

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.
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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 tenth monthly report submitted during 2020 outlining the key aspects of the administration and operation of An Garda Síochána for the month of September 2020, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

An update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will keep you advised through our various reports in respect of this area.

Yours sincerely


MARIE BRODERICK
SUPERINTENDENT
OFFICE OF THE COMMISSIONER

23/10
October 2020

Message from the Commissioner

As I write, the country has just entered Level 5 under the Government's Framework for Living with COVID-19. In response, An Garda Síochána has put in place a high visibility operation to provide public reassurance, ensure compliance with public health guidelines and regulations and give support to the vulnerable.

As part of our response, An Garda Síochána has introduced a range of measures including a large number of static and rolling checkpoints, high visibility community engagement patrols and maximisation of operational ability. This includes suspending training in the Garda College for the next nine weeks, except for specialist training activity (firearm and armed support). This will provide 250 Garda trainees and 60 Gardaí to operational duties. In addition, across the Organisation, Gardaí in administrative roles will, where possible, be re-deployed to operational duties.

The very valuable work carried out by Gardaí across the country in supporting the vulnerable and those feeling isolated will continue. In particular, the Garda National Protective Services Bureau and the Divisional Protective Service Units will continue to support victims of domestic abuse under Operation Faoiseamh.

Introduced on 1 April 2020, Operation Faoiseamh has seen an enhanced level of support, protection and reassurance to victims of domestic abuse during the Covid-19 pandemic. Under Operation Faoiseamh, thousands of contacts have been made with victims of domestic abuse, as well as arrests and over 100 prosecutions commenced. In delivering this high visibility operation, Gardaí will continue to use the '4 Es' approach of engage, educate and encourage, and only where provided for and as a last resort, enforcement.

Our work in keeping people safe through preventing and detecting crime has been maintained. In the last month alone, this has seen significant seizures of drugs, cash and firearms from organised crime gangs and arrests for crimes such as burglary and robbery from the person. Significant work was also done to inform the public about how to keep safe from a range of crimes including financial fraud, smartphone theft, bicycle theft, and cyber-crime.

This is a difficult time for the country. Throughout the pandemic, Garda personnel have shown great professionalism and dedication in protecting and helping people, particularly the most vulnerable. This commitment and focus will be maintained as An Garda Síochána plays its role in supporting society's efforts to reduce the spread of COVID-19.

J A HARRIS
Commissioner

From 7am on Thursday 22 October 2020, An Garda Síochána introduced the range of measures mentioned above, including the static and rolling checkpoints, high visibility community engagement patrols, maximisation of operational ability and ongoing support for the most vulnerable, to ensure compliance with public health guidelines and regulations, following the Government's decision to move to Level 5 of the Living with Covid Plan.

Static checkpoints on motorways, established as part of Operation Fanacht, have been supplemented by hundreds of rolling checkpoints on main and secondary roads. There will be high visibility community engagement patrols by Gardaí in parks and public amenities and, as has been done since the start of pandemic, Gardaí continue to engage with the most vulnerable in society to provide them with any necessary supports.

The Garda National Protective Services Bureau (GNPSB) and the Divisional Protective Service Units (DPSU) continue to support victims of domestic abuse under Operation Faoiseamh, to provide an enhanced level of support, protection and reassurance to victims of domestic abuse during the Covid-19 pandemic.

Operation Navigation

Operation Navigation commenced at 7pm on Friday, 3 July, 2020, to ensure that all licenced premises are visited by uniformed personnel to ensure compliance with the relevant legislation and provisions of the Health Act 1947 (Section 31A – Temporary Restrictions) (Covid-19) (No. 3) Regulations 2020 and to support public health guidelines. To date, the vast majority of licensed premises operating have been found to be in compliance with regulations and licensing laws.

From Friday 16 to Sunday 18 October 2020 inclusive, 3,594 CAD records relate to visits to licenced premises, of which 2,575 records indicate the premises was closed based on narrative search.

The overall financial position at the end of September 2020 shows a total net expenditure of €1,298.4m, which is €24.8m less than the profiled spend of €1,323.2m. The underspend is due to a combination of a capital underspend of €25.4m and additional Appropriations of €17.2m offset by other net current overspends of €17.8m. As the COVID-19 pandemic remains, it has been necessary to continue with a series of measures and investments in certain areas of the Vote. Non-pay expenditure in relation to COVID-19 as at 30 September 2020 stands at €15.1m. This includes spend on areas including ICT, communications equipment, PPE and cleaning.

The expenditure on overtime for the year to date (including the Garda College) is €70.6m, which is €2.37m or 3.6% under the profiled budget. The expenditure on the salaries element in September was €82.3 and a year to date spend of €836.4m, which results in a year to date overspend of €16.3m, primarily due to increased allowance payments and to the reallocation of staff from the College to operational duty. Taking into account the underspend on overtime, the combined overspend on the Salaries and Overtime subhead is €13.9m. As there is an offsetting saving of €6.3m for the Garda College payroll costs, the net payroll overrun is €7.6m.

Estate Management

Developments in September 2020: Work on Garda construction projects had ceased as a result of the measures announced by Government to deal with COVID-19 on 27 March 2020. Work has recommenced in line with the lifting of government public health restrictions on the construction sector with projects progressing at the following locations:

- Fitzgibbon Street Garda Station – A full refurbishment of the station is expected to be complete in Q1 2021.
- Athlone Garda Station – Phase 2 of the refurbishment and expansion of the station is expected to be complete in Q4 2020 with Phase 3 (linking Phases 1 and 2) complete in Q2 2021.
- Donegal Town Garda Station – Works are nearing conclusion, with a mid Q4 completion expected.
- Longford – Works are currently onsite and the project is expected to be completed in Q4 2020.
- Sligo – Work is ongoing to enhance custody facilities with expected completion in Q4 2020.
- Cavan Armed Support Unit – Work commenced onsite in June 2020. Projected completion is late Q4 2020.
- Garda Water Unit, Athlone – Works are currently continuing onsite. Projected completion is late Q4 2020.

A range of other projects are in earlier stages of development and continue to be progressed in conjunction with the OPW.

- Garda and Garda Staff strengths at 30 September 2020, including a breakdown by rank, grade and gender, are outlined below. Information is also provided in respect of family friendly arrangements, sick leave and suspensions.
- As outlined in previous reports, 82 Garda Trainees were offered a place for the Intake on 25 May 2020 and 75 of these accepted. 79 Garda Trainees were offered a place for the Intake on 22 June 2020 and 75 accepted. These trainees were the first to commence training with the new process.
- Work continues on resourcing additional and new Garda Staff posts, based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan continues to be refined and revised in consultation with the Policing Authority and Departments of Justice and Public Expenditure & Reform, who are anxious to ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda.

Garda Strengths

Rank	At 30 Sep 2020	Male	%	Female	%	WTE
Commissioner	1	1	100%		0%	1
Deputy Commissioner	1	1	100%		0%	1
Assistant Commissioner	9	5	56%	4	44%	9
Chief Superintendent	44	35	80%	9	20%	44
Superintendent	152	136	89%	16	11%	152
Inspector	376	306	81%	70	19%	376
Sergeant	2,098	1,627	78%	471	22%	2,095.5
Garda	11,912	8,484	71%	3,428	29%	11,864
Total	14,593	10,595	73%	3,998	27%	14,542.5

Of which		Male	%	Female	%
Career Breaks (incl. ICB)	59	25	42%	34	58%
Work-sharing	50.5	1.5	3%	49	97%
Secondments (Overseas etc.)	14	11	79%	3	21%
Maternity Leave	90	N/A	0%	90	100%
Unpaid Maternity Leave	37	N/A	0%	37	100%
Paternity Leave	15	15	100%	N/A	N/A
Available Strength	14,327.5	10,542.5	74%	3,785	26%

Garda Reserve Strengths

Garda Reserves Strength as at 30 September 2020	Total	Male	%	Female	%
	421	318	76%	103	24%

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical	59	58.4	36	61%	23	39%
Administrative **	2,908	2,809	775	27%	2,133	73%
Industrial / Non Industrial	383	238.4	117	31%	266	69%
Total	3,350	3,105.8	928	28%	2,422	72%

Of which	Total	Male	%	Female	%
Maternity Leave	25	N/A	0%	25	100%
Unpaid Maternity Leave	9	N/A	0%	9	100%
Paternity Leave	2	2	100%	N/A	0%
Available Total	3,314	926	28%	2,388	72%

* 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	%
	326	8	2%	318	98%

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

Career Breaks****	Total	Male	%	Female	%
	28	5	18%	23	82%

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

Garda members reassigned to operational duties as at 06 October 2020

	Chief Superintendent	Superintendent	Inspector	Sergeant	Garda	Total
2018	0.5	4.5	15	39	199	258
2019	0	6	8	47	283	344
2020	0	0	1	17	76	94
Total	0.5	10.5	24	103	558	696

Administrative and Civil Service

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	4	4	3	75%	1	25%
Director	1	1	1	100%	0	0%
PO	21	21	10	48%	11	52%
AP	70	70	32	46%	38	54%
HEO/AO	139	138	57	41%	82	59%
EO	752	742	200	27%	552	73%
CO	1,920	1,832	471	25%	1,449	75%
Total	2,908	2,809	775	27%	2,133	73%

Parental Leave

01.09.2020 – 30.09.2020	Garda Members	Garda Staff
	90	87

Suspensions: Persons suspended from An Garda Síochána as at 12 October 2020

Total*	Male	%	Female	%
58	51	88%	7	12%

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

ICT continues to deliver solutions and to support personnel throughout An Garda Síochána in accessing Garda information systems remotely and securely throughout the COVID-19 pandemic. ICT has seen increased demand for remote working solutions over the last number of weeks.

Schengen (SIS II): The deployment date for SIS II has been indicated by the EU Commission as 15 March 2021. The Formal Council Implementing Decision is subject to approval at the Council of Ministers. Deployment planning is in progress and SIS Communications and Training plans are under review. The analysis of design of the next iteration of SIS (Recast) is progressing in parallel.

CAD 2: Suppliers were notified of the tender evaluations outcome on 27 August 2020. The standstill period was extended to 15 September 2020 due to queries from one supplier. Detailed contract and project discussions started on week commencing 21 September 2020.

RDMS Deployment: Deployment went live in DMR South-Central as scheduled, on 5 October 2020. A regional rollout team is now in place. Implementation in Cork City is on course for Q4 2020 with planners going live on 9 November 2020 and members going live on 30 November 2020. Initial planning and design is due to be completed for the Limerick Division by the end of 2020.

IMS/PEMS Deployment: IMS training resumed in Shannon on 21 September 2020. The rollout will continue in Clare and Wicklow, which had been paused before COVID-19 restrictions. Phase 4 will include Laois, Offaly, Meath / Westmeath and Kildare targeting first quarter 2021.

Mobile Device Deployment: ICT is continuing to deploy devices to Community Policing, with 100 deployed in September 2020. Challenges in progressing rollouts due to increased COVID-19 restrictions are being addressed. Similar issues were experienced and resolved earlier in the year.

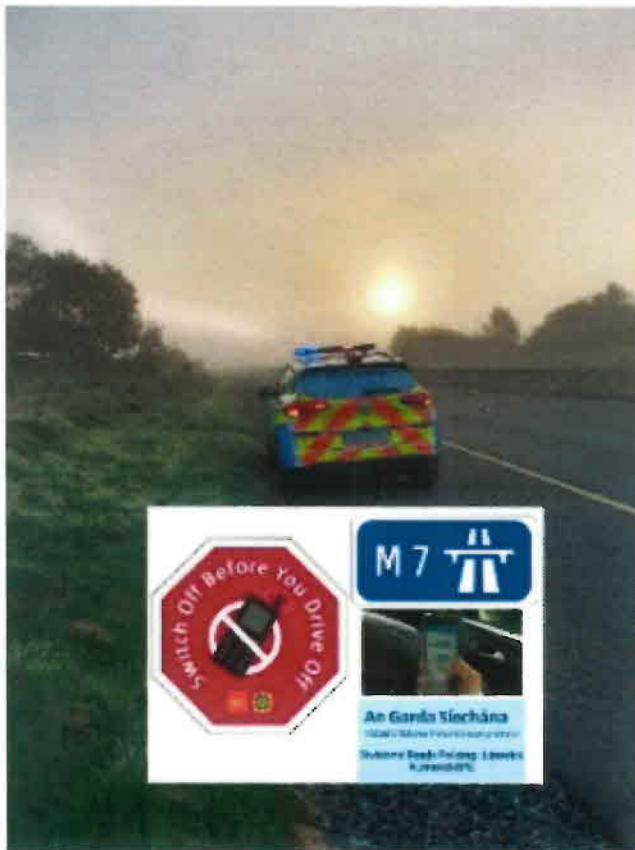
Mobility Application Development: Prioritisation of demand for future Apps is underway. An end-to-end Fixed Charged Notice (FCN) app has been deployed, initially to a small number of Garda members attached to Roads Policing units. The user-base is increasing each week as it is deployed to more members with mobility devices, with 400 frontline members now using the App. As of last week, approximately 27,000 FCNs have been created using the App. Analysis of the data coming from the App has shown that data quality has increased with 0 send-backs and 0.1% undeliverable, a huge increase in accuracy over the paper process.

An Garda Síochána (@GardaTraffic) Tweeted:

1 of 11 motorists stopped for speeding on N18 & N21 in Limerick this afternoon. Details of drivers verified at the roadside along with a check on disqualification status. Fixed Charge Notices issued via the Garda #MobilityApp - €80 fine & 3 Penalty Points. #SlowDown #SaferRoads

10.33 pm 28 Sep 2020





An Garda Síochána (@GardaTraffic)
Tweeted:

A foggy start for one driver on the M7 this morning, who was detected using a mobile phone while driving children to school. Fixed charge notice and 3 penalty points issued via the #MobilityApp

9:57 pm 29 Sept 2020

Engagements

During September 2020, the Office of Corporate Communications published significant content highlighting varied policing activities through a range of measures including press releases, interviews, media queries, internal weekly Newsbeat publications, and social media posts. The office continued to engage with external and internal audiences to provide key COVID-19 messaging following the recommencement of Operation Fanacht in counties Dublin and Donegal in support of COVID-19 public health measures.

Some high level communications issued during the month of September 2020, focusing on various issues and included:

- **Drug Seizures:** Numerous press releases issued detailing drug seizures, with a combined value of approximately €6.2m.
- **Internal Communications:** Weekly Newsbeat publications issued, with a readership of approximately 13,000, focusing on critical Organisational messaging.
- **Criminal Assets Bureau (CAB) seizure of over €2m worth of vehicles as part of Operation Bagana:** A cyber-fraud and money laundering investigation in the UK, where the CAB focused on the assets of an international organised crime group, suspected of laundering the proceeds of mandate fraud committed in the UK via a used car outlet in Co. Tipperary.

Media Briefings and Interviews

- A media briefing was held following the launch of the Investment Fraud public awareness campaign. Media interviews were facilitated by Detective Chief Superintendent Pat Lordan and Detective Superintendent Michael Cryan of the Garda National Economic Crime Bureau. The campaign received substantial media coverage.
- Detective Superintendent Michael Cryan of the Garda National Economic Crime Bureau provided an interview to RTE News on the 'Money Mule' campaign.
- Detective Chief Superintendent Michael Gubbins, Chief Bureau Officer of the Criminal Assets Bureau facilitated interviews with The Currency and Sunday Independent on a range of issues related to the Bureau.

Launches & Initiatives

- The Garda National Economic Crime Bureau Investment Fraud public awareness campaign and crime prevention advice were launched with a press release and content was shared to social media. This campaign had a media reach of 160K.
- 'Don't add to the problem', a public awareness campaign on Operation Tombola/Fireworks, was launched in support of the Department of Justice annual campaign.
- The Make Way Day 20/Operation Enable campaign was launched. A video of Chief Superintendent Ray McMahon on Make Way Day initiative and supporting images from across the country launched on social media. This campaign had a media reach of 861K.
- The National Bike Week was launched with a press release and social media content in support of the Lock IT or Lose IT campaign. This campaign had a media reach of 322K.

Press Office

- An Garda Síochána issued weekly press release updates on key data under Operation Navigation (licensed premises) and Operation Fanacht (travel restrictions for Dublin / Donegal).
- Approximately 200 press releases issued by the Press Office and hundreds of press queries were addressed during the month of September 2020 on a range of criminal justice issues.

Internal Communications

- **Institute of Internal Communications Awards 2020:** An Garda Síochána won the top prize in the 'Best Newcomer' category, in which the Institute recognised Executive Officer Laura Griffin for her outstanding work in delivering professional screensavers with impactful messaging across the Organisation. We also received an Award of Excellence for being a finalist in the 'Best Crisis Communications' category for our internal communications during COVID-19.
- **Communicate Magazine Awards 2020:** An Garda Síochána has also been shortlisted for “Best Internal Communications during COVID-19” by Communicate Magazine in the UK. There were 27 entries for this award category and the shortlist comprised of only 4 entries, including An Garda Síochána. The winner will be announced in November.
- **Communication channels:** Newsbeat was published every week in September 2020. Key updates in September 2020 included safety information in relation to COVID-19, guidance on key terms including self-isolation and restricted movements, information on the updated Government Regulations (including a breakdown of what is enforceable and what is not) and information on a free flu vaccine scheme for all personnel. The Garda intranet is updated weekly with COVID-19 information and houses key documents for personnel related to COVID safety and procedures. Screensavers continue to be refreshed with key messages on COVID-19.
- **Printed materials:** A suite of printed materials have been sent to print. They will be sent to all Divisions for distribution to stations and offices nationwide.



Tent cards for canteen tables/counters

Stickers for fridges/cupboards

Corporate Communications

The Corporate Communications team continues to support An Garda Síochána in its graduated policing response, highlighting Government advice to the public, such as new public health measures imposed for Dublin and Donegal and the COVID Tracker app, to reduce the spread of COVID-19. Through regular updates shared on our social and digital media channels, we continue to engage and support our communities and demonstrate good practice by Gardaí.

Throughout September 2020, our social media audience was kept informed of the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries. It included:

- On 2 September 2020, the #Streetwise campaign was shared, highlighting the smartphone theft awareness campaign across all social media channels (1.2M reach – 384K video views).
- An Investment Fraud awareness campaign was launched on 3 September 2020, highlighting the dangers of investment fraud and look for the red flags (infographic).
- Information and advice on impending road closures.
- Content supporting 'Be a Good Neighbour' campaign from 17-21 September 2020 for World Alzheimer's Day on 21 September 2020 was shared on social media.
- As mentioned previously, the 'Don't add to the problem' awareness campaign was highlighted on social media 22 September 2020.
- The Lock It or Lose It campaign and crime prevention advice video (English and Irish version) launched across all social media channels in support of National Bike Week 19-27 September 2020.
- Operation Enable, a national day of enforcement and support for the Disability Federation of Ireland, launched across social media channels on 25 September 2020 using the hashtag, #MakeWayDay20.
- European Cyber Security Month (October) was highlighted with a video and infographic on four simple steps for cyber security/safety from GNCCB #ThinkB4UClick on social media channels on 30 September 2020.

Crimecall RTE programme, aired on 28 September, highlighted:

- The new cycle path road layouts nationwide and related safety risks to vulnerable road users.
- Public awareness information on Advance Fee fraud.
- Crime prevention feature, which included bike safety and promoted the population of your emergency details on your smart phone to assist emergency services and the return of your phone should it be lost or stolen.

Presentation on Garda Social Media to OSCE (Organisation for Security and Co-Operation in Europe)

The Garda Director of Communications presented remotely at the 2020 OSCE Annual Police Experts Meeting "Police and the Media: Co-operation in Public Interest" on the role our social media channels play in support of the Organisation's goal of keeping people safe. The conference was virtually attended by over 100 international communication colleagues and included presentations from the FBI, Spanish Police, Dutch Police, media and academics.

6 Progress update on embedding the Code of Ethics

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

Most initiatives on the plan for the continued embedding of the Code of Ethics in 2020 are progressing, however some aspects continue to be affected. Owing to COVID-19, no workshops have been conducted since March 2020. The governance and communications related activities are continuing. A decision regarding the recommencement of the workshops throughout the Organisation will be made as soon as this is possible. Signing of the Code of Ethics declaration continues through trigger points in the careers of personnel within the Organisation including mobility and promotion.

The Garda Ethics and Culture Bureau (GECB) has engaged positively with 60 Divisions and Sections in relation to the statistical data and returns are being collated, analysed and reconciled with the validated database. While all divisions have provided initial responses, the GECB continues to engage with the final 10 Divisions/Sections in relation to their returns.

Garda Decision Making Model

The GECB has submitted content to the Garda College for inclusion in the Garda Decision Making Model eLearning training. The first draft of the eLearning has been reviewed and feedback provided to the Garda College. A communication approach document to support the roll out of the eLearning content has been prepared.

7 Implementation of Cultural Change

The GECB has commenced gathering statistical data around culture change including data on suspensions, dismissal and complaints. It has been decided to proceed with a mini-tender competition (value under €25,000) for the second cultural audit. The Request for Tender documentation is currently being drafted.

8 Risk Management

An Garda Síochána's Corporate Risk Register captures the 11 principal risks currently facing the Organisation. There have been no changes to corporate risk ratings in September 2020. During September 2020, the Chief Risk Officer and the Garda Risk Management Unit (GRMU) met with Executive Directors Strategy & Transformation, HRPD and Finance & Services and the Chief Information Officer to discuss individual Corporate Risks and risk mitigation strategies. To date, meetings have been held with almost all Corporate Risk owners.

Recommendations from a recent independent review and audit of risk management have been consolidated and an 'Implementation Plan' is currently being developed. During September 2020, a number of meetings were held between the GRMU and the Strategic Transformation Office, where a 'Divisional Process Design Document' (RACI) was discussed and prepared.

As mentioned previously, the lack of a Risk Management IT System significantly impacts the GRMU and all Risk Managers. The GRMU is arranging a run-through (demo) of e-Risk System (Office of Government Chief Information Officer, 'Build to Share'). This could result in significant benefits for the Organisation, in terms of efficiencies related to developing, submitting, analysing, consolidating, data-mining and data-extracting from the system. Compliance rates for Q3 2020 are currently being collated. Compliance rates from Q1 and Q2 2020, remained consistently high, averaging 93%.

An Garda Síochána conducted a comparison of two data sets of use of force statistics for August and September 2020.

The Chief Information Officer in An Garda Síochána advises that the data included in this section is self-contained and prepared from a very small data set covering only two months. It should not be linked with or compared to other sources. The figures provided are provisional, operational and subject to change.

- There has been a decrease in recorded incidents of uses of force from 108 incidents in August 2020 to 95 incidents in September 2020.
- There has been an increase in the use of force against females month on month from 8% in August 2020 to 14% in September 2020.
- There has been a decrease in baton usage from 22 uses in August 2020 to 11 uses in September 2020, a decrease of 50%.
- The usage of Incapacitant Spray has remained consistent with a decrease of only one use, from 80 during August 2020, compared to 79 uses in September 2020.
- Taser usage has remained consistent with 5 uses in August 2020 and 5 uses in September 2020.
- The use of firearms has decreased from 1 incident in August 2020 to 0 incidents in September 2020.
- There continues to be an increase in the number of Public Order incidents month on month that had a use of force element from 63% in August 2020 to 71% in September 2020, an increase of 8%.
- There has been an increase in the amount of Traffic incidents that had a recorded use of force element. During August 2020, traffic offences accounted for 3% of use of force incidents, in September 2020, this figure has increased to 9%.
- The number of Theft related incidents that had a use of force element has reduced from 10% in August 2020 to 2% in September 2020.
- Regarding days of the week in which force was used, Sunday continues to have the highest number of use of force incidents, with 25% in August 2020, reducing to 19% in September 2020. Midweek days continues to remain low and consistent, however in September 2020, Tuesday accounted for 19% of all incidents in which a use of force occurred.
- The DMR North Central has recorded a noticeable decrease of 7% of all recorded incidents of use of force, from 12% in August 2020 to 5% in September 2020. The Limerick Division has seen a large increase in use of force incidents from 4% in August 2020 to 10% in September 2020, taking it to the Division that has the second highest levels of use of force incidents just behind the DMR South Central Division.

National Overview

Long term trends in **Property Crime, Burglary and Criminal Damage** plateaued in 2019, following a sustained downward trend from 2015 – 2018. This reduction has started to resume in 2020, largely due to the COVID-19 pandemic. **Crimes against the Person and Sexual Offences**, for which continuous upward trends have been observed in recent years, have stabilised in 2020. **Public Order** incidents have increased consecutively in 2018 and 2019 and although also affected by COVID-19, have not seen as great a reduction when compared with Property Crime or Criminal Damage. Since March 2020, Government measures to inhibit the transmission of Coronavirus have been in place. These have had a significant effect on crime, with most crime types reporting significant reductions since mid-March 2020. April and May 2020 were complete months of COVID-19 restrictions, allowing for comparison with last year and an *approximation* of the impact that COVID-19 has had on various types of crime. Although some restrictions were lifted in June/July 2020, many remain in place and continue to have an effect on the rate of crime. Comparisons of April-August 2020 with April-August 2019 are provided to follow.

Data Quality Assurance

Monthly meetings continue between An Garda Síochána and the Central Statistics Office on data matters. The three priority data quality actions for 2020 discussed with Policing Authority staff on 5 March 2020 are still in progress.

1. Crime recording rules were published in August 2020 with positive feedback from the CSO in their 29 September 2020 release on Recorded Crime Q2 2020.
2. Eircode capture is being implemented in PULSE 7.6 (which went ahead as scheduled on 18 October 2020). This will allow Eircodes to be recorded for new incidents. An Eircode matching project is underway to automatically associate Eircodes with existing addresses in PULSE and is expected to complete in early December 2020. Based on the experience of other public bodies, it should be possible to associate Eircodes with 20%-30% of incident addresses. Achieving good Eircode coverage will improve the precision of address recording and also improve the ability to search for records.
3. The robust PULSE data review process operating by GISC and essential to maintaining quality, continues to function well and has been an essential enabler in the production of verifiable external reports and addressing concerns about the quality of individual records. This will be further validated by an internal and external audit of the review process, to be coordinated initially by the Garda Professional Standards Unit. The CSO saw the process in operation at Midleton Garda Station on 22 September 2020 and provided positive feedback. The CSO is expected to provide additional general feedback on Garda data quality progress during Q4 2020.

As flagged in the corporate risk register, the ongoing shortage of data collection capacity (GISC), analytics capacity (GSAS) and data science technology is a barrier to increasing both the quality and value of data to An Garda Síochána. The 2020 reduction in staffing is against a backdrop of the need to implement the data quality strategy and increasing demands for data and information both internally and externally. These are the subject of ongoing business case approvals.

Chart 1: Total Property Crime - 5 Year Trend

Property Crime had been trending downwards since the end of 2015. This trend flattened in 2019 but has taken a further downward turn in 2020. Levels are down 18.3% in the 12 months to September 2020, as compared with the 12 months prior to this. COVID-19 has resulted in a lot of business premises being shut and with more people staying at home, there is a reduction in the number of residences left vacant. As a result, offenders are presented with less opportunity to commit Property Crime offences. In 2020, Property Crime was lowest in April when lockdown conditions were in effect. When April-September 2020 is compared with April-September 2019, there has been a reduction in Property Crime of 31.4%. Reintroduction of certain restrictions in September (such as closure of licenced premises) are likely to have an impact on Property Crime, especially Burglary. Theft from Shop accounts for just under 30% of Property Crime (since 2018) and this would likely be impacted by Level 4 or 5 restrictions.



Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary tends to peak in October and November each year. Residential burglary was down 19% and burglary occurring elsewhere down 25.9% in the 12 months to September 2020. When compared with April-September 2019, residential burglary has decreased by 42.8% and burglary elsewhere has decreased by 42.8%.

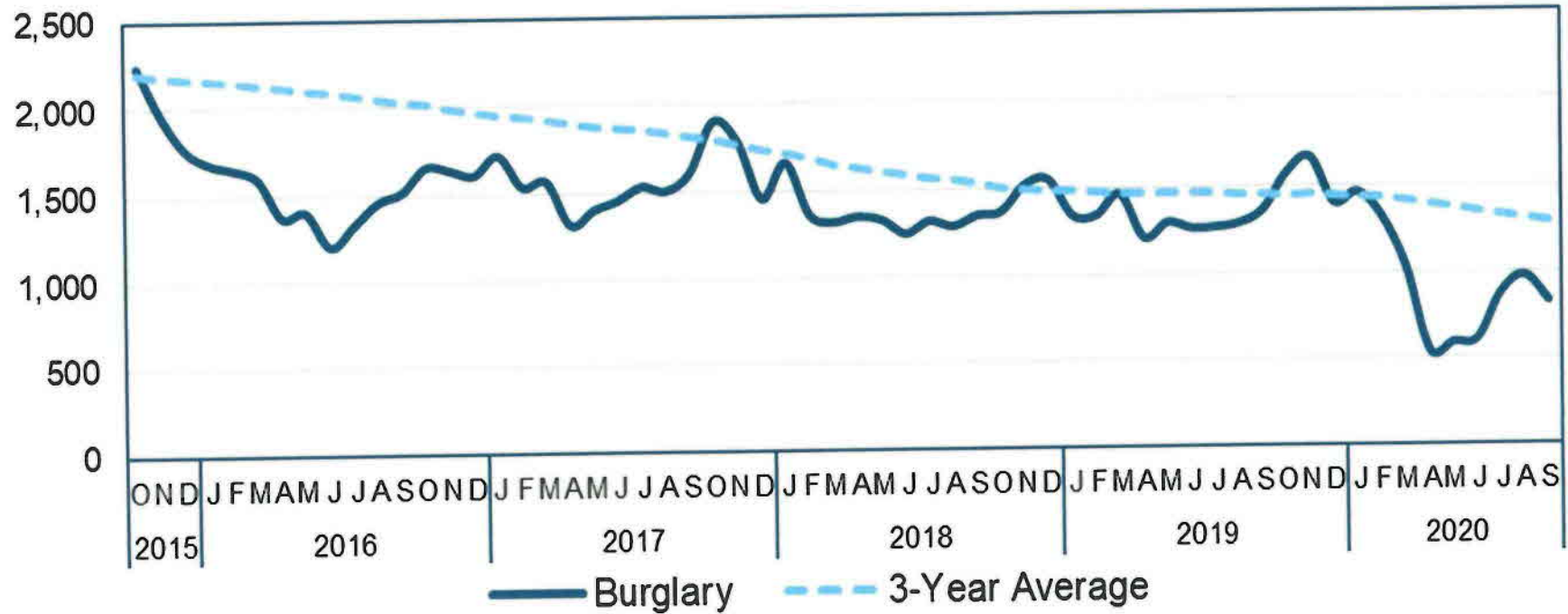


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the Person have plateaued in 2020 following a gradual rise over the past 3 years. In the year to September 2020, there was a decrease of 8.6%. There has been an overall reduction during COVID-19 which is likely to be linked to decreased public mobility and closure of licensed establishments. In April-September 2020, Crimes against the Person were 13.0% lower than those reported in April-September 2019.

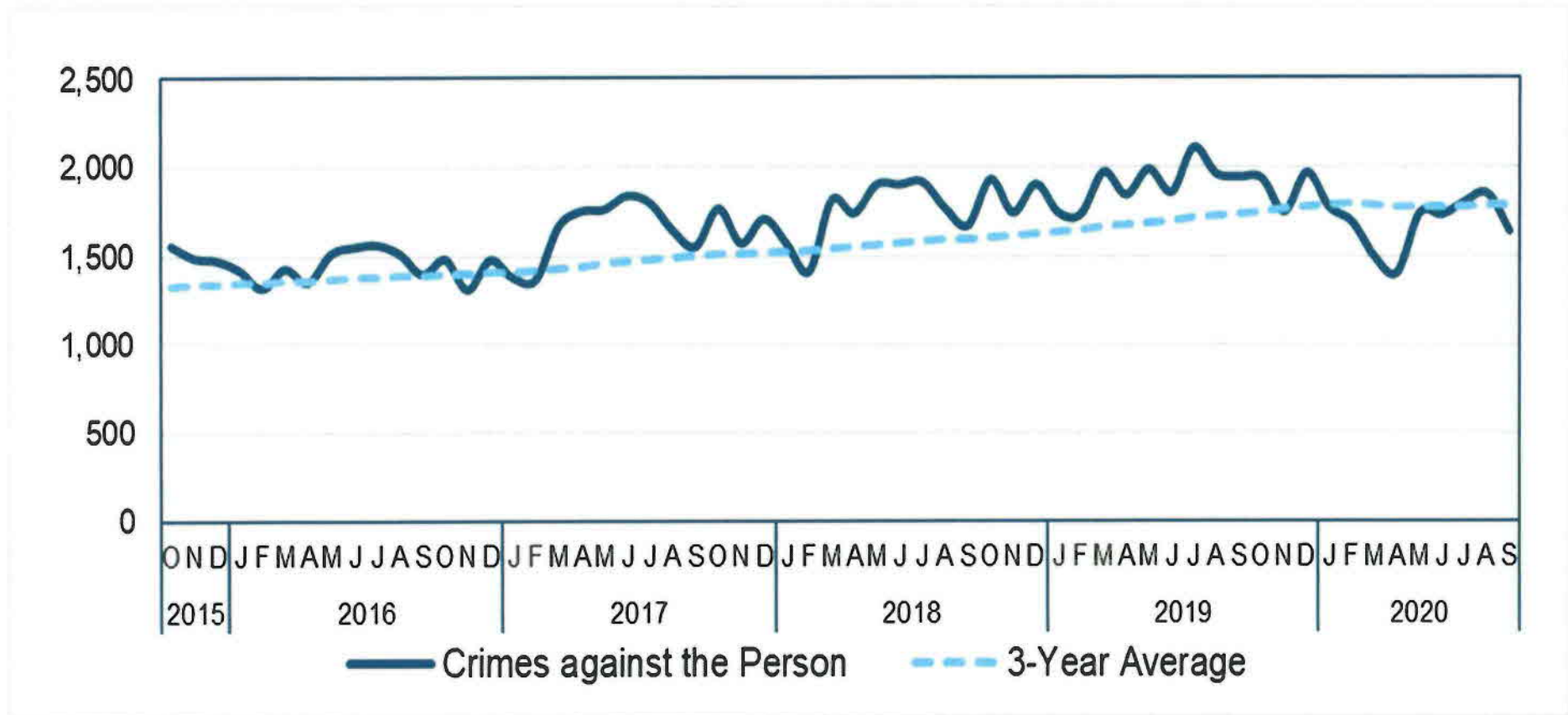


Chart 4: Sexual Offences - 5 Year Trend (to August 2020)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on **Sexual Offences** to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 however this has plateaued in the last 12 months. In the 12 months to August 2020 there has been a decrease in reported Sexual Offences of 14.1%. The general increase in sexual offences in recent years is not unique to Ireland and may be partially attributable to a change in reporting behaviour whereby victims are increasingly likely to report sexual crime. 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 precluded that the increase in Sexual Offences (in recent years) is solely due to an increased level of incidents occurring. In April-August 2020, reported Sexual Offences were 14.7% lower than in April-August 2019. However, given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an approximation of the impact of COVID-19 on reported Sexual Offences.

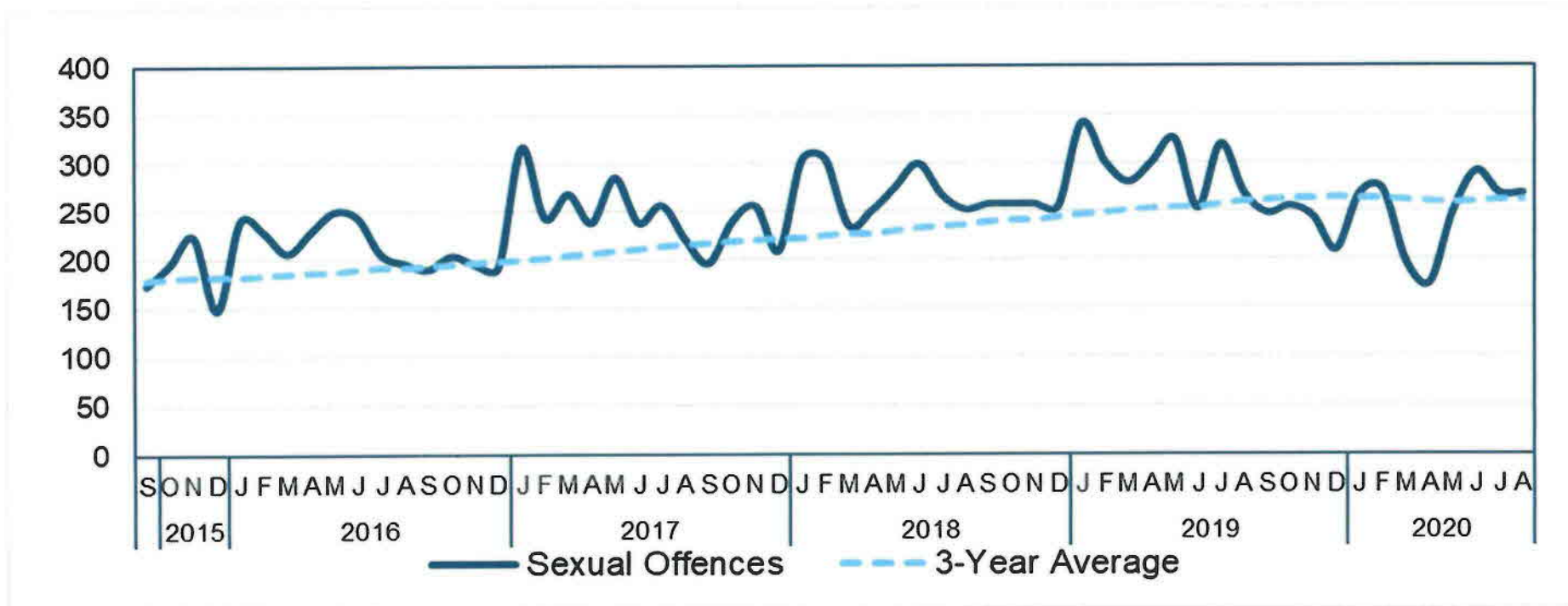


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal Damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 9.4% in the 12 months to September 2020 as compared with the 12 months prior to this. In April-September 2020, there were 11.1% fewer reported Criminal Damage incidents compared to April-September 2019.

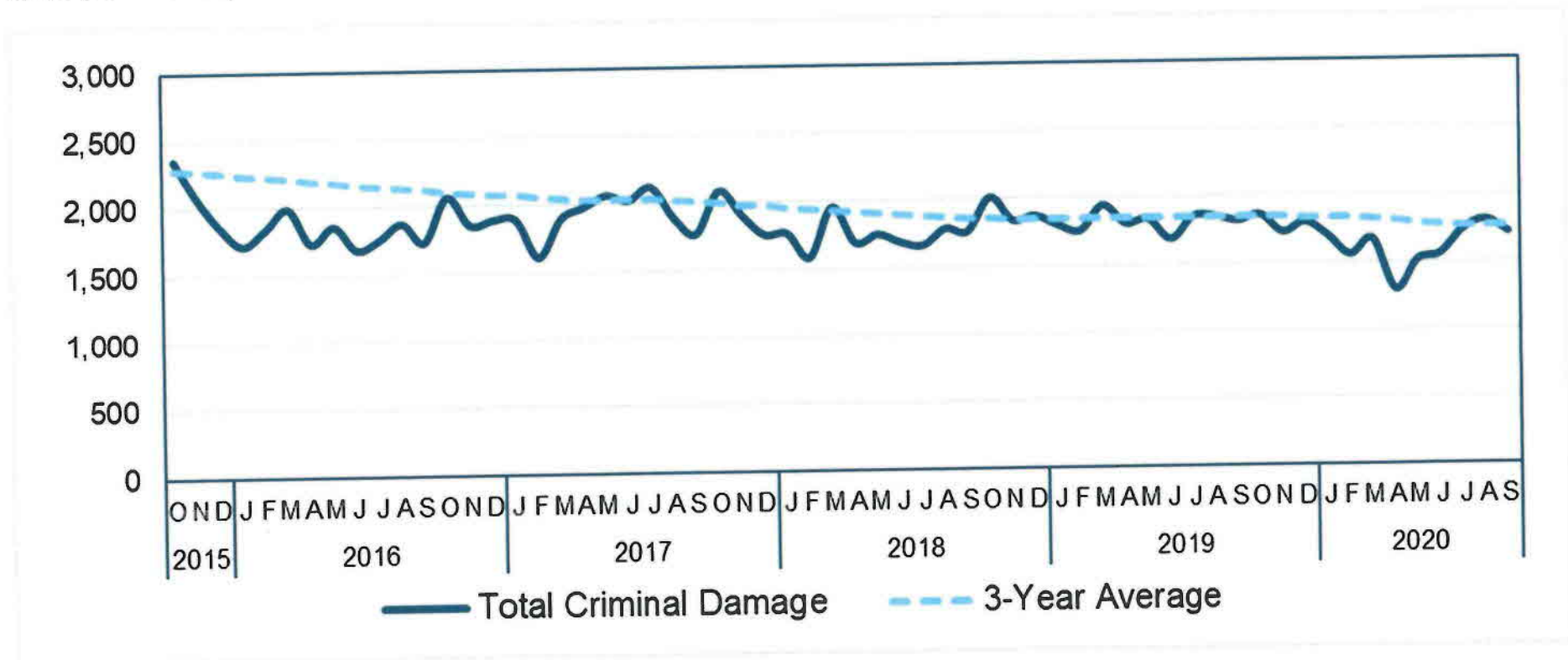
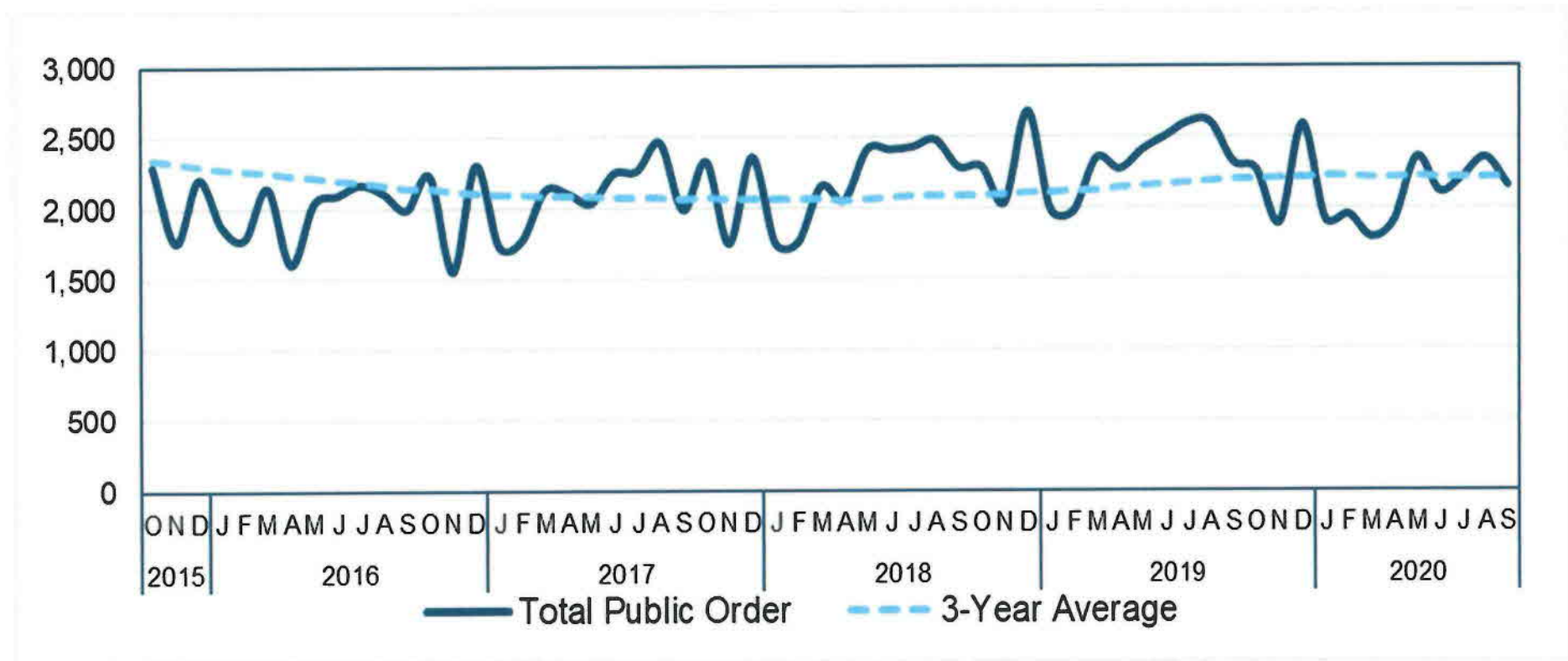


Chart 6: Total Public Order- 5 Year Trend

Total Public Order incidents showed a gradual upwards trend starting in mid-2018 and finishing at the beginning of 2020. Just prior to the COVID-19 crisis, there were signs of this trend coming to a plateau. There has been a decrease of 9.0% in the 12 months to September 2020. Total Public Order (Public Order and Drunkenness) tends to spike in December and increase gradually throughout the year into summer. Public Order offences for April-September 2020 is down 7.3% while Drunkenness offences are down 17.4% when compared with the same period last year.



Throughout the month of September 2020, 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, supported by specialist personnel from Units under the remit of Assistant Commissioners Organised & Serious Crime, Garda National Crime & Security Intelligence Service and Roads Policing and Community Engagement. An overview of some of those incidents in September 2020 is provided to follow:

In September 2020, personnel attached to the Anti-Corruption Unit within the Garda National Economic Crime Bureau (GNECB), undertook an arrest operation relating to an ongoing complex investigation in respect of alleged corrupt practices within a public body. One person was arrested on suspicion of commission of offences, contrary to the Prevention of Corruption (Amendment) Act 2001. This person was detained, pursuant to the provisions of section 4, Criminal Justice Act 1984 and interviewed in relation to the suspected offences. The prisoner was subsequently released from custody, pending the forwarding of an investigation file to the Director of Public Prosecutions.

In September 2020, an off duty Garda observed a number of persons acting suspiciously in Co. Tipperary. Local Gardaí attended the scene and conducted a search of the suspect's vehicle, resulting in the recovery of a large amount of groceries and cosmetics. The driver of the suspect vehicle was unable to provide receipts for the items and all four occupants of the vehicle were subsequently arrested on suspicion of theft and detained pursuant to the provision of section 4, Criminal Justice Act 1984. All prisoners were charged with Possession of Stolen Property, Theft Act 2001, with property valued at €1,600 returned to businesses in Counties Tipperary and Limerick.

In September 2020, as part of an ongoing intelligence led investigation, targeting suspected organised crime activity, three vehicles were intercepted by members from the Garda National Drugs and Organised Crime Bureau (GNDOCB) in County Dublin. In the course of follow up searches in Dublin, five kgs of Cocaine and 14 kgs of Cannabis Herb, with an estimated value of €630,000 were recovered. Three suspects were arrested and one prisoner was subsequently charged with alleged breaches of the Misuse of Drugs Act.

On 23 September 2020, as part of an ongoing intelligence led investigation, targeting suspected organised crime activity and drug importation, members from GNDOCB intercepted a HGV, during a search operation in County Dublin. 50 kgs of Cocaine, with an estimated value of €3.5m was seized. One male was arrested and subsequently released without charge, pending submission of an investigation file to the Law Officers.

In September 2020, as a result of an ongoing investigation, Gardaí from the Dublin Metropolitan Region conducted a surveillance operation in Co. Dublin, when a vehicle of interest was observed. The vehicle failed to stop for members and both occupants subsequently fled on foot. Following an intensive pursuit, the males were arrested and detained pursuant to the provision of section 30, Offences Against the State Act 1939/98. A search of the vehicle resulted in the recovery of a suspected sawn off shotgun and ammunition. Following consultation with the DPP, the prisoners were charged with unlawful possession of firearms and ammunition, pursuant to the provisions of section 27(a) Firearms Act, 1964 as amended, they appeared before the courts where they were remanded in custody.

In September 2020, as a result of an ongoing operation, targeting suspected organised crime activity, including suspected money laundering, two coordinated searches were undertaken at residential

properties in Kerry and Laois, during which €3.5m in cash was seized. One male was arrested and subsequently charged in respect of two alleged offences, contrary to the provisions of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010.

In September, 2020, while on mobile patrol, Gardaí observed a male acting suspiciously in Co. Wexford. A search was conducted of the male's vehicle and a quantity of cigarettes were recovered. The suspect was arrested and detained, pursuant to the provisions of section 4, Criminal Justice Act 1984. The prisoner was subsequently charged with an offence contrary to section 17, Criminal Justice (Theft & Fraud Offences) Act 2001 where bail was granted. Inquiries were conducted with the cigarette wholesaler and it was established that the cigarettes were dispatched to a retail outlet in Co. Clare, which was subject to a burglary on 26 September 2020, during which cigarettes valued at €20k and €19,400 in cash were taken. Investigations into this matter remain ongoing.

On 24 September 2020, the Criminal Assets Bureau conducted a search operation in Counties Clare and Tipperary as part of an investigation focussed on the assets of an International Organised Criminal Group (OCG) suspected of laundering the proceeds of mandate fraud committed in the United Kingdom via a used car outlet in County Tipperary. Six premises were searched, resulting in the seizure of 85 cars, two recovery trucks, one articulated car transporter, €21,000 in cash and in excess of €200,000 being restrained in financial accounts. This operation was conducted in conjunction with the Garda National Economic Crime Bureau (GNECB) and the UK's West Midlands constabulary as part of a Cyber, Fraud and Money Laundering investigation in the UK.

In addition, during the month of September 2020, the Criminal Assets Bureau conducted searches in counties Limerick, Louth and Kildare, assisted by local Gardaí, targeting the assets of Organised Crime Groups (OCG) suspected of being involved in the sale and supply of controlled drugs, money laundering and the provision of suspected substandard repairs. Orders were subsequently granted, pursuant to section 17, Criminal Justice (Money Laundering & Terrorist Financing) Act 2010 over twelve high-end designer watches and €10,700 in cash seized, including €253,000 restrained in financial accounts.

Also during September 2020, the Criminal Assets Bureau secured Orders, pursuant to sections 2 and 3, Proceeds of Crime Act 1996, as amended, over one vehicle, a high-end watch, €21,600 in cash and €226,487 held in a financial institution.

Operation Aphrodite

Operation Aphrodite is a Europe-wide operation, coordinated through Europol, targeting intellectual property (IP) rights infringement. This year, Ireland and Italy are leading out on operational activity associated with *Operation Aphrodite*, in liaison with over 20 European countries. In this jurisdiction, participation in Operation Aphrodite III involved targeting the online sale and advertising (including through social media) of illicit television products. The operation was coordinated at a national level, by GNBCI, who engaged with the relevant industry to obtain evidence of intellectual property right infringements online. The GNBCI operated as the national contact point for relevant investigation. Evidence packs were developed and then forwarded to local Gardaí for investigation and An Garda Síochána undertook 14 individual investigations, in Dublin, Waterford, Tipperary, Mayo and Laois, relating to the sale of counterfeit and copyrighted goods during the course of the operation, with GNBCI coordinating investigation, where appropriate.

In total, 6,340 suspected counterfeit or copyrighted items/materials were seized. The nature of products seized included suspected counterfeit computer batteries and accessories, phone parts and accessories, various types of clothing including sportswear and footwear and illicit set top boxes. Investigation files are being prepared for submission to the Director of Public Prosecutions for

consideration, relating to suspected breaches of the provisions of section 140 of the Copyright and Related Rights Act 2000 and section 92 of the Trademarks Act 1996 (Counterfeiting.) The aforementioned investigations resulted, in particular, in the seizure of 4,000 illicit set top boxes in searches undertaken in the midlands and Dublin. In the course of the operation, the input coordinated through GNBCI resulted in a total of 4,200 websites selling copyrighted materials across the European Union and beyond being identified. Participation by Ireland involves relevant information being forwarded to Europol, on a regular basis.

12 Community Engagement and Organisational Initiatives

Online Training for Garda members due to undertake Peacekeeping Duty

On 2 September 2020, the Garda National Diversity & Integration Unit (GNDIU) delivered an online training presentation to Garda members in advance of their deployment to Cyprus on UN Peacekeeping duty. Advice and guidance was provided on the challenges that will be faced by those serving in Cyprus relating to ethnic, cultural and religious sensitivities.

Meeting with Immigrant Council of Ireland and local and Brazilian Communities in North Inner City

On 10 September 2020, following a fatal hit and run involving a Brazilian Cyclist, the GNDIU took part in an online meeting with the Immigrant Council of Ireland (ICI) and representatives from both the

local and Brazilian Communities in the North Inner City. On 16 September 2020, GNDIU also met with Deliveroo Cyclists and a representative from Association of Brazilian Communities in Ireland (AMBI) to listen to concerns, provide reassurance, build common understanding and discuss joint solutions. The engagement proved very positive for all parties.



World Alzheimer's Day

21 September 2020 marked World Alzheimer's Day. In line with our commitment of *Keeping People Safe*, An Garda Síochána launched a *"Be a Good Neighbour"* Campaign, which ran from 17 to 21 September 2020. The GNDIU collaborated with the 'Alzheimer Society of Ireland' and 'Dementia Ireland, Understand Together' to publicise the facts about dementia, which were communicated on Social Media, along with an internal communication to each Garda Division and via the Garda Portal.

'Don't add to the Problem' Fireworks Awareness Campaign

On 22 September 2020, the Department of Justice and Equality launched its annual fireworks campaign which asks individuals "Don't add to the problem". The Garda National Crime Prevention Unit (GNCPU), presented at the launch, regarding the legal standing of fireworks and the potential penalties that individuals may face as a result. An Garda Síochána commenced its annual "Operation Tombola" on 4 September 2020 in the DMR and nationally on 1 October 2020.



Westport Garda Station School Talks to prevent the spread of COVID-19

On 28 September 2020, in an effort to support public efforts in reducing the spread of COVID-19, and in response to reports of students congregating in Westport Town, two members from Westport Garda Station, including one member who plays for the Mayo Senior Football Team and is seen as a positive role model for young people in Mayo, provided information talks to fifteen (15) classes in the two secondary schools, centred around re-iterating the Government restrictions and encouraging the students to play their part, to prevent the spread of COVID-19. Gardaí received a positive response from the principals and students.

Make Way Day '20 / Operation Enable

Over the past number of years, An Garda Síochána has developed close working relationships with the various associations representing persons with disabilities. In September 2020, An Garda Síochána strongly supported the Disability Federation of Ireland in their "Make Way Day '20" initiative, which took place on Friday 25 September 2020. This campaign aims to raise awareness about the challenges persons with disabilities face from obstacles left on the footpath and poor driver behaviour.

Speaking at Garda Headquarters, Chief Superintendent Raymond McMahon, Garda National Roads Policing Bureau, said, "We are urging drivers to be conscious of other road users, particularly those with impaired mobility and disability by asking them not to park on footpaths or use designated disabled parking bays without a proper permit". "As part of Operation Enable, An Garda Síochána has targeted offences relating to the improper use of disabled parking bays. Since 2017, over 18,000 fines have been issued, even in this year with Coronavirus we have issued over 1,800 fines". In addition to this, figures indicate that on the day, 28 Fixed Charge Notices for Parking in a Disabled Bay were issued.

An Garda Síochána would ask all motorists to park legally today and every day.



Divisional Protective Services Unit now operational nationwide

On 29 September 2020, a Divisional Protective Services Unit (DPSU) commenced operation in the Meath / Westmeath Garda Division. This followed the recent commencement of units in the Mayo, Roscommon/Longford, Kildare and Laois/Offaly divisions on 21 September 2020 and in Wexford on 24 September 2020. The addition of six DPSUs in September 2020, brings to 27, the total number of units that are operational across Ireland. There is now a DPSU in operation within every Garda Division. Approximately 320 personnel are assigned to DPSUs including members of Inspector, Sergeant and Garda rank.

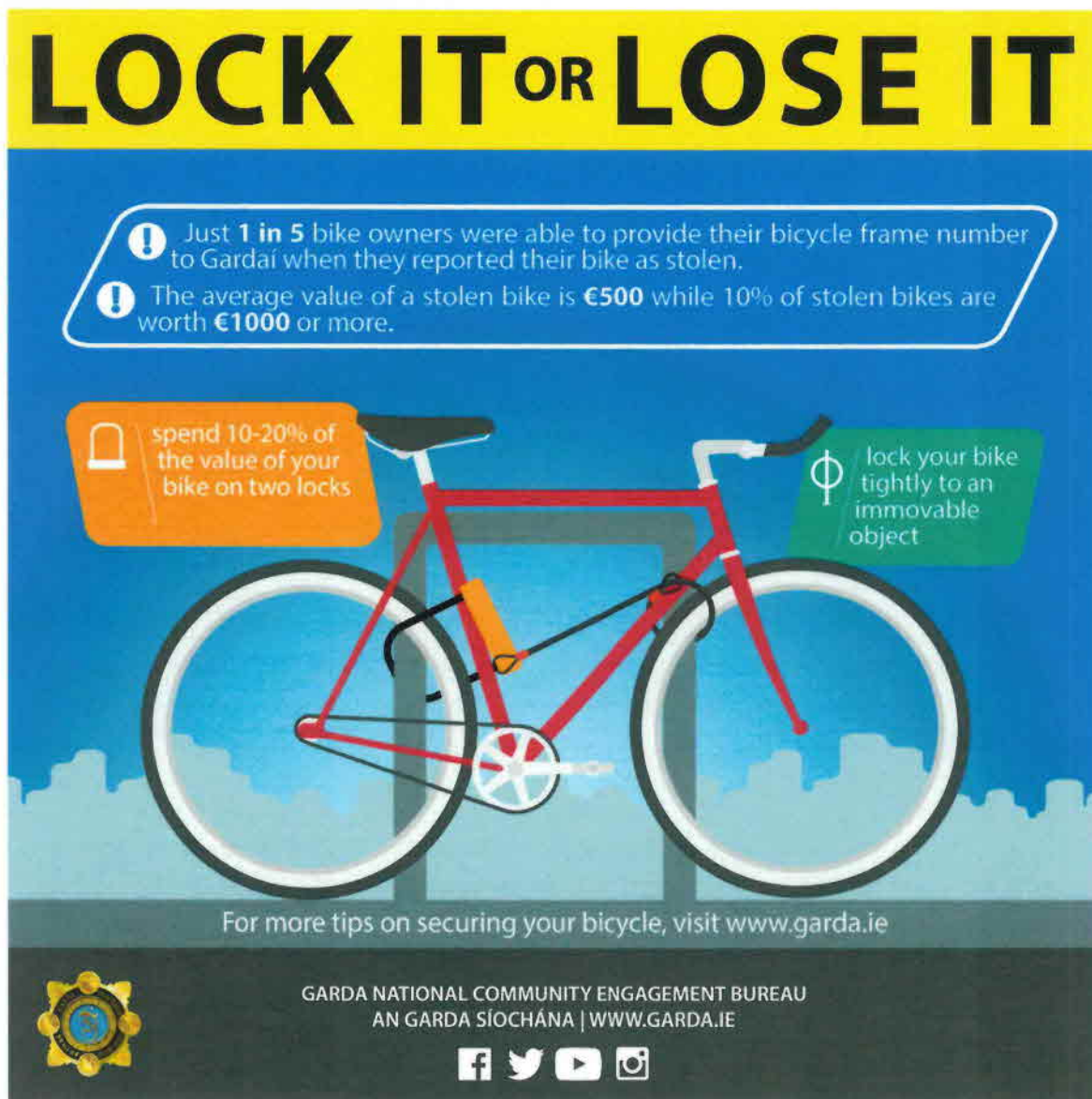
These units will meet a key commitment in A Policing Service for the Future, the four-year implementation plan giving effect to the recommendations of the Commission on the Future of Policing in Ireland.

Personnel assigned to DPSUs have been provided with a bespoke training course, consisting of a number of modules addressing issues including, investigation of sexual crime, child protection, investigation of domestic abuse, online child exploitation and sex offender management. This training course has been developed by the Garda National Protective Services Bureau (GNPSB), in conjunction with the Garda College.

National Bike Week, 19 – 25 September 2020

As part of National Bike Week, beginning on 19 September 2020, An Garda Síochána reminded cyclists to take extra precautions in keeping their bicycles safe by locking them in the most secure way possible. New figures show bicycle thefts have risen significantly, particularly in the last three months. Figures from the Garda Síochána Analysis Services show that bicycle theft has increased nationally by 9% in the last 12 months.

The majority of bicycles are stolen from roads, streets and car parks, however increases in bicycle thefts from residential or domestic settings are more prominent in 2020, particularly from gardens, sheds, apartment complexes and houses. So far this year there have been 3,800 reported bicycle thefts, with An Garda Síochána recovering approximately 1800.



LOCK IT^{OR} LOSE IT




- Just **1 in 5** bike owners were able to provide their bicycle frame number to Gardaí when they reported their bike as stolen.
- The average value of a stolen bike is **€500** while 10% of stolen bikes are worth **€1000** or more.

spend 10-20% of the value of your bike on two locks

lock your bike tightly to an immovable object

For more tips on securing your bicycle, visit www.garda.ie

GARDA NATIONAL COMMUNITY ENGAGEMENT BUREAU
AN GARDA SÍOCHÁNA | WWW.GARDA.IE

Appendix A – Policing Plan 2020 – Performance at a glance, September 2020

Priority 1. Community Policing

1	Community Policing Framework	Yellow	8	Community Policing Reserves	Yellow
2	Community Policing Training	Green	9	National Drug Strategy	Green
3	Community Policing Mapping	Green	10	Community partnerships (COVID-19)	Green
4	Community Police Allocation	Green	11	Stakeholder Experiences	Green
5	Diversity & Integration Implementation	Green	12	Community Partnerships	Green
6	Diversity & Integration Feedback	Green	13	Community Engagement (COVID-19)	Green
7	Minority Engagement (COVID-19)	Green			

Priority 2. Protecting People

14	COVID-19 Response Coordination	Green	33	Homicide Review Recommendations	Green
15	Data Analysis Support	Red	34	Divisional Protective Services Units	Green
16	Public Health Operations	Green	35	Domestic Abuse Risk Assessment Tool	Yellow
17	National Coordination & Tasking Functions	Green	36	Domestic Abuse Operations	Green
18	OCG Threat Assessment Matrix	Green	37	Call-backs to Domestic Abuse Victims	Green
19	Cyber-crime Hubs	Yellow	38	Victim Assessments	Green
20	Crime Prevention Advice	Green	39	Victim Support Training	Yellow
21	Assaults in Public Reduction Strategy	Green	40	3 rd Party Hate Crime Reporting	Green
22	Crime Prevention Strategy	Green	41	Minority Crime prevention Advice	Green
23	Drugs Awareness Campaign	Green	42	Online Hate Crime Reporting	Green
24	Social Media Campaign	Green	43	Hate Crime Training	Green
25	Metal, & Retail Theft Forum	Green	44	Lifesaver Offences	Green
26	Youth Referral Recommendations	Green	45	Intoxicated Driving Testing	Green
27	Drug-related Crime Review	Green	46	Unaccompanied Driver Detections	Green
28	Reporting on OCGs to Policing Authority	Green	47	Crowe Horwath Recommendations	Green
29	IMS	Green	48	Major Event Management Unit	Red
30	Schengen Information Connection	Green	49	Operation Páisti	Yellow
31	Schengen Training	Yellow	50	Roads Intel Gathering	Green
32	Schengen Phase III	Green	51	Disqualified/Fail to Surrender Drivers	Green

Priority 3. A Secure Ireland

52	Domestic & International Operations		59	International Engagement	
53	Monitoring Extremist Threats		60	Europol & Interpol Operations	
54	Terrorist Activities & Network Disruption		61	Europol & Interpol Engagement	
55	Security Service Training		62	Major Emergency Response	Green
56	Targeting Terrorist Finance		63	CBRN Response Capabilities	Yellow
57	Security & Intelligence Operating Model		64	MEM Training	Yellow
58	Security & Intelligence Enhancements				

Priority 4. A Human Rights Foundation

65	Human Rights Strategy	Green	69	Human Rights Training	Green
66	Recording Use of Force	Green	70	Human Rights Policy Reviews	Yellow
67	Reporting Use of Force	Green	71	Human Rights (COVID-19)	Green
68	Embedding Code of Ethics	Green	72	Rights and Ethics Comms (COVID-19)	Green

Priority 5. Our People – Our Greatest Resource

73	Probationer Training (COVID-19)	Green	96	Industrial Relations Structures	Green
74	Training in Pandemics	Yellow	97	Staff Cultural Engagement	Red
75	Garda Staff Training	Yellow	98	Cultural Audit Roadmap	Green
76	Garda Probationer Monitoring	Green	99	Cultural Audit Process	Green
77	Garda Probationer Training	Red	100	Innovation Programme	Green
78	Garda Staff Induction Training	Green	101	PALF Usage Review	Yellow
79	Learning & Development Director	Green	102	PALF Usage	Red
80	Learning & Development Reporting	Green	103	Performance Management for Garda Staff	Yellow
81	Learning & Development Strategy	Green	104	Attested Probationer Supervision	Green
82	Electronic Training Management System	Red	105	Guidance & Support for Attested Probationers	Green
83	New Uniform Procurement	Green	106	Frontline Policing Recognition	Green
84	Property & Exhibit Management System eLearning	Green	107	Discipline Regulation Statutes	Green
85	Gardaí Recruitment	Red	108	Anti-Corruption Unit	Yellow
86	Garda Staff Recruitment	Yellow	109	Health & Wellbeing Strategy	Green
87	Human Resources Operating Model	Yellow	110	Post-traumatic Incident Support	Yellow
88	Workforce Plan	Yellow	111	Health & Wellbeing (COVID-19)	Green
89	Redeployment Strategy	Green	112	Occupational Health (COVID-19)	Green

90	Garda Redeployments	Red	113	Medical Considerations (COVID-19)	Green
91	Enhanced Promotion Processes	Yellow	114	Health & Safety in Policing (COVID-19)	Green
92	Diversifying Recruitment	Green	115	Health & Safety of Frontline Gardaí (COVID-19)	Green
93	Irish Language Recommendations	Yellow	116	PPE Procurement (COVID-19)	Yellow
94	Divesting Non-Core Duties	Yellow	117	Remote Working Solutions	Yellow
95	Senior Leadership Training	Yellow			

Priority 6. Transforming our Service

118	Revised Rostering	Yellow	129	Internal Communications Strategy	Green
119	Implement Operating Model	Green	130	Portal Upgrade Plan	Green
120	Divisional Business Services	Green	131	Data Quality Assurance Plan	Green
121	Phase 1 Op model Functions	Green	132	Core Technology Platforms Review	Green
122	Phase 2 Op model	Green	133	Criminal Justice Hub	Yellow
123	SCO Op model	Green	134	Mobility Evaluation	Yellow
124	Regional Op Model	Green	135	Enterprise Content Management Deployment	Yellow
125	Costed Policing Plans	Yellow	136	Computer Aided Dispatch Procurement	Green
126	Corporate Governance Framework Review	Green	137	Accelerated RDMS Deployment	Green
127	Performance & Accountability Framework	Yellow	138	Roster Duty Management System Roll-Out	Green
128	Risk Management Framework Review	Green			

Appendix B

Schedule of Expected Vacancies													
Rank	Forecast of Total Number of Vacancies based on compulsory retirements and other known leavers including voluntary retirements, resignations, career breaks, consequential vacancies, etc.												
	2020												
	January	February	March	April	May	June	July	August	September	October	November	December	Total to end 2020
Assistant Commissioner			1				1						2
Chief Superintendent		1		1			4		3	3			12
Superintendent		1	1	7			7		15	2			33
Total	0	2	2	8	0	0	12	0	18	5	0	0	47

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of September 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	9										9	0
Chief Superintendent	47	47						3			-3	44	3
Superintendent	168	166						14			-14	152	16
Total	224	222	0	0	0	0	0	17	0	0	-17	205	19

Appendix D

Breakdown of Leave – Garda Members																			
As at 30.09.2020	Gender	Work Share	% Garda Rank	% by Gender	Career Break	% Garda Member	% by Gender	Maternity Leave	% Garda Member	% by Gender	Unpaid Maternity	% Garda Member	% by Gender	Paternity Leave	% Garda Member	% by Gender	Parental Leave	% Garda Member	% by Gender
Garda	Male	2	0.02%	0.02%	24	0.20%	0.28%							14	0.12%	0.17%	12	0.10%	0.14%
	Female	94	0.79%	2.74%	32	0.27%	0.93%	77	0.60%	2.10%	32	0.27%	0.93%				73	0.61%	2.13%
Sergeant	Male	1	0.05%	0.06%	1	0.05%	0.06%										2	0.10%	0.12%
	Female	4	0.19%	0.85%	2	0.10%	0.42%	13	0.48%	2.12%	4	0.19%	0.85%				3	0.14%	0.64%
Inspector	Male													1	0.27%	0.33%			
	Female																		
Superintendent	Male																		
	Female										1	0.66%	6.25%						
	Total Male	3	0.02%	0.03%	25	0.17%	0.24%							15	0.10%	0.14%	14	0.10%	0.13%
	Total Female	98	0.67%	2.45%	34	0.23%	0.85%	90	0.62%	2.25%	37	0.25%	0.93%				76	0.52%	1.90%
	Total	101	0.69%		59	0.40%		90	0.62%		37	0.25%		15	0.10%		90	0.62%	

Appendix E

Breakdown of Leave – Garda Staff																			
As at 30.09.2020		Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Mat Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender
CO	Male	8	0.42%	1.70%	3	0.16%	0.64%										6	0.31%	1.27%
	Female	267	13.91%	18.43%	15	0.78%	1.04%	14	0.21%	0.28%	4	0.21%	0.28%				51	2.66%	3.52%
EO	Male													2	0.27%	1.00%	3	2.40%	5.88%
	Female	43	5.72%	7.79%	6	0.80%	1.09%	8	0.53%	0.72%	4	0.53%	0.72%				19	2.53%	3.44%
HEO	Male				2	1.60%	3.92%										1	0.80%	1.96%
	Female	4	3.20%	5.41	2	14.29%	33.33%	1	0.80%	1.35%	1	0.80%	1.35%				4	3.20%	5.41%
AP	Male																1	1.43%	3.13%
	Female																2	2.86%	5.26%
Chef de Partie	Male																		
	Female	1	4.35%	4.76%															
Teacher	Male																		
	Female	2	17.65%	33.33%															
Cleaner	Male																		
	Female	3	0.43%	0.45%				2	0.86%	0.91%									
Accountant	Male																		
	Female	1	14.29%	33.33%															
	Total Male	8	0.24%	0.86%	5	0.15%	0.54%							2	0.06%	0.22%	11	0.33%	1.19%
	Total Female	321	9.58%	13.25%	23	0.69%	0.95%	25	0.75%	1.03%	9	0.27%	0.37%				76	2.27%	3.14%
	Total	329	9.82%		28	0.84%		25	0.75%		9	0.27%		2	0.06%		87	2.60%	

Appendix F

Garda Members - Unavailable for duty due to sick leave

	Garda		Sergeant		Inspector and above		Total	
	*OI	**IOD	OI	IOD	OI	IOD	OI	IOD
September 2020	1242	155	104	9	8	0	1354	164
August 2020	1095	144	83	10	11	1	1189	155
July 2020	1076	145	92	8	7	1	1175	154
June 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
April 2020	768	150	76	9	9	1	853	160
March 2020	1215	159	103	10	12	0	1330	169
February 2020	1511	151	124	11	10	0	1645	162
January 2020	1774	154	170	11	17	0	1961	165
December 2019	1708	154	159	12	17	0	1884	166
November 2019	1593	154	135	11	8	0	1736	165
October 2019	1704	155	120	11	7	1	1831	167

*Ordinary Illness **Injury on Duty

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
September 2020	1303	156	108	9	8	0	1419	165
August 2020	1149	145	84	10	11	1	1244	156
July 2020	1133	145	96	8	7	1	1236	154
June 2020	960	146	67	9	4	1	1031	156
May 2020	809	145	60	10	3	1	872	156
April 2020	795	150	78	9	9	1	882	160
March 2020	1284	161	108	10	12	0	1404	171

February 2020	1628	151	132	11	11	0	1771	162
January 2020	1938	156	182	11	17	0	2137	167
December 2019	1842	154	167	12	17	0	2026	166
November 2019	1723	158	145	11	8	0	1876	169
October 2019	1830	156	125	11	7	1	1962	168

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
September 2020	11307	4067	1043.5	244	151	0	12501.5	4311
August 2020	10731.5	4108	1000	298	161	17	11892.5	4423
July 2020	9804	4174.5	963.5	248	114	31	10881.5	4453.5
June 2020	8629	4103.5	608.5	263	92	30	9329.5	4396.5
May 2020	8855.5	4164.5	764.5	304	53	31	9673	4499.5
April 2020	9459.5	4132	898	270	109	30	10466.5	4432
March 2020	12851	4372	1140	292	190.5	0	14181.5	4664
February 2020	12584.5	3985	1150	292	138.5	0	13873	4277
January 2020	14190.5	4245	1452	292	207	0	15849.5	4537
December 2019	14120.5	4224.5	1254	339	274.5	0	15649	4563.5
November 2019	12548.5	4198.5	989	310	138	0	13675.5	4508.5
October 2019	13541.5	4301.5	823.5	321	117	1	14482	4623.5
September 2019	13078.5	4313.5	1079	278	153	0	14310.5	4591.5

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
September 2020	12501.50	609	5.12%
August 2020	11892.50	1011	9.29%

July 2020	10881.50	1552	16.64%
June 2020	9329.50	-343.50	-3.55%
May 2020	9673	-793.5	-7.58%
April 2020	10466.50	-3715.00	-26.20%
March 2020	14181.50	308.50	2.18%
February 2020	13873.00	-1976.50	-14.25%
January 2020	15849.50	200.50	1.27%
December 2019	15649.00	1973.50	12.61%
November 2019	13675.50	-806.50	-5.90%
October 2019	14482.00	171.50	1.18%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
September 2020	4311.00	-112	-2.53%
August 2020	4423.00	-30.50	-0.68%
July 2020	4453.50	57	1.30%
June 2020	4396.5	-103	-2.29%
May 2020	4499.50	67.50	1.52%
April 2020	4432.00	-232.00	-4.97%
March 2020	4664.00	387.00	2.18%
February 2020	4277.00	-260.00	-14.25%
January 2020	4537.00	-26.50	1.27%
December 2019	4563.50	55.00	12.61%
November 2019	4508.50	-115.00	-5.90%
October 2019	4623.50	32.00	1.18%

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

Month	No. of Days Absent	LTR	Commentary
September 2020	12501.50	3.21%	The Lost Time Rate for 2018 as calculated by DPER was 3.2%.
August 2020	11892.50	3.05%	

July 2020	10881.50	2.79%	DPER Statistics for 2019 are not yet published.
June 2020	9329.50	2.38%	
May 2020	9673	2.46%	
April 2020	10,466.50	2.67%	
March 2020	14181.50	3.61%	
February 2020	13873.00	3.61%	
January 2020	15849.50	4.17%	
December 2019	15649.00	4.11%	
November 2019	13675.50	3.59%	
October 2019	14482.00	3.74%	

Garda Staff - Numbers who availed of sick leave

Date	No.
September 2020	290
August 2020	206
July 2020	236
June 2020	211
May 2020	198
April 2020	199
March 2020	321
February 2020	435
January 2020	515
December 2019	407
November 2019	396
October 2019	418

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
September 2020	300	2	302
August 2020	213	1	214
July 2020	251	1	252
June 2020	221	0	221
May 2020	196	2	198
April 2020	203	0	203
March 2020	341	5	346
February 2020	478	8	486
January 2020	577	3	580
December 2019	434	6	440
November 2019	435	7	442
October 2019	449	11	460

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	Total
September 2020	3008	31	3039
August 2020	2654	31	2685
July 2020	2688.5	19	2707.5
June 2020	2633.5	0	2633.5
May 2020	2810	12	2822
April 2020	3297	0	3297
March 2020	3638.5	65	3703.5
February 2020	3500.5	73	3573.5
January 2020	3792	62	3854
December 2019	3559.5	70	3629.5
November 2019	3148	78	3226
October 2019	3153	100	3253

Garda Staff – Number of Days Absent

Month	No. of Days Absent	Monthly Variance	% Variance
September 2020	3039.00	354	13.18%
August 2020	2685.00	-22.50	-0.83%
July 2020	2707.50	74.00	2.81%
June 2020	2633.50	-188.50	-6.68%
May 2020	2822.00	-475.00	-14.41%
April 2020	3297.00	-406.50	-10.98%
March 2020	3703.50	130.00	3.51%
February 2020	3573.50	-280.50	-7.85%
January 2020	3854.00	224.50	5.83%
December 2019	2629.50	403.50	11.12%
November 2019	3226.00	-27.00	-0.84%
October 2019	3253.00	92.50	2.84%
September 2019	3160.50	109.50	3.46%

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

Month	No. of Days Absent	LTR	Commentary
September 2020	3039.00	3.66%	The Lost Time Rate for 2018 as calculated by DPER was 5.2%. DPER Statistics for 2019 are not yet published.
August 2020	2685.00	3.25%	
July 2020	2707.50	3.32%	
June 2020	2633.50	3.25%	
May 2020	2822.00	3.50%	
April 2020	3297.00	4.09%	
March 2020	3703.50	4.58%	
February 2020	3573.50	4.47%	
January 2020	3854.00	4.85%	
December 2019	2629.50	4.61%	
November 2019	3226.00	4.11%	
October 2019	3253.00	4.19%	

- Sick Absence for members is recorded as the number of calendar days that a member is absent and may include weekend or/and rest days. In order to estimate the working days lost, the number of sick leave days recorded are adjusted by a factor of 5/7.
- Standard Working Year = 229 days (365 – weekends - public holiday - 22 days annual leave).

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

Commentary on Sick Absence in September 2020

Sick Absence for Garda Members has seen a month on month increase in Ordinary Illness in September 2020, while also showing a considerable increase for Garda Staff. Instances and numbers availing of sick absence leave show substantial movement for both Garda Members and Garda Staff. However, comparing September 2020 to September 2019, year on year, Ordinary Illness days have decreased for Garda Members by 12.64% and slightly decreased for Garda Staff by 3.84%. Unlike Ordinary Illness, Injury on Duty sick absence shows a decrease month on month. Comparing September 2020 to September 2019, year on year Injury on Duty has decreased by 6.11%. The number of days in the respective months is a contributory factor in variances month on month. Sick Absence is broadly categorised as Injury on Duty (members only) and Ordinary Illness (members and staff).

Injury on Duty

Overall, Injury on Duty for Garda Members shows a slight decrease in the last month over the number of sick absence days (2.53%), while showing a 5.7% increase in the instances of sick absence and 5.8% increase in the number of Garda Members availing of this sick absence leave.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 5.12% for Garda Members and significant increase of 13.18% for Garda Staff. The instances of sick absence, month on month, for Garda Members shows an increase at 14%, while for Garda Staff the increase can be seen at 41%. In regard to the number of members availing of sick absence leave, the figures show a similar trajectory to that of the sick absence instances; a 13.8% increase for Garda Members and a 40.7% increase for Garda Staff.

COVID-19 Pandemic

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

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