:** ECM went live on 28 January 2020 in the DMR North Central and on 4 February 2020 in Waterford. Rollout will continue across the Organisation throughout 2020.

**During the month of January 2020, the Garda Press Office facilitated the following:**

- Considerable engagement with the media and public to appeal for information in relation to various investigations surrounding the murder of a 17 year old from Drogheda. The Garda Press Office dealt with a substantial number of queries from members of the media regarding this horrendous crime and issued numerous press releases and social media appeals with a combined reach of over 800,000 across all social media platforms. Chief Superintendent Louth held a media briefing at Drogheda Garda Station regarding the discovery of human body parts in Coolock on 13 January 2020. These were subsequently identified as the body of the 17 year old.
- Engagement with media and the public around the management of a large scale protest by members of the farming sector in Dublin City Centre. Continuous updates were provided regarding road closures and traffic flow.
- Interviews with the Garda National Protective Services Bureau at the Criminal Courts of Justice regarding the first conviction and sentence for Female Genital Mutilation.
- Publication of information regarding the investigation and funeral arrangements, following the discovery of the bodies of three children in a house in Co. Dublin.
- A media briefing following the discovery of a body at a derelict site in Cork City.
- A briefing in relation to shots fired at a Garda patrol car in Gorey.
- A media briefing regarding planned searches for a missing person in Clones, Monaghan.

#### **National Community Engagement Day on 31 January 2020**

An Garda Síochána invited local communities to a 'meet and greet' opportunity at over 300 venues across Ireland. It received regional and national coverage both online and in print. Further information is outlined at Section 11.

#### **Launches and Initiatives**

A number of key initiatives and events took place during the month of January, including:

- The attendance of Gardaí at 'The Guards: Inside the K' at the launch of the Virgin Media Spring Schedule.
- 'One Day: Keeping Ireland Safe' aired on RTE One on 13 January 2020. The programme featured a Garda from Naas Garda Station as part of a wider narrative around 100,000 people, including Gardaí, Lifeguards and Bouncers who work to keep Ireland safe in any 24 hour period.

#### **Internal Communications**

- Funding was secured to hire a creative agency to develop and roll-out an internal communications campaign for 'A Policing Service for the Future'. A kick-off meeting will take place this month.
- Internal Communications worked with the Employee Relations Bureau to assist in communicating the new dispute resolution mechanisms (video, flyers and graphics).
- The onboarding journey with Poppulo (internal newsletter supplier) is continuing. Preparations are on track to relaunch Newsbeat in Q1, 2020.
- The Head of Internal Communications hosted a 'storytelling and writing' workshop for communications personnel in the Strategic Transformation Office at end of January 2020.



## 5 Progress update on embedding the Code of Ethics

### Ethics Workshops and Sign-Up to the Code of Ethics

On 17 February 2020, the status of participation at Ethics Workshops and the associated sign up to the Code of Ethics Declaration is as follows;

	Total Number	Attended Workshops	% Attended Workshops	Numbers Signed	% attended workshops that signed	% of total number that signed
<b>No. of Garda Members</b>	14,279	13,635	95%	12,493	92%	87%
<b>No. of Garda Staff</b>	3,230	2,111	65%	1,997	95%	62%
<b>Reserves</b>	452	190	42%	134	71%	30%
<b>Total including Reserves</b>	<b>17,961</b>	<b>15,936</b>	<b>89%</b>	<b>14,624</b>	<b>92%</b>	<b>81%</b>
<b>Total excluding Reserves</b>	<b>17,509</b>	<b>15,746</b>	<b>90%</b>	<b>14,490</b>	<b>92%</b>	<b>83%</b>

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

## 6 Implementation of Cultural Change

As outlined in recent reports, 12 initiatives of a Staff Culture Engagement Proposal have commenced, in accordance with A Policing Service For the Future (APSFF). The current position in respect of the 12 initiatives as follows:

1. Innovation Week: Initial discussions are due to commence on a re-run of this initiative for 2020.
2. The publication of Senior Leadership Team Meeting Actions on the Garda Portal is ongoing, with the most recent published on 12 February 2020.
3. Senior Leadership Team meetings are continuing to be rotated amongst Divisions.
4. The circulation of Regional and Divisional PAF Meeting Priorities/Actions to staff is ongoing. Reminder correspondence has been issued to all Assistant Commissioners/Executive Directors and Chief Superintendent/Principal Officers to ensure compliance.
5. The Ethics and Culture Team Site has been established on the Garda Síochána Portal.
6. The Staff Culture Engagement Charter was uploaded on the Garda Portal Noticeboard in December 2019. This initiative is now completed.
7. Work is continuing to develop articles for a special issue of Garda NewsBeat dedicated to Staff Culture Engagement Initiatives. Superintendent Garda Ethics and Culture Bureau (GECB) is liaising with Head of Internal Communications on this initiative.
8. A total of 81 submissions to the 'Have your Say' mailbox have been reviewed by the GECB and forwarded to the relevant business owners for necessary attention.
9. Senior Officers' monthly patrol with operational units/sections: This initiative was paused in October 2019 and is under review.
10. Discussions are ongoing with a potential third-party provider to develop criteria for a future Cultural Audit. The proposal relates to a future audit to be conducted in Q3 2020.
11. Work is continuing on the Briefing Calendar in conjunction with the PAF initiative. Superintendent GECB has sought a meeting with the PAF project manager for an update.
12. Listening Circles with the planning process for the Policing Plan 2020: Further communications will issue on this matter via the GECB to each division/section later this year to enable full implementation of this initiative.

## 7 Risk Management

There are 17 Corporate Risks on An Garda Síochána's Corporate Risk Register. Corporate Risk Owners have been assigned and each is being actively managed. The Garda Risk Management Unit (GRMU) continues to provide Organisation-wide communications, training, workshops, advice and guidance to all risk management stakeholders. Superintendent GRMU undertakes regular meetings with Divisional and District Risk Managers to review and quality assure Risk Registers and the GRMU provides Risk Register Development Workshops to stakeholders on an ongoing basis.

- The Corporate Risk Register is currently being reviewed, updated, and quality assured.
- GRMU met with Assistant Commissioner Special Crime Operations, Executive Director HRPD, and Executive Director Finance and Services in January 2020 to discuss the Corporate Risks assigned to them.
- Garda personnel from the GRMU have met with support staff for many of the Organisation's Corporate Risks.
- It is envisaged that, as a result of the ongoing review of Corporate Risks in An Garda Síochána, significant changes to some ratings may occur in the very near future and that a number of corporate risks may be de-escalated to 'local level'.
- A Key Governance Stakeholder Group meeting was held on 27 January 2020.

Compliance rates from Divisions and Regions have remained consistently high throughout 2018 and 2019. The average compliance rate for 2019 is currently 94%.

## 8 Use of Force

A complete re-examination is currently taking place within An Garda Síochána regarding the recording, monitoring and governance of the Use of Force by Garda members. In accordance with Organisational policy (HQ Directive 47/12), An Garda Síochána Use of Force Policy, members of an An Garda Síochána must always ensure that the most appropriate force option is considered with regard to the particular set of circumstances. The fundamental principle underpinning An Garda Síochána's policy on the Use of Force is that any action taken must comply with the fundamental principles of legality, necessity (absolute necessity in terms of lethal force), proportionality and accountability and that it is applied in a non-discriminatory manner in accordance with the principles of the European Convention of Human Rights.

The incident is recorded in the narrative of the PULSE Incident using a process of standardised key words and corresponding numbers that each represent a specific value.

### New Process and Procedures

Under 'A Policing Service for the Future' (APSFF) and the Organisation's requirements under the European Convention on Human Rights, there was a need to review processes and practices to ensure that the Use of Force was properly monitored and recorded. The following actions have taken place:

- The Garda Internal Affairs Unit will have responsibility for the monitoring of Use of Force incidents.
- A complete review of the "as is" process was examined and a number of improvements were identified.
- Internal Affairs has worked closely with the Garda IT Section and a new system of producing Use of Force data from PULSE has been developed which produces weekly and monthly reports for Internal Affairs.

- A process of consultation with the relevant internal stakeholders took place. Internal Affairs met with representatives of the National Public Order Unit and STOC to discuss the recording of Use of Force in the future. A process flow chart has been developed in consultation with representatives from IT that illustrates the full requirements of the Organisation in recording the Use of Force in the future.
- The functional specification document is currently being developed and examined; this system will then enter the testing phase.
- A draft publication scheme has been developed that will allow An Garda Síochána to produce some data about Garda Use of Force trends in respect of the use of batons, incapacitant spray, Tasers and firearms.
- An examination of how other police forces record and publish Use of Force data also took place, with the Home Office, PSNI, NYPD and the Manchester Police.

### **Increased Governance**

An additional level of governance has also been put in place by Internal Affairs through the appointment of a designated liaison Inspector in each Garda Division. Under current policy, when a Garda member uses Incapacitant Spray, they must report it to their local Inspector. This Inspector will take possession of the used canister and will record the re-issue of a new canister in the 'Incapacitant Spray Log Book'. (HQ Directive 47/12).

The following protocols have been put in place:

- The liaison Inspector will submit the Incapacitant Spray Log book on a monthly basis to Internal Affairs. Internal Affairs will ensure that the Log Books correspond with the Incidents that are logged on PULSE. It is easier to examine the information in smaller time periods.
- The liaison Inspector will ensure that any Use of Force incidents that are recorded on PULSE that are not in compliance with the Use of Force policy, are properly examined and if appropriate, referred for investigation.
- Internal Affairs will use the liaison Inspector to distribute any information or new protocols regarding Incapacitant Spray to the organisation.
- The Internal Affairs Complaints Section are currently examining the feasibility of submitting the log book returns in electronic format.

An Garda Síochána is committed to achieving ethical policing by upholding fundamental rights, treating every person as an individual and displaying respect towards them. An Garda Síochána is committed to recording, monitoring and publishing data on the Use of Force by its members in the course of their duties in order to ensure compliance with the European Convention of Human Rights and the Code of Ethics, in that members use force only when strictly necessary and only to the extent required to obtain a legitimate objective.



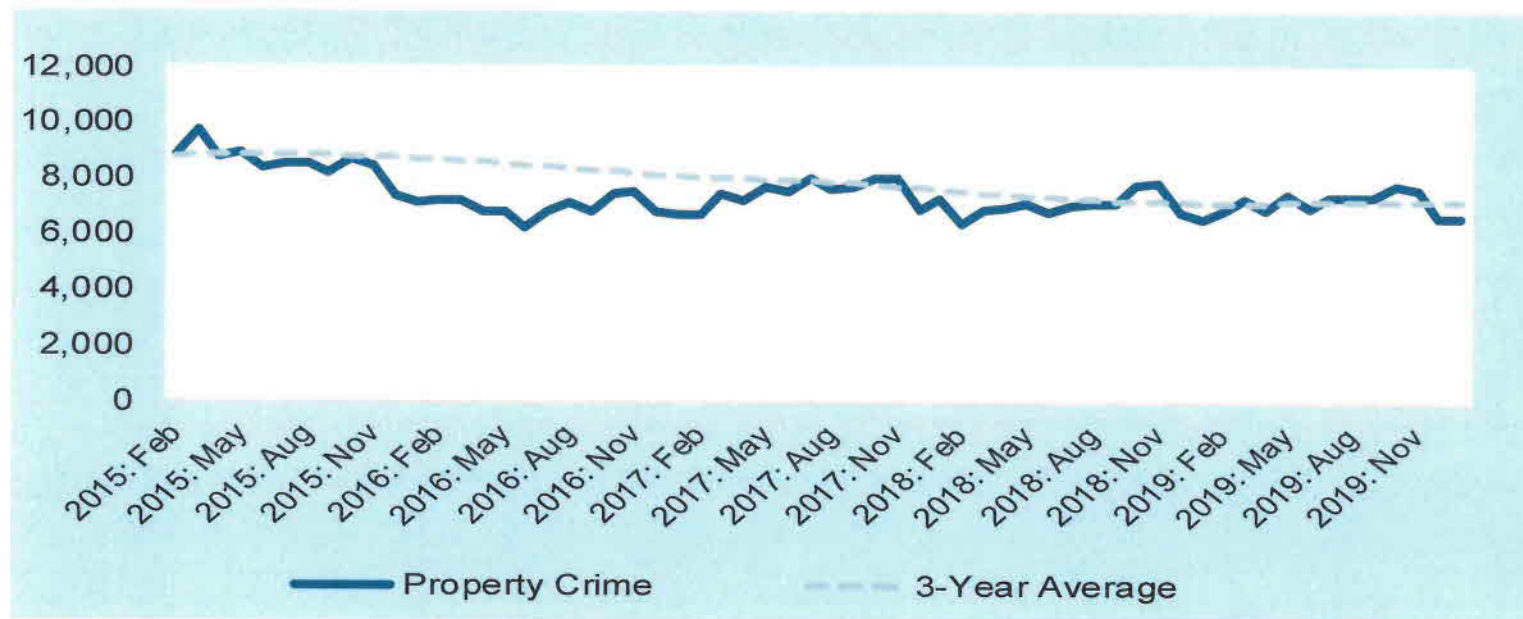
### National Overview

Long term trends in property crime and burglary have plateaued having been decreasing over the previous four years. Crimes against the person and sexual offences continue a long term increase. While public order has been increasing since 2018, criminal damage which had been decreasing has now begun to stabilise.

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

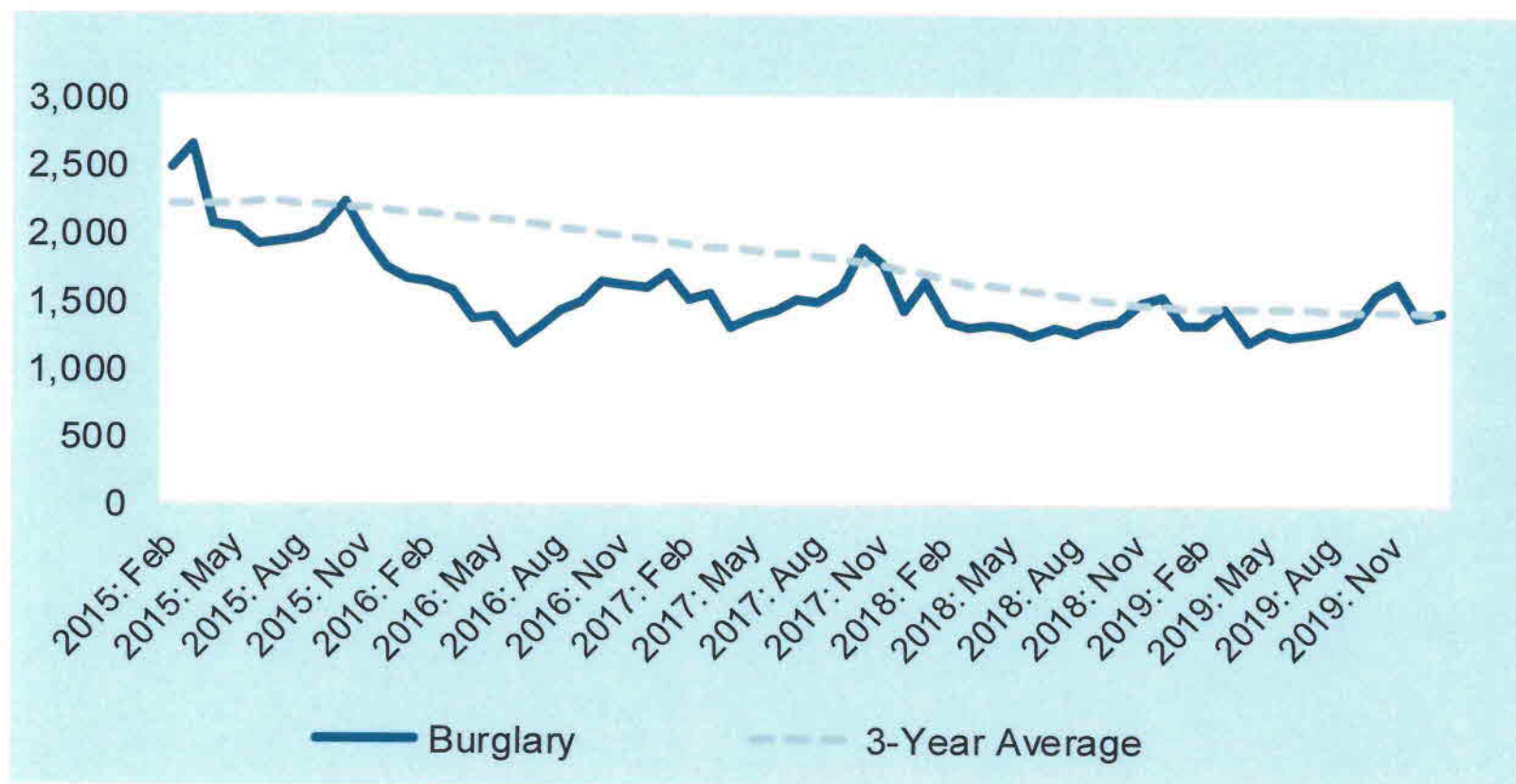
### Chart 1: Total Property Crime - 5 Year Trend

Nationally, **total Property Crime** had been trending downwards since the end of 2015, but this trend began to flatten out in 2019. Levels are up +2.4% in the 12 months to January 2020 as compared with the 12 months prior to this.



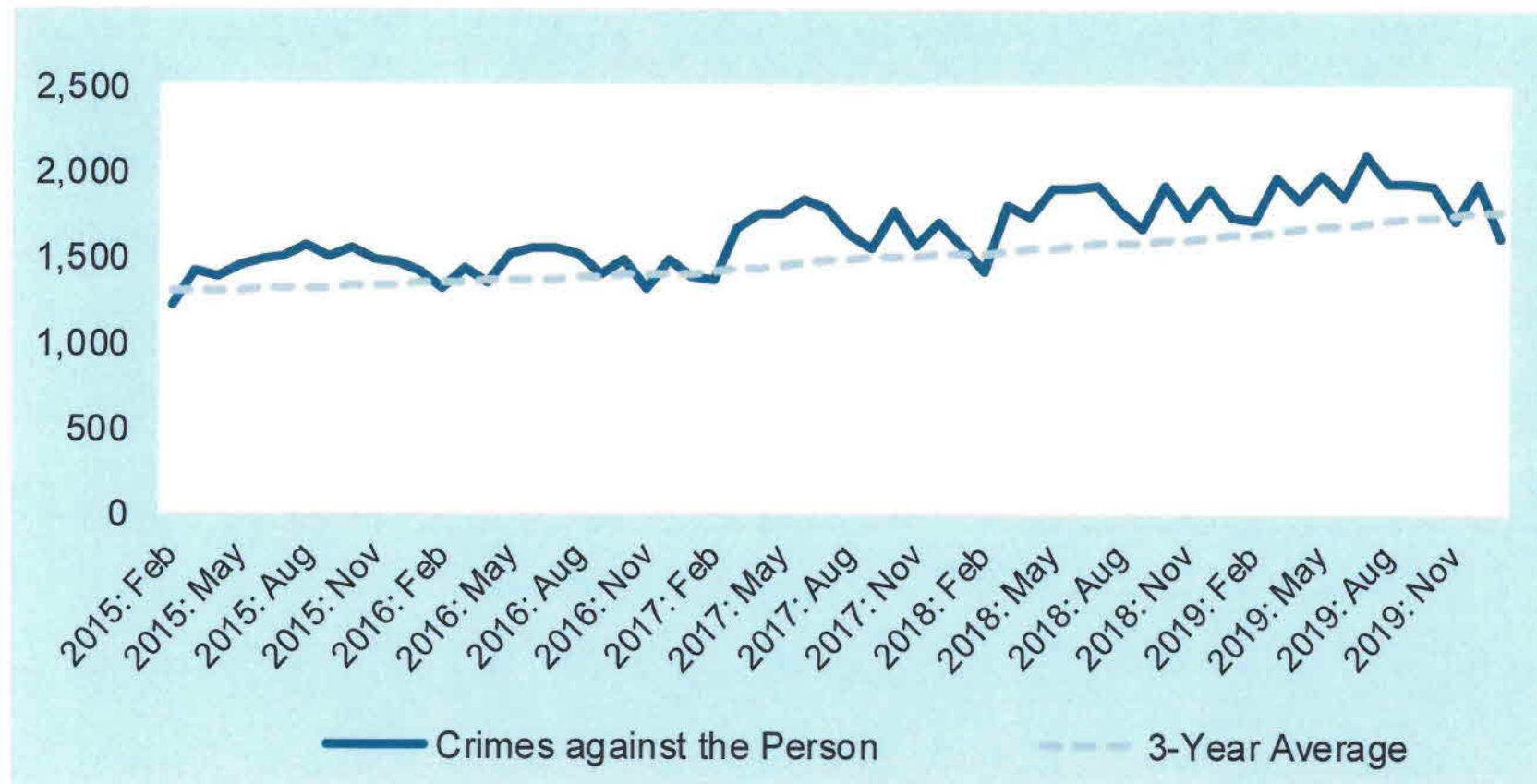
**Chart 2: Burglary - 5 Year Trend**

**Burglary** has also been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015, increasing in October and November, but down in December 2019 and January 2020. Residential burglary tends to increase in the darker winter months, but is lower in the days around Christmas and the New Year. Residential burglary was up +5.6% and burglary occurring elsewhere is down -8.2% in the 12 months to January 2020.



**Chart 3: Crimes against the Person - 5 Year Trend**

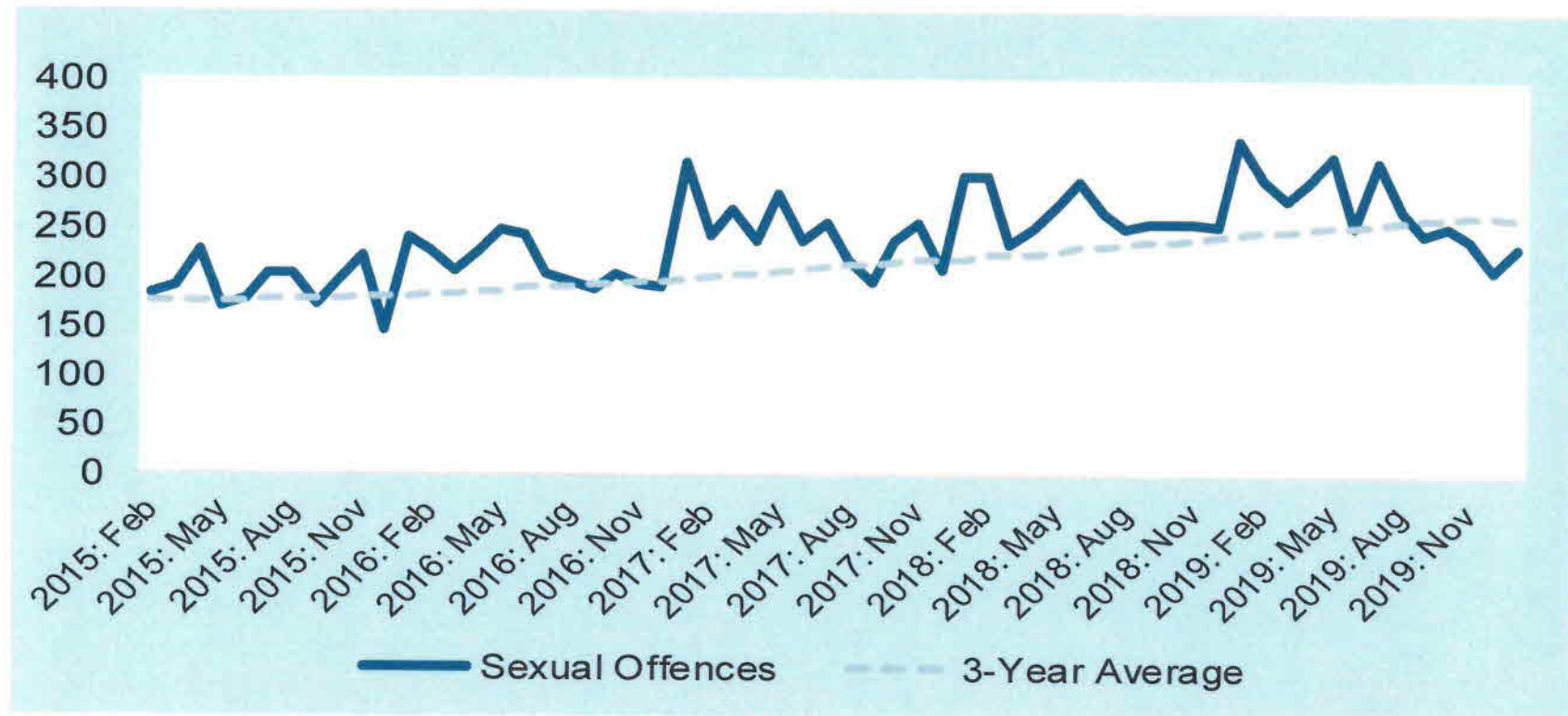
Nationally, **crimes against the person** continue to trend upwards, with an increase of +5.2% in the 12 month comparison, primarily driven by an increase in assaults.





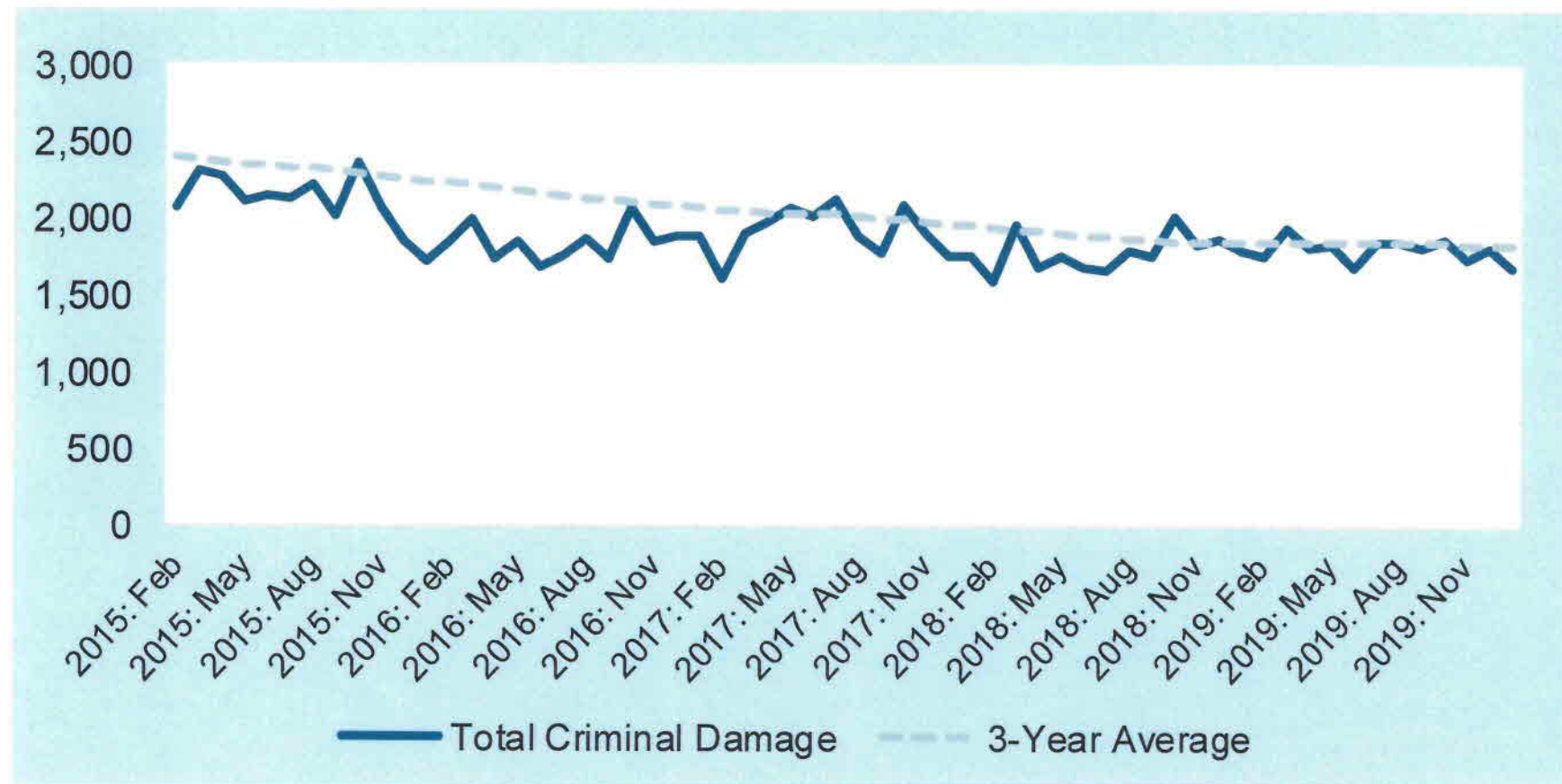
**Chart 4: Sexual Offences - 5 Year Trend**

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules, and as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 and are up +0.6% in the 12 month comparison. This increase is not unique to Ireland and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. However, given that crimes against the person are also on an upward trend, it cannot be precluded that there has been an increase in the number of sexual crimes occurring.



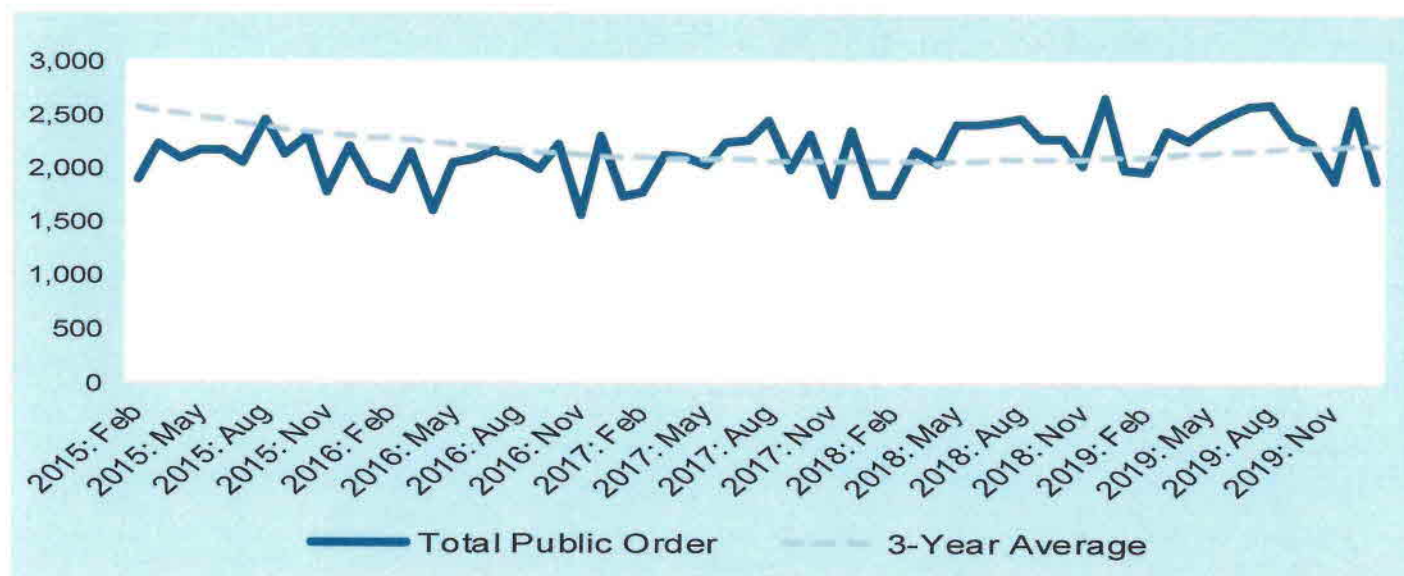
**Chart 5: Total Criminal Damage - 5 Year Trend**

Nationally, **total criminal damage** incidents have trended downwards, but have recorded a +1.0% increase in the 12 months to January 2020 as compared with the 12 months prior to this.



**Chart 6: Total Public Order - 5 Year Trend**

Total public order incidents have been showing an increasing trend since mid-2018. There has been a +2.4% increase in the number of recorded offences in the 12 months to January 2020. Increases in public order offences have been driven by a +4% increase in drunkenness offences over the same period.



#### Data Quality Assurance

For the first time since 2014, the CSO published An Garda Síochána's Crime Detection Rates on 3 December 2019. The CSO report acknowledged that an important factor in the decision to publish was the ongoing positive impact of data governance practices delivered by the Organisation. However, the new classification of detections does not give a well-rounded view of the outcome of criminal investigations. Crimes are marked as either detected or not in the 3 December report. We plan to move to model of reporting outcomes, not just detections, through a combination of capturing more granular data and statistical methodology. These changes are being now being agreed with all Garda Regions through a series of data quality workshops and they have been well received in the Northern and Eastern events so far.

A formal meeting of the Crime Statistics Liaison Group (CSO and AGS) took place on 3 February 2020. One of the key agreements was that the CSO will visit GISC and a Garda Performance and Accountability (PAF) meeting to review the operation of the formal "closed loop" data collection quality assurance process, consisting of GISC crime incident recording, the GISC incident clarification process and the PAF review of incident data. GISC call handling capacity is an acute issue due to a recruitment freeze imposed by the Department of Public Expenditure and Reform pending a detailed report from An Garda Síochána countering the assertion that the mobility devices will significantly reduce GISC workload (they are data dissemination devices not active collection devices).



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

On New Year's Day 2020, Gardaí from Thurles Garda Station responded to a call of a Theft from a Person in Thurles, Co. Tipperary. An elderly female was approached by a lone male who snatched her handbag and fled the scene. A description of the suspect was provided to Gardaí and following an extensive trawl of CCTV footage, a person of interest was identified. The suspect was arrested and detained pursuant to section 4, Criminal Justice Act 1984 at Thurles Garda Station and was subsequently charged with Theft, contrary to section 4, Criminal Justice (Theft and Fraud Offences) Act 2001. The prisoner appeared before a special sitting of Limerick District Court, where he was remanded on bail. A follow up search of a premises led to recovery of the injured party's property.

On 3 January 2020, as part of an intelligence-led investigation, members from the Garda National Drugs and Organised Crime Bureau (GNDOCB) carried out a search in a rural location in North County Dublin. This resulted in the recovery of ten military grade firearms and approximately 2,000 rounds of ammunition. The investigation remains ongoing.

On 5 January 2020, members from Garda Dog Unit assisted members from Kevin Street Garda Station in the recovery of a suspected imitation firearm in Portobello, Dublin 8. The Garda dog-handlers, along with three dogs, commenced a search of the area concerned. Within a short time, the Garda dog indicated at the base of a tree, where a suspected imitation firearm was found and removed for technical examination. The investigation remains ongoing.

On 6 January 2020, as part of an intelligence-led investigation, members from GNDOCB assisted by Security and Intelligence, intercepted two vehicles in Clonee, Co. Meath. This resulted in the recovery of €30,000 cash, which had been stolen in a Cash-in-Transit robbery a short time before. Three suspects were arrested and two prisoners were subsequently charged with robbery-related offences and remain remanded in custody.

On 15 January 2020, eight burglaries occurred in the Limerick and Tipperary Divisions. A prolific group of burglars was identified as suspect of involvement and search warrants were obtained at Castlereagh District Court. On 18 January 2020, a major search operation involving over 25 Gardaí assisted by Armed Support Unit (ASU) personnel was conducted at residential properties in Loughrea, resulting in the seizure of clothing and two vehicles of interest. Two suspects were arrested at one of the properties, pursuant to section 73(1), Criminal Justice Act 2006 (Organised Crime Legislation) and were detained at Henry Street and Roxboro Road Garda Stations pursuant to section 50, Criminal Justice Act 2007, as amended. One prisoner was released without charge pending the submission of an Investigation File to the Law Officers, while the second prisoner was charged with offences in respect of all eight burglaries. On 20 January 2020, he appeared before Limerick District Court, where, following Garda objections to bail, he was remanded in custody.

On 22 January 2020, a spate of burglaries occurred in the Wexford Division. Details of a suspect vehicle were circulated. A short time later, a Roads Policing member, while attending the scene of one burglary, observed the vehicle, which attempted to evade detention. The vehicle was subsequently located on the Coast Road and all four occupants were arrested and detained pursuant to section 4, Criminal Justice Act, 1984, as amended at Enniscorthy and Wexford Garda Stations. On 23 January

2020, all four prisoners were charged with Burglary and Attempted Burglary in respect of three incidents and were brought before a special sitting of Wexford District Court, where, following objections to bail, they were remanded in custody.

Following a protracted investigation by the Garda National and Economic Crime Bureau (GNECB) into 'invoice redirection' fraud, where an Injured Party was defrauded to the value of €511,369 in November and December 2017, directions were received on 24 January 2020 to charge two suspects with offences contrary to sections 6 & 7, Criminal Justice (Money Laundering & Terrorist) Act, 2010, among others. Both suspects appeared before Clonmel District Court, where they were remanded on bail. A direction of no prosecution was received in respect of the third suspect. A total of €364,894.38 was recovered during the course of the investigation.

On 30 January 2020, members from GNDOCB assisted by the Special Crime Task Force intercepted a vehicle in Dublin 24, resulting in the recovery of illegal drugs. One male was arrested, and during follow up searches an additional quantity of drugs and drug related paraphernalia were recovered. The value of drugs recovered was approximately €1.3 million. The prisoner was subsequently charged with drug trafficking offences and was remanded in custody.

During the month of January 2020, the Criminal Assets Bureau, conducted searches in counties Dublin, Kildare, Cork and Kerry. The Bureau was assisted by local Gardaí and supported by the ASU in targeting the assets of Organised Crime Groups suspected of being involved in the sale and supply of controlled drugs and money-laundering. Orders were subsequently granted, pursuant to section 17(2), Criminal Justice (Money Laundering & Terrorist Financing) Act 2010 over €30,000 held in financial accounts. A total of €11,400 cash, Cocaine, four motor vehicles and designer jewellery were also seized.

Also during January 2020, the Criminal Assets Bureau secured Orders, pursuant to section 3, Proceeds of Crime Act 1996, as amended, over three vehicles, €10,000 cash and designer jewellery.

On 30 January 2020, personnel from the Garda National Immigration Bureau (GNIB) accompanied by Inspectors from the Workplace Relations Commission and the Department of Social Protection conducted a search at a premises in Rathcoole, Co. Dublin. The search resulted in the arrest of six persons. Three suspects were arrested on foot of Deportation Orders and lodged in Cloverhill Prison, pending removal from the State. The remaining three were arrested on suspicion of not having permission to remain in the State and appeared before Blanchardstown District Court on 31 January 2020, where they were remanded on bail. Further multi-agency searches were conducted in Co. Meath on 11 February 2020, which resulted in the arrest of four persons under immigration related legislation. One other person was refused leave to land and lodged in an appropriate detention facility, while eleven persons were issued with notices, pursuant to section 14(1) Immigration Act, 2004.

### National Community Engagement Day

On 31 January 2020, An Garda Síochána invited local communities to a 'meet and greet' opportunity at over 300 venues across Ireland. Local Gardaí, IFA branch representatives and representatives from community groups involved in the National Rural Safety Forum including Muintir na Tíre, Foróige, Irish Cattle & Sheep Farmers Association (ICSA), Active Retirement Ireland and the GAA engaged with the local community. All are welcome to attend these events, which are an opportunity for the local community to get to know their local Gardaí and local community representatives.

Assistant Commissioner Orla McPartlin, Garda Community Relations Bureau said: "An Garda Síochána is delighted to partner with our key stakeholders in the National Rural Safety Forum in organising a National Community Engagement Day. This event will provide an opportunity for communities across Ireland to meet and become familiar with their local Gardaí and other Community Organisation representatives. An Garda Síochána will look at this opportunity as a chance to listen to the policing needs of our communities so that we can continue to deliver on our mission – Keeping People Safe".

This National Community Engagement Day is designed to achieve the collaborative objective of increased community engagement and community reassurance throughout Ireland and is kindly supported by members of CSNA (Convenience Stores & Newsagents Association) and RGDATA (Retail Grocery Dairy & Allied Trade Association) nationally.





### Success of the Property Marking Scheme

The benefit of the Property Marking Scheme proved its worth recently when Gardai from Monaghan recovered two stolen bicycles, as a direct result of them being marked. Gardai were able to reunite two bicycles with their owners, following a burglary in Monaghan town. The property was recovered a short distance away from the burgled premises and was reunited with its owners 36 hours after the burglary took place.

This was directly due to the crime prevention steps the owner took by having his Eircode marked on the items. 18 months prior to the burglary, the owner of the bike had been involved in a property marking event through the local Castle Leslie Horse Riding Club. He is extremely grateful that he and the club had linked in with Monaghan County Council's property marking liaison officer and got the use of a designated property marking machine.

A Crime Prevention Officer, attached to the Cavan/Monaghan Division said this was a great outcome and shows the benefit of taking steps to protect your property against theft. He encouraged the public to make contact with their local County Council or Crime Prevention Officer to find out more about accessing a Property Marking machine in their locality.





### **North South Ministerial Council Joint Secretariat Road Safety Initiative**

The North South Ministerial Council (NSMC) was established under the Belfast / Good Friday Agreement (1998), to develop consultation, co-operation and action within the island of Ireland. The work of the Council is supported by a standing Joint Secretariat, staffed by members of the Northern Ireland Civil Service and the Irish Civil Service.

On 23 January 2020, following an invitation from the North South Ministerial Council Joint Secretariat, Assistant Commissioner Roads Policing and Monaghan Roads Policing Unit, together with PSNI Roads Policing Unit attended the road safety initiative in County Armagh. The initiative involved Garda and PSNI Officers providing presentations to secondary school children from north and south of the border, including Monaghan, Armagh and Cavan on road safety. It also included an outdoor traffic simulation by the Northern Ireland Fire and Rescue Service and a mock North South Ministerial Council Plenary Meeting.

This is the sixth time An Garda Síochána has attended the event, which addresses a number of issues including road safety education, community engagement, cross-border relations between schoolchildren, inter religion integration and cross border policing.

The students benefit from meeting with other students and discussing road safety. The ideas and suggestions from attendees are then put forward to the Northern Ireland Secretariat and discussed by the North South Ministerial Council.



### **Our Lady's Children's Hospital, Crumlin**

On New Year's Day 2020, members from the Garda National Community Policing Unit and the Garda National Diversity & Integration Unit visited Our Lady's Children's Hospital Crumlin and presented medals and art materials to the children present, in recognition of their bravery.

### **BT Young Scientist and Technology Exhibition**

Members from the Garda National Community Policing Unit attended the BT Young Scientist and Technology Exhibition in the RDS from 9 to 11 January 2020, where they engaged with the young people present and their teachers and relatives. Crime Prevention material and advices and information on careers in An Garda Síochána were provided to attendees.



### **It's Your Choice**

On 22 January 2020, the Garda National Crime Prevention Unit attended an event entitled 'It's Your Choice' for over 500 sixth year students from secondary schools in Co. Clare. The Unit provided a presentation on matters including online safety, online sexual coercion and assault prevention. A recovered drug and gambling addict and a wheelchair-bound victim of a one-punch assault also engaged with the students.





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

### Priority 1. Community Policing

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

### Priority 2. Protecting People

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

### Priority 3. A Secure Ireland

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

### Priority 4. A Human Rights Foundation

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

### Priority 5. Our People – Our Greatest Resource

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



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

## Priority 6. Transforming our Service

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

## Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1			1							2
Chief Superintendent		1				2	1			1			5
Superintendent		1	1		1	1	1	1	1	2			9
Total	0	2	2	0	1	4	2	1	1	3	0	0	16

## Appendix C

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

Rank	ECF	Position at end of last month	Appointed in Month	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	9	8									0	8	1
Chief Superintendent	47	47									0	47	0
Superintendent	168	168									0	168	0
Total	224	223	0	0	0	0	0	0	0	0	0	223	1

## Appendix D

Breakdown of Leave – Garda Members																			
As at 31.01.20	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	3	0.03%	0.04%	25	0.22%	0.30%							17	0.15%	0.21%	28	0.24%	0.34%
	Female	107	0.92%	3.23%	35	0.30%	1.06%	58	0.70%	1.75%	57	0.49%	1.72%	1	0.01%	0.03%	148	1.28%	4.47%
Sergeant	Male	1	0.05%	0.06%	3	0.14%	0.19%							2	0.10%	0.12%	3	0.14%	0.19%
	Female	4	0.19%	0.88%	2	0.10%	0.44%	4	0.20%	0.88%	1	0.05%	0.22%				10	0.48%	2.20%
Inspector	Male																		
	Female							1	0.26%	1.52%							1	0.26%	1.52%
Superintendent	Male																		
	Female							1	0.60%	5.88%									
	Total Male	4	0.03%	0.04%	28	0.20%	0.27%							19	0.13%	0.18%	31	0.22%	0.30%
	Total Female	111	0.78%	2.88%	37	0.26%	0.96%	64	0.45%	1.66%	58	0.41%	1.50%	1			159	1.11%	4.12%
	Total	115	0.81%		65	0.46%		64	0.45%		58	0.41%		20	0.14%		190	1.33%	



## Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.01.20		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	7	0.39%	1.67%	5	0.28%	1.19%										5	0.28%	1.19%
	Female	282	15.59%	20.29%	14	0.77%	1.01%	14	0.77%	1.01%	2	0.11%	0.14%				81	4.48%	5.83%
EO	Male																3	0.41%	1.52%
	Female	44	5.99%	8.19%	4	0.54%	0.74%	8	1.09%	1.49%	3	0.41%	0.56%				13	1.77%	2.42%
HEO	Male				1	0.68%	1.59%										2	1.37%	3.17%
	Female	5	3.42%	6.02%							1						12	8.22%	14.46%
AP	Male																		
	Female	1	2.22%	4.17%							1	2.22%	4.17%				3	6.67%	12.50%
Chef de Partie	Male																		
	Female																1	3.57%	4.00%
Teacher	Male																1	5.88%	12.50%
	Female	2	11.76%	22.22%															
Cleaner	Male																		
	Female	4	1.66%	1.75%	1	0.41%	0.44%												
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	7	0.22%	0.80%	6	0.19%	0.68%										11	0.34%	1.25%
	Total Female	239	7.40%	10.16%	19	0.59%	0.81%	22	0.68%	0.93%	7	0.22%	0.30%				110	3.41%	4.67%
	Total	246	7.62%		25	0.77%		22	0.68%		7	0.22%					121	3.75%	

## Appendix F

2018 Public Service Sick Leave						
SECTOR		SELF- CERTIFIED COST (€M)	CERTIFIED COST (€M)	TOTAL COST (€M)	LOST TIME RATE %1	AVERAGE DAYS LOST PER FTE
Public Service		35.2	346.3	381.5	4.2%	9.2
Civil Service		4.2	39.4	43.6	4.4%	10.0
Local Government		4.2	39.2	43.4	4.5%	10.2
Defence Forces		0.5	9.7	10.2	4.2%	9.7
Health Sector		18.8	169.1	187.9	4.6%	10.4
Education	Teachers	5.1	59.2	64.3	3.3%(P)	5.9
					3.4%(PP)	5.7
	SNAs	1.2	11.9	13.1	5.5%(P)	10.0
					4.5%(PP)	7.5
Justice	Gardaí	1.0	14.9	15.9	3.2%	7.2
	Garda Civilians	0.2	2.9	3.1	5.2%	11.8

Information included is 2018 DPER Sick Leave Statistics. Full document available at: [https://hr.per.gov.ie/wp-content/uploads/Appendix-A -Sectoral-Statistics-2018-and-Trends-2013-2018\\_V2.FINAL .pdf](https://hr.per.gov.ie/wp-content/uploads/Appendix-A -Sectoral-Statistics-2018-and-Trends-2013-2018_V2.FINAL .pdf)