

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
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Luaigh an uimhir tharaghta seo
a leanas le do thoil:
Please quote the following ref.
number: **CMR_34-529/21**



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Ms. Helen Hall
Chief Executive
Policing Authority

Re: Commissioner's Monthly Report to the Policing Authority

Dear Helen

I am pleased to provide the fifth monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of April 2021, in accordance with Section 41A of the Garda Síochána Act 2005, as amended.

As in previous reports, the update regarding the National Policing Plan for COVID-19 is outlined at Section 1. We will continue to advise you of progress in this area through our various reports.

Yours sincerely,


MARIE BRODERICK
SUPERINTENDENT
PRIVATE SECRETARY TO
COMMISSIONER

21st
May 2021



An Garda Síochána
Monthly Report to the Policing Authority

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

May 2021

Message from the Commissioner

The commitment and sacrifice of so many since the pandemic first emerged in Ireland has begun yielding positive results this month and each of the COVID-19 indicators are now moving in the right direction. However, as we are all too well aware, there can be no room for complacency and as the vaccination programme makes considerable progress, it is more important than ever that An Garda Síochána extends our full support to public health regulations and guidance.

Despite the recent easing of Level 5 restrictions and some return to pre-COVID times, our high visibility operation that has been in place nationwide will continue. In line with the 4Es approach, we are reminding people to act responsibly when planning activities and to keep themselves and those around them safe.

To date, An Garda Síochána has issued over 21,000 fines across the broad range of COVID-19 breaches, but this cannot detract from the consistently high level of compliance being experienced by Gardaí. Our focus also remains on protecting and supporting the most vulnerable in communities all over the country. Gardaí have continued to provide vital support and assistance to victims of domestic abuse under Operation Faoiseamh.

There is a general air of optimism, but this remains a trying time for people, and that includes Gardaí who are working tirelessly. Earlier this month, An Garda Síochána launched a three-year strategy that will see the introduction of additional health and wellbeing supports for Garda personnel, as well as the strengthening of existing supports. This strategy will enable An Garda Síochána to deliver on our vision to support and promote the health and wellbeing of all Gardaí.

Irrespective of public health, criminals and organised criminal gangs continue to exploit situations for personal gain. As part of ongoing investigations, An Garda Síochána carried out several successful search and arrest operations throughout May 2021 that targeted the assets and activities of organised criminal groups, as well as sizeable seizures of drugs, firearms and cash.

With the weather improving, there has been concern in some Dublin communities and elsewhere affected by public order and anti-social behaviour. Gardaí are working hard to prevent and detect crime, and are carrying out proactive patrols as part of our structured and directed response to crime trends.

Since the beginning of 2021, a full Public Order Unit has been operating across DMR areas every Friday, Saturday and Sunday, with a particular focus on hotspots. This will continue as public health guidelines are revised. Operation Soteria, which was established in late 2019 to target and reduce the number of assaults in public places, also remains in place.

There is no doubt that the demand on policing changed during the past 14 months and our resources have been heavily utilised in ways never previously seen, but An Garda Síochána is effectively dealing with this change. Our ability to effectively manage a range of policing needs throughout May 2021 to keep people safe reflects that.

**J A HARRIS
COMMISSIONER**

An Garda Síochána is continuing as required, to implement a graduated policing response as part of the Government's response to COVID-19, which is evolving. Over the May Bank Holiday weekend, An Garda Síochána continued to conduct checkpoints across the national road network under Operation Fanacht, to ensure that restrictions regarding county boundaries were adhered to. These checkpoints have since ceased, in line with the Government's plan to ease restrictions, which came into place on Monday, 10 May 2021.

The operational policing response to the COVID-19 pandemic will continue through community engagement patrols, crime prevention and detection patrols and uniformed beats and patrols. Rolling checkpoints for the purpose of crime prevention and detection will also continue, preventing access and use of the road networks by criminals and other organised crime groups. High-visibility outdoor patrols will also be maintained at public amenities, parks, natural beauty spots and other locations where people congregate.

In addition, members continue to build upon the excellent community engagement that has already taken place, by ensuring ongoing contact with the elderly and vulnerable in local communities. This work is valued by the public and will continue to form part of our overall policing approach. As has been the case since the beginning of the pandemic, our focus remains on keeping people safe by supporting public health measures to further reduce the spread of COVID-19 in our communities.

Operation Fanacht

Where a member of An Garda Síochána reasonably suspects that an individual is in breach of travel regulations, a Fixed Payment Notice (FPN) may issue. Gardaí can also issue people with a fine for organising a party in their house or for attending such a gathering. Up to 6 May 2021, records indicate that 14,779 FPNs have issued, relating to leaving home without a reasonable excuse. In addition, as of 6 May 2021, there have been 3,072 fines recorded relating to attending events in dwellings and 913 relating to those who have organised events (dwellings and non-dwellings).

Operation Treoraím

Under Operation Treoraím, An Garda Síochána is continuing to conduct checks of retail premises across the country to ensure compliance with public health regulations. The vast majority of retail premises were compliant or came into compliance, when requested to do so. Directions to prosecute in respect of alleged breaches by a number of retail outlets have been received from the law officers. As of 8 May 2021, records indicate that there have been 227 potential breaches by retail premises and in each case, files will be submitted to the Law Officers.

Operation Navigation

Operation Navigation commenced on 3 July 2020, to ensure that all licensed premises are visited by uniformed personnel to ensure compliance with public health regulations. Where potential breaches of the Public Health Regulations are identified, and a person does not come into compliance, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed. As of 8 May 2021, 445 incidents of breaches of regulations relating to licensed premises have been recorded.

Operation Faoiseamh

Operation Faoiseamh is continuing with the Garda National Protective Services Bureau and Divisional Protective Service Units providing an enhanced level of support, protection and reassurance to victims of domestic abuse. An Garda Síochána continues to remind persons subject to domestic violence that travel restrictions do not apply in such cases or in circumstances where there exists a need to escape a risk of harm and have appealed to any persons who may have been the victim of such an incident to report same, irrespective of whether they may have been in breach of any public health regulations.

Financial Expenditure and Receipts

	2021 Allocation €'000	Expenditure/Receipts end April €'000	Remaining May-Dec €'000	%
Gross Total	1,952,163	633,707	1,318,456	68%
Appropriation in Aid (receipts)	95,988	39,588	56,400	59%
Net Total	1,856,175	594,119	1,262,056	
Deferred Capital Surrender	12,750			

The total gross 2021 allocation for An Garda Síochána is €1.95b and net allocation is €1.86b. At the end of April 2021, total gross expenditure is €633.7m (32% of allocation) and ahead of the end of April 2021 profiled spend by just over €7m, with further detail below. Appropriations in Aid are €39.6m at the end of April (41% of allocation), €7.5m ahead of the estimated profiled receipts.

Current Allocation and Expenditure

The gross current allocation for 2021 is €1.837b. Pay of €1.25b represents 68% of the 2021 current allocation, including pay for the Garda College. Expenditure on pay (including the Garda College) in April 2021 was €125.06m and the year to date is €419.35m. Expenditure on the salaries pay element (including the Garda College) to the end of April was €381.74m, which is €0.635m over profile.

Expenditure on the overtime element (including the Garda College) to the end of April 2021 was €37.61m, which is €5.508m over profile. This is due, in the main, to the continued response to the COVID-19 pandemic and increased activity in targeting organised and serious crime. Overall, pay and overtime is over profiled spend at the end of April 2021 by €6.14m.

Superannuation of €365m represents 20% of the 2021 current allocation. Expenditure on superannuation in April 2021 was €29.4m and the year to date is €117.6m. Non-pay of €222.6m represents 12% of the allocation, including for the Garda College. Expenditure on non-pay (including the Garda College) in April 2021 was €16.32m and the year to date is €57.47m. Overall, non-pay expenditure is €4.4m under profile at the end of April 2021. Non-pay expenditure in relation to COVID-19 at the end of April 2021 stands at €1.7m.

Capital Allocation and Expenditure

The gross capital allocation for 2021 is €114.659m, representing 6% of the gross 2021 allocation. Expenditure on capital (including the Garda College) in April 2021 was €1.32m and the year to date is €39.3m. The capital subheads have a combined over profile spend of €6.62m to the end of April 2021. Expenditure on IT capital (including communications capital) to the end of April 2021 was €34.53m, which is ahead of profile by €6.54m.

The variance at the end of April 2021 is a reduction of €3.66m on the March variance (€10.2m). The variance is due in the main to timing, as some payments for IT projects were accelerated from Q2 to Q1, ensuring infrastructure was in place in advance of dependent projects. It is anticipated that this expenditure will realign with the 2021 allocation by year end. In addition to the 2021 allocation is €12.750m of a capital surrender from 2020 into 2021, to be utilised in capital works.

Appropriations in Aid

Appropriations in Aid are €39.59m at the end of April 2021, €7.54m ahead of the estimated profiled receipts. The reason for the variance is, in the main, due to additional superannuation contributions directly related to the pay subhead and an increase in miscellaneous receipts.

Estate Management April 2021

Development of the new purpose built Garda facility at Military Road

As advised in previous reports, the project commenced in mid-February 2020 with the contractor on site and clearance works initiated. The project is expected to take in the order of 30 months to be developed, upon which it will be handed over to An Garda Síochána to fit out the necessary ICT and furniture requirements.

The current phase of excavation/ground works has seen the project basement levels complete, with risk to the project reduced as it reaches that milestone. Piling and ground works will be ongoing for a number of months. Military Road will not accommodate all Garda Bureaus based at Harcourt Square and the OPW has a number of proposals relating to how An Garda Síochána accommodation needs will be met.

PPP Bundle

The PPP project to build Garda stations at Macroom and Clonmel continues. Agreement has been reached between An Garda Síochána, the OPW and the Department of Justice, confirming the OPW's role as the contracting authority on behalf of An Garda Síochána. Part IX planning permission for both Clonmel and Macroom has been approved. Engagement on progressing the PPP Bundle is ongoing between An Garda Síochána, the Department of Justice, the OPW, the Courts Service and the National Development Finance Agency.

Developments in April/May 2021 with resumption of construction activity

Preliminary schedules outlined below are in place until definitive timeframes are provided by the contractor and the OPW, as and when relevant parties remobilise. These projects are the subject of active engagement between the OPW and An Garda Síochána:

- **Fitzgibbon Street Garda Station:** Substantial completion and handover of the station is expected in Q2/Q3 2021.
- **Athlone Garda Station:** Phase 2 of refurbishment and expansion of the station is expected to be complete in Q2/Q3 2021 with Phase 3 (linking Phases 1 and 2) complete in Q3 2022.
- **Longford Garda Station:** The project continues to enhance custody facilities and anticipated project completion is for Q4 2021.
- **Sligo Garda Station:** As advised previously, work is ongoing to enhance custody facilities, with expected completion in Q3 2021.

Other projects are at earlier stages of development and continue to be progressed in conjunction with the OPW. Much of this detail was provided in recent reports but some further progress includes:

- **Drogheda PEMS and Locker Room:** The OPW advised that tender documents are being reviewed by a senior architect.
- **Naas Garda Station PEMS:** The OPW advised that a review of the project, including removal of a fuel tank, is being undertaken by a senior architect.
- **Tallaght Garda Station PEMS:** Part IX planning documents are being prepared.

Ongoing progress on Garda accommodation projects is subject to Government public health measures that are implemented at any given time. The construction restrictions which have been in place will impact on the delivery of certain projects and active engagement with the OPW continues to ensure projects can recommence in line with the lifting of restrictions on construction activity.

- The Garda strength as at 30 April 2021 stood at 14,537 (14,493.5 WTE) and the Garda staff strength at 3,361 (3,125.9 WTE). A full breakdown by rank, grade and gender is outlined to follow.
- Two Garda Trainees were attested on 23 April 2021.
- Physical competency tests (PCT) and medicals will resume to meet the target of four classes entering the Garda College. It is expected that 450 Garda trainees will commence in 2021. Work continues on resourcing additional and new Garda staff posts based upon prior sanctions for recruitment received from the Policing Authority.
- The Workforce Plan is continuing to be refined and revised in consultation with the Policing Authority, the Department of Justice and the Department of Public Expenditure and Reform.
- As in previous reports, further HR data is provided at Appendices B – F.

Garda Strengths

Rank	As at 30 April 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	2	0	0%	2	100%	2
Assistant Commissioner	8	5	62%	3	38%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	168	147	87%	21	13%	168
Inspector	435	355	82%	80	18%	435
Sergeant	1,958	1,506	77%	452	23%	1,956
Garda	11,918	8,474	71%	3,444	29%	11,876.5
Total	14,537	10,526	72%	4,011	28%	14,493.5

Of which	As at 30 April 2021	Male	%	Female	%
Career Breaks (incl. ICB)	54	25	46%	29	54%
Work-sharing	43.5	1.5	3%	42	97%
Secondments (Overseas etc.)	12	10	83%	2	17%
Maternity Leave	83	N/A	0%	83	100%
Unpaid Maternity Leave	37	N/A	0%	37	100%
Paternity Leave	20	20	100%	N/A	N/A
Available Strength	14,287.5	10,469.5	73%	3,818	27%

Garda Reserves Strength as at 30 April 2021	Total*	Male	%	Female	%
	476	345	72%	131	28%

*Equates to 87 full-time members

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	60	59.4	36	60%	24	40%
Administrative **	2,930	2,833.7	784	27%	2,146	73%
Industrial / Non Industrial	371	232.8	117	32%	254	68%
Total	3,361	3,125.9	937	28%	2,424	72%

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	27	27	N/A	0%	27	100%
Unpaid Maternity Leave	11	11	N/A	0%	11	100%
Paternity Leave	1	1	1	100%	N/A	0%
Available Total	3,322	3086.9	936	28%	2,401	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	WTE	Male	%	Female	%
	312	215.1	9	3%	303	97%

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

Career Breaks****	Total	WTE	Male	%	Female	%
	31	31	8	26%	23	74%

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

Garda members reassigned to operational duties as of 30 April 2021

	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	3	22	119	144
2021	0	1	2	4	30	37
Total	0.05	11.5	28	112	631	783

Administrative and Civil Service (and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%
CAO	1	1	1	100%	0	0%
Executive Director	5	5	3	60%	2	40%
Chief Medical Officer	1	1	1	100%	0	0%
Director	1	1	1	100%	0	0%
PO	22	22	10	45%	12	55%
AP	69	69	31	45%	38	55%
HEO	123	122	50	41%	73	59%
AO	16	16	7	44%	9	56%
EO	730	750.4	206	27%	554	73%
CO	1,933	1,847.3	475	25%	1,458	75%
Total	2,931	2,834.7	785	27%	2,146	73%

Parental Leave

01.04.2021 – 30.04.2021	Garda Members	Garda Staff
	98	68

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
74	66	89%	8	11%

Notes: Suspension data for Garda staff is at 30 April 2021 and Garda members at 7 May 2021.

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

During April 2021, COVID-19 Level 5 restrictions remained in place and while demand remained high, ICT continued to deliver solutions and support personnel throughout the organisation to enable accessing Garda information systems remotely in a secure manner. ICT is rolling out new laptops with new technologies to support An Garda Síochána and remote working.

Schengen (SIS II): As outlined previously, SIS was successfully launched on 15 March 2021 with significant operational activities, which demonstrated the associated security benefits of SIS integration in practice. Training delivery achieved target objectives in advance of deployment.

The EU Commission welcomed Ireland's SIS launch and a joint press release was issued by the Department of Justice and An Garda Síochána. The EU Commission has proposed that formal evaluation of the SIS deployment will take place in June 2021. Analysis of requirements for the next iteration of SIS (Recast) is progressing in parallel.

The SIS project carries one 'red risk', relating to the lack of availability of accommodation for the National SIS (N.SIS) Office in Garda Headquarters. Secure, dedicated accommodation is required to ensure SIS data protection and although the project team continues to work remotely in line with the HSE COVID recommendations, the evaluation team will schedule the N.SIS Office for a targeted site visit.

Computer Aided Dispatch 2 (CAD 2): Design/configuration sprints are ongoing and sprint 3 of a total of 12 commenced on 19 April 2021. Design of the PULSE integration is well advanced and data protection impact assessment (DPIA) is ongoing.

Investigation Management System Deployment (IMS Deployment):

As outlined previously, current COVID-19 restrictions have paused the rollout of IMS. Once the restrictions allow, training will recommence and the rollout can continue.

Mobile Device Deployment:

Current progress includes the following;

- Evaluation report of phase 1 roll-out is complete and approved by external stakeholders, including the Department of Justice and OGCIO.
- Learnings have been incorporated into current rollout phase. Mini deployments for three Divisions have been completed, with approximately 55 devices delivered.
- On-going replacement of broken/damaged existing state mobiles.
- 2,500 frontline devices received to support deployment plans for 2021. No additional device procurements planned for 2021.
- A list of the next 400 frontline members to receive devices has been approved and work has commenced on the administration and configuration required for this deployment.
- COVID-19 restrictions continue to limit the efficiency of device deployments.

Overall Device Deployment Figures

<i>As of 28.04.21</i>	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in WS1*	2727	2961	58	5746

*Enrolled in WS1 – is actual turned on device – as soon as the device is turned on and enrolment commences.

A total of 476 frontline devices have been deployed so far in 2021. Ongoing investment is required to support devices that have been deployed. This includes significant licencing renewal costs, investment in backend infrastructure and continued development of apps to expand operational benefits of the mobility programme.

The Active Mobility App allows Gardaí to access their email on the move, check a vehicle's history and tax status, and allow them to work more efficiently.

Assistant Commissioner David Sheahan, Eastern Region and Mobility Sponsor demonstrating the ACTIVE MOBILITY project – the most innovative change to policing in the last 20 years.



Figure 1: Post from An Garda Síochána Facebook account dated 6 May 2021.

ICT Capacity

ICT Accommodation Plan: The main An Garda Síochána Data Centre (J Block, Garda Headquarters) must be vacated in Q2/Q3 2021 to a new location due to the Harcourt Square decant. A decision on the replacement location remains outstanding. Significant effort and timelines will be required to move the data centre once the new location is confirmed. Resources required to support the data centre and accommodation move may impact on ICT ability to support other initiatives throughout An Garda Síochána.

ICT Workforce Plan: A PO is due to commence in May 2021, leaving one post to be filled. Start dates for a number of HEO and EO posts have been confirmed, with others remaining in security clearance. An Garda Síochána continues to support PAS interview boards. Sanctioned vacancies at AP level are to be filled by open competition from PAS and interviews have been completed. Candidates are expected to be identified in coming weeks.

Cloud Strategy: The Cloud Strategy has been approved by the CIO, which incorporates the Term 2 APSFF deliverable of a review of the cloud computing landscape in the context of the current and future needs of An Garda Síochána. This provides a basis for the cautious but progressive adoption of cloud hosting, balancing access to cost effective, scalable resources against perceived security and control risks. The Cloud Strategy will be further complemented by An Garda Síochána data classification, which defines the data considered suitable for cloud hosting. This will provide a framework for data hosting decisions but is not necessary to progress individual hosting decisions.

Engagements

During the month of April 2021, the Office of Corporate Communications continued to publish significant content, highlighting varied national and local policing activities through a range of measures such as press releases, media briefings, interviews, media queries, internal weekly Newsbeat and COVID-19 official update publications, as well as numerous social media posts.

The varied, high-level communications during April 2021 have focused on issues including:

- An Garda Síochána, along with colleagues in other relevant State agencies, managed a Child Rescue Ireland Alert (CRI Alert) to a successful conclusion on 22 April 2021. This was the first CRI Alert since 2018 and the Press Office managed round the clock engagement with the media in relation to the alert for 22 hours, including publishing latest information updates via press release and across our social media channels.
- An appeal by An Garda Síochána in relation to the investigation into the Mother and Baby Homes;



- Deputy Commissioner Coxon commenced her role in An Garda Síochána as Deputy Commissioner, Strategy, Governance and Performance.
- Gardaí investigating the fatal shooting incident at the Regency Hotel arrested and charged a male with murder and a number of others with various offences.
- The arrest and charge of four members of An Garda Síochána following investigation into alleged corruption in public office.
- **Organised Crime:** The publication of multiple press releases on various types of organised crime, including drug and cash seizures with a combined value of approximately €4.5m in April 2021.
- **Internal Communications:** Weekly Newsbeat and COVID-19 publications with a readership of over 13,000 for the month of April 2021, focusing on critical organisational messaging.
- **Awards:** The Office of Corporate Communications is nominated in two categories in the COVID Communications Awards run by Corporate Communications Magazine. We have also been nominated in the Best Embodiment of Corporate Purpose category and the Most Effective Essential Worker Communications category; and compete against organisations such as An Post and Tesco Ireland.

Media Briefings and Interviews

Numerous interviews were facilitated with national and local media on a range of topics and some of the high-level interviews conducted this month are highlighted below:

- Superintendent Liam Geraghty of the Garda Press Office made a number of appeals and facilitated several interviews across all media platforms in relation to the recent Child Rescue Ireland (CRI) Alert, following the disappearance of a 14 year old girl.
- Superintendent Flor Murphy, Killarney provided a briefing to media following a significant operation by the Criminal Assets Bureau in Killarney.
- The airing of Crimecall in April 2021. The episode had a viewership of 324,600 with 33.15% of the viewing public watching the programme that evening.

Launches & Initiatives

- Ongoing fraud awareness advice was published to all social media channels and highlighted via press release. This month it particularly focused on phone/text scams and fraudulent phone calls from individuals purporting to be members of An Garda Síochána or officers from the Department of Social Protection.



- An Garda Síochána continued to highlight the Government COVID-19 health and safety advice in press releases and on social media.
- Ongoing road safety advice issued to the public around the dangers of speeding and driving, and drink and drug driving.

Corporate Communications

The Corporate Communications team maintained high levels of engagement with our communities and continuously growing 1.6m social media followers throughout the month of April 2021 by consistently highlighting the positive work of An Garda Síochána in supporting Government health measures to reduce the spread of COVID-19. Our communications focused on encouraging public compliance as we promoted the advice of the HSE, using hashtags such as #HoldFirm #StaySafe #HereToHelp #StaySafeStayHome.

These communications have included:

- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation by delivering food and medical supplies.
- Regular updates on our social and digital media, including various public health measures.
- Raising awareness of the high visibility, nationwide policing patrols to support the 4Es approach across social media platforms, in particular, surrounding the Easter weekend.
- Promoting the COVID Tracker app and subsequent updates to it.
- Supporting for the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.

Throughout April 2021, our social media was updated on the ongoing efforts by Gardaí to detect crime, preserve the peace and reduce road traffic collision fatalities and injuries, which included:

- Appealing to the public for information pertaining to ongoing investigations.
- Appealing to motorcyclists to think safety first ahead of the bank holiday weekend.
- Seeking the views of the public in the process of updating An Garda Síochána Strategy Statement for the years 2022-2024, in both Irish and English.
- Information on the additional Divisional Asset Profilers trained by the Criminal Assets Bureau.
- The sharing of the launch of the #BeSummerReady 2021 campaign.



Garda Info @gardainfo · Apr 21

Be Summer Ready 2021

Minister Simon Coveney launched Be Summer Ready 2021 campaign today.

The leaflet is a focused message on "Be alert to Water Safety".

Booklet and leaflet available here garda.ie/!ET40QE

[#BeSummerReady](#) [#KeepingPeopleSafe](#) [#HereToHelp](#) [#StaySafe](#)



- Support and promotion of Domestic Violence Support Services by taking part in Go Purple Day on 23 April 2021.

Garda Info @gardainfo · Apr 22

Gardaí in Thomastown are taking part in 'Go Purple Day' this Friday and will wear purple face coverings to promote and support Domestic Violence Support Services.
 If you are a victim of domestic abuse and require assistance, please call 999/112
[#StopDomesticViolence](#) [#HereToHelp](#)



- Cybercrime awareness raising campaign - #ThinkB4Uclick.

KEEP CYBER SAFE THIS EASTER
 Garda National Cyber Crime Bureau
 #GNCCB

[Twitter](#) [Instagram](#) [YouTube](#) [Facebook](#)

RANSOMWARE	MALWARE	EMAIL COMPROMISE
Use anti-virus and anti-malware software. Backup files away from open networks.	Keep your anti-virus and anti-malware up to date and scan regularly.	Always double check the senders email address. Verify before sending money.



Press Office

- Weekly press release updates were provided on key data under Level 5 restrictions in support of public health measures to reduce the spread of COVID-19.
- In excess of 230 press releases issued by the Press Office and hundreds of press queries were handled during the month of April 2021 on a range of criminal justice issues.

Internal Communications

Newsbeat is an effective channel to reach personnel with key messages. This month, updates included COVID-19 safety videos, information around pregnant personnel and COVID-19, the Operating Model, information on a Career Development Webinar, wellness advice, including mental health and looking after yourself and more. Screensavers were also updated with a continued focus on COVID-19 to keep our personnel safe.

6. Progress update on embedding the Code of Ethics

Current figures indicate that 91% of the organisation have attended a Code of Ethics workshop and 93.9% have signed the Code of Ethics declaration. Sign up to the Code of Ethics declaration continues to be captured through trigger points in the careers of personnel within the organisation.

The Garda Ethics and Culture Bureau (GECB) continues to work with Divisional Officers/Section Heads through the provision of a list of personnel who have not signed the Code of Ethics declaration and a request to encourage those personnel who have not signed yet, to do so. The GECB has also sought the reason personnel have not signed. As of 5 May 2021, 28 Divisions within An Garda Síochána have 100% sign up rate. Divisions/Sections are continuing to engage with their personnel.

A Newsbeat article in relation to sign-up to the Code of Ethics was published on 13 April 2021. Further Newsbeat articles are currently being prepared to communicate the relevance of the Code of Ethics in the context of COVID-19 policing.

The GECB has selected promotional materials in the form of pens displaying the GECB logo and the tagline; 'Doing the Right Thing for the Right Reason'. Financial sanction has been received and the promotional materials will be disseminated to all personnel within An Garda Síochána. The GECB is currently designing a specific GECB page which will be added to the Garda website www.garda.ie by end of May 2021.

Garda Decision Making Model

The Garda Decision Making Model (GDMM) e-learning module is now 'live', with a timeline for completion by Garda members and Garda staff of 1 July 2021. As of 30 April 2021, 9.1% of personnel have completed the GDMM e-learning module. The Chair of the National Public Order Oversight Group has established a working group to develop templates based on the GDMM for use by public order commanders.

7 Implementation of Cultural Change

Culture Reform Programme

The Garda Ethics and Culture Bureau continues to gather statistical data around culture change including data on suspensions, dismissal and complaints. Data and metrics have been received from a number of sections including the Garda Press Office and Internal Affairs. Information is also being gathered from a number of internal and external surveys, from HRM, GSOC and reports to the Policing Authority. This data is being analysed with a view to identifying trends indicative of cultural change. Following a Request for Tender (RFT) for a second cultural audit of An Garda Síochána, the tender was awarded to the successful vendor. The contract is at the final draft stage and will be forwarded to the successful vendor in May 2021.

8 Risk Management

An Garda Síochána Corporate Risk Register captures ten principal risks currently facing the organisation. These corporate risks are managed effectively by assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board, and supported by the Garda Risk Management Unit (GRMU). Compliance rates for Q1 2021 are currently being collated. Compliance rates for 2020 remained consistently high, averaging 91%.

April Actions 2021

- Risk management training for risk managers and briefings for support staff have been significantly impacted due to the COVID-19 pandemic but the GRMU continues to provide support and guidance via video and teleconferencing, where possible.
- Superintendent GRMU held 10 meetings with corporate risk owners and/or support staff via video conferencing, assisting in reviewing their risks.
- Superintendent GRMU facilitated risk register development workshops surrounding the following;
 - 'Vetting Function in AGS',
 - 'Assessment of claims against AGS', and
 - 'Custody Management'.
- The GRMU held two 'Support Staff Briefings' by video conference on 1 and 22 April 2021.
- Superintendent GRMU gave a presentation on Risk Management in An Garda Síochána to the 'Superintendents & Assistant Principal Officers Development Programme', by video conference on 23 April 2021.
- The GRMU project team is engaging with the Strategic Transformation Office (STO) and adopting STO project methodology surrounding the enhancement of the risk management framework.
- The GRMU is also engaging with STO in terms of 'Governance & Accountability Design Blueprints Planning'.
- The GRMU held two 'peer review' meetings with Police Scotland on 22 and 28 April 2021.

An Garda Síochána conducted a comparison of two data sets of use of force statistics for March 2021 and April 2021.

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

Comparison of data for March 2021 and April 2021:

- The use of force has seen a decrease in April 2021 when compared with March 2021. There were 84 recorded uses of force in April 2021, compared with 88 recorded incidents in March 2021.
- The use of incapacitant spray has seen a decrease with 62 uses in April 2021, compared with 68 uses in March 2021. The use of batons has remained steady with 18 uses in April 2021, compared with 19 uses in March 2021.
- There was an increase in the use of Taser with 3 discharges in April 2021, compared with zero in March 2021.
- There was no increase or decrease in the use of firearms. There was one deployment of a 40mm launcher in April 2021, compared with one discharge in March 2021.
- Types of incidents: mental health incidents have increased to 10% which has placed them as the third most common incident in which a use of force occurred. Public order and drug related offences remain as the top two types of offences in which a use of force is more likely to occur.
- Cork City has recorded the highest levels of force use in April 2021 at 11%. The DMR South Central recorded the second highest at 8%. Both the DMR South Central and Cork City Divisions are consistently using the highest levels of force.

A new automated system has been introduced on the last PULSE update of October 2020 and it is anticipated that the data collected from the commencement of this new process will be used to report trends in the future.

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015-2018. This downward trend resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed in recent years, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. So far in 2021, there have been upward trends in crimes against the person, criminal damage, public order and sexual offences, while burglary has remained at low levels.

COVID-19: Since March 2020, government measures to inhibit the transmission of Coronavirus have been in place, including ceased operation of all non-essential services and prohibition of non-essential travel. This has had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions (Level 5 as per the Plan for Living with Covid¹) such as April 2020, late October to the end of November 2020 and the current Level 5 restrictions (introduced on 22 December 2020) appear to have an impact on many types of crime.

Data Quality Assurance

Detailed data collection, analysis and reporting on COVID-19 policing continued during April 2021, especially FPNs and quarantine related operations. This remains a significant workload for both GSAS and GISC.

GSAS, GISC, ICT and the office of the CIO are engaged with the CSO on the 2021 review of recorded crime statistics. Regular meetings with the CSO continue and the Commissioner and CSO Director General attended the meeting on 19 April 2021. The priority data quality actions for 2021 are continuing. The move towards outcomes (vs. detection) based reporting will provide more granular insight into the reasons that a sanction outcome is not achieved. As is the case in other jurisdictions, it is likely that better outcomes insights will indicate wider challenges beyond the immediate control of investigators or An Garda Síochána generally. These in turn will suggest and/or inform initiatives to improve detection rates. The fieldwork for the pilot is underway – manually assessing outcomes for incidents of one crime type from 2018-2020. Initial data is expected in July 2021, which will inform the full rollout of outcome recording for all crime types. The second priority for 2021 is the implementation of recording of victim:offender relationships, with associated validation to further enhance the early identification of domestic abuse cases. This is now confirmed for PULSE 7.7, early in Q3 2021 (exact release date to be confirmed). The release will be followed by updated policies on recording the relationships between victims and offenders. Significant changes to PULSE to meet additional Schengen Information System (phase 3) requirements may still impact on other data quality improvements in 2021.

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

Note: Crime incident figures and the associated trends are based on provisional data. The CSO publications represent the official crime statistics. These are carried in the CSO's quarterly publications of crime trends and in their annual reports.

In the crime trends 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.

¹ Plan for Living With Covid-19 – Government of Ireland

<https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

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 30.2% in the 12 months to April 2021, as compared to the 12 months prior. COVID-19 has resulted in a lot of business premises being shut, fewer residences left vacant (due to working from home arrangements) and fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and levels have been low during the current Level 5 restrictions. With plans to reopen non-essential retail over the coming months it is likely that an increase in property crime (especially theft from shop) will follow, as was observed during the summer months in 2020.

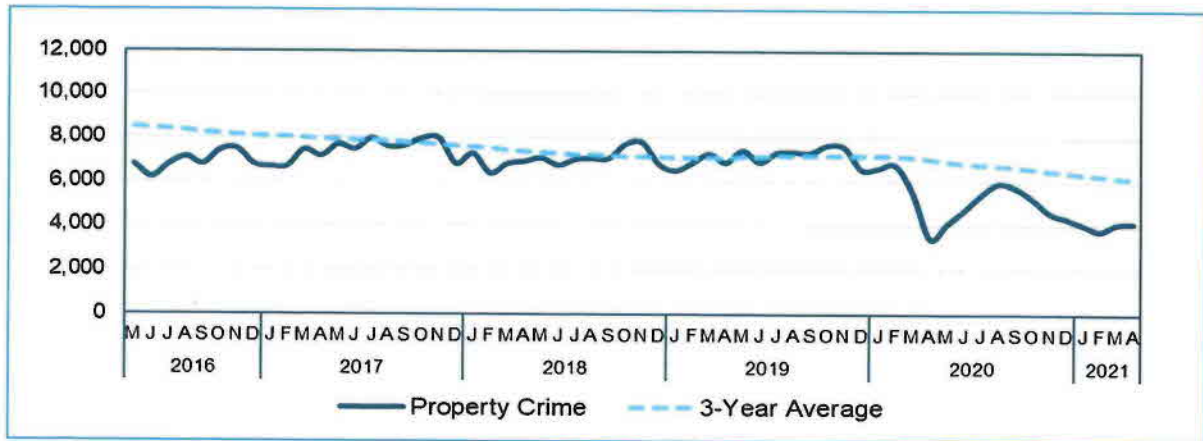


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 42.7% and burglary occurring elsewhere down 46.1% in the 12 months to April 2021, as compared to the 12 months prior. Residential burglary tends to peak in October and November each year, however, this was not the case in 2020 due to COVID-19 (for reasons described under property crime). As was observed in June/July 2020 when the lockdown conditions were relaxed, there was an upward turn in burglary in December 2020 when restrictions were relaxed briefly. However, this upward tick did not continue, as Level 5 restrictions were reintroduced at the end of the year and remained in place through April 2021.

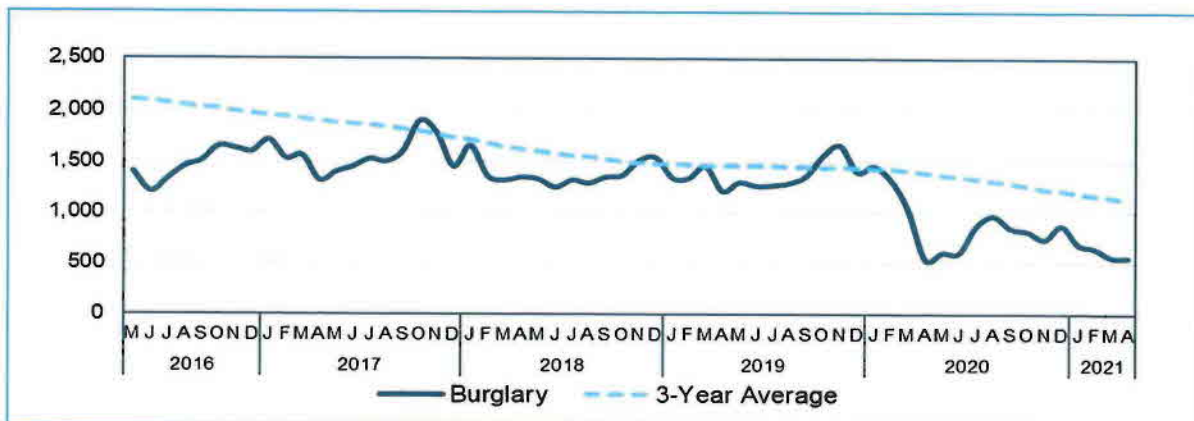


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the past 3 years. There was a decrease of 11.1% in the 12 months to April 2021, as compared to the 12 months prior. There has been an overall reduction during COVID-19, which is likely to be linked to decreased public mobility and closure of licensed establishments. The most common offences in this category are minor assault and assault causing harm. Most assault typically occurs in public locations. Public minor assault decreased by 28.7% and public assault causing harm decreased by 32.4% in the 12 months to April 2021, as compared to the 12 months prior. Conversely, assault in residential locations has increased, with minor assault increasing by 1.6% and assault causing harm increasing by 18.6%.

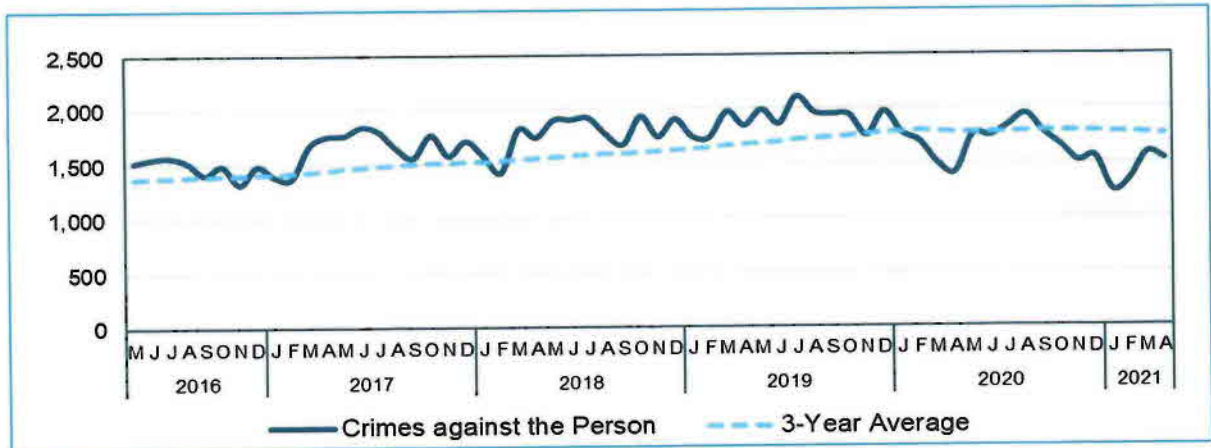
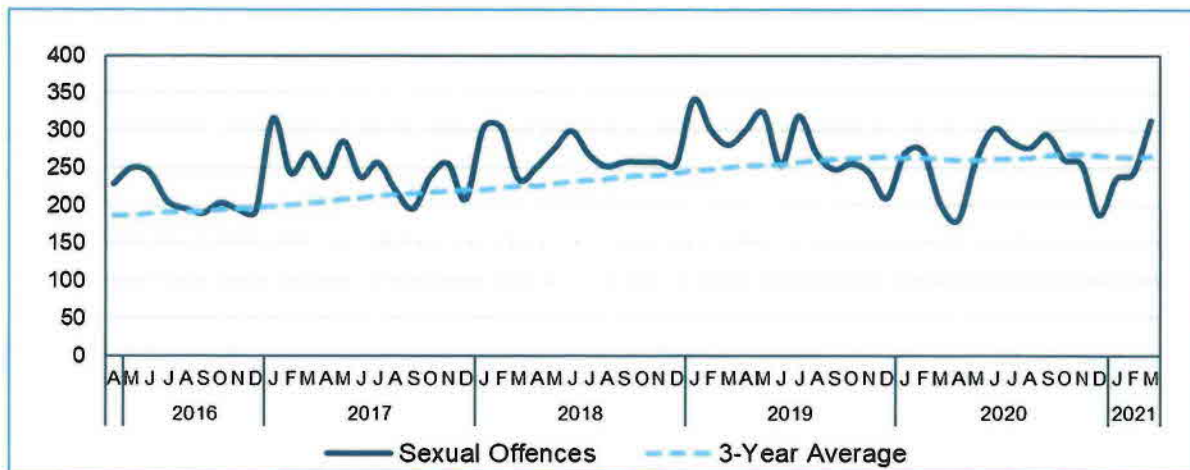


Chart 4: Sexual Offences - 5 Year Trend (to March 2021)

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 March 2021 there has been a decrease in reported sexual offences of 1.9%. Given the low volume (compared to other crime) and high monthly fluctuation, this cannot yet be taken as an accurate approximation of the impact of COVID-19 on reported sexual offences. However, COVID-19 is likely to be impacting the rate of sexual offences due to the similarity of the recent trend to other crime types (such as crimes against the person).

The general increase in sexual offences in recent years is not unique to Ireland² 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 concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.



² The Eurostat dataset indicates that there is Europe-wide increase in the reporting of sexual crimes. <https://ec.europa.eu/eurostat/web/crime/data/database>

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 8.5% in the 12 months to April 2021, as compared to the 12 months prior.

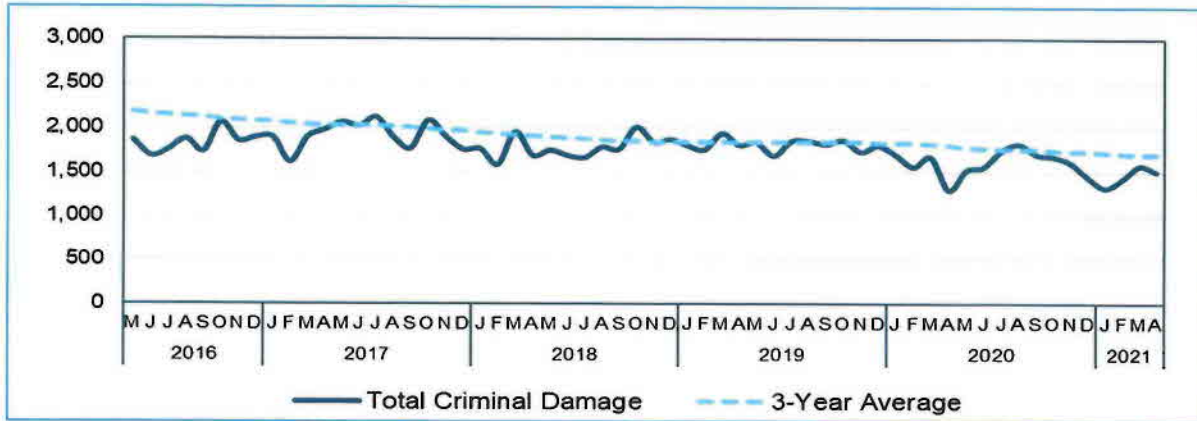
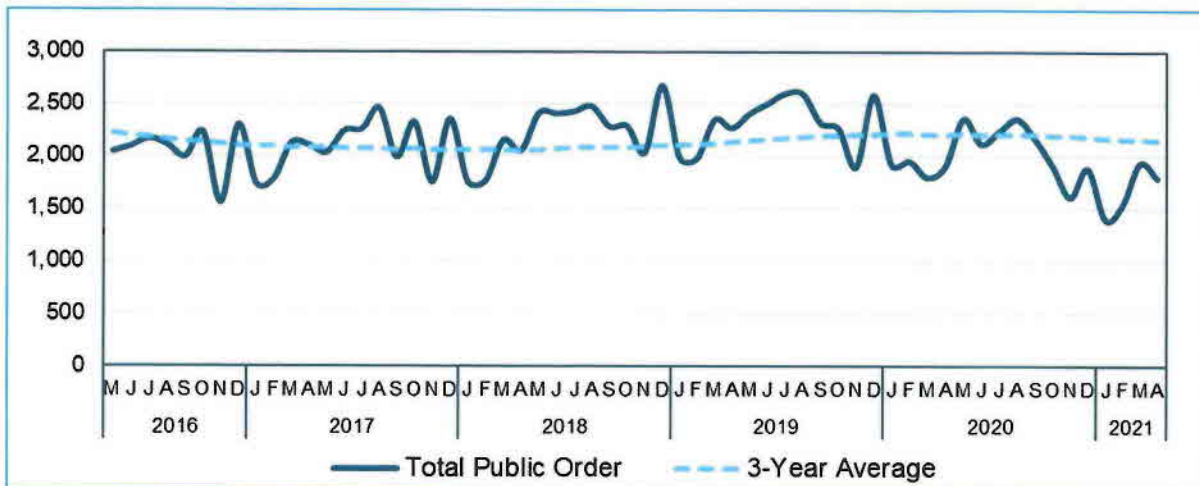


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, has seen a reduction in 2020, which has caused this trend to plateau. There was a decrease of 12.8% in the 12 months to April 2021 compared with the 12 months prior. Public order tends to be higher in summer and also tends to spike at Christmas time. Public order offences for the 12 months to April 2021 were down 10.6%, while drunkenness offences over the same period are down 17.1% when compared with the 12 months prior.



Throughout the month of April 2021, there have been numerous incidents of excellent 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 Commissioner's Organised and Serious Crime, Garda National Crime and Security Intelligence Service, and Roads Policing and Community Engagement. An overview of some of those incidents which occurred during April 2021 is provided below:

On 1 April 2021, Gardaí at Portlaoise executed a search warrant in Portarlington, Co. Offaly, resulting in the recovery of a Corgi puppy, along with five other dogs, all of which are suspected of having been stolen. A quantity of documentation relating to same was also recovered. One suspect was arrested and detained at Portlaoise Garda Station pursuant to the provisions of Section 4 of the Criminal Justice Act 1984. The prisoner was subsequently charged with offences contrary to Section 18 of the Theft Act, 2001 and appeared before Portlaoise District Court on 2 April 2021, where he was remanded to bail pending future court appearances. DNA was obtained from the recovered Corgi pup and it was confirmed that the pup was a Welsh Cardigan Corgi from a stolen litter in Kilkenny and was returned to its owner. Further enquiries led Gardaí to believe the rest of the litter stolen in Kilkenny was transported to the UK. Members of the investigation team liaised with UK Police and a second pup was recovered in Milton Keynes in the United Kingdom. This pup has also been returned to the owner.

Also on 1 April 2021, in the course of an ongoing intelligence led operation targeting serious organised crime activity, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted a search operation at a premises located in north inner city Dublin, resulting in the seizure of €109,000 in cash, £1,600 sterling, a cash counting machine and a vacuum wrapper. One suspect was arrested and subsequently charged in respect of alleged money laundering related offences. The accused remains on bail, pending future court proceedings.

Also on 1 April 2021, in the course of an ongoing investigation into the suspected procurement and attempted procurement of genuine Irish passports undertaken by the Garda National Bureau of Criminal Investigation (GNBCI), one suspect was arrested and charged in respect of alleged breaches of the provisions of Section 20(1)(a) of the Passports Act, 2008. The arrest arose as a result of suspicions surrounding the provision of false or misleading information or documentation for a passport application and allowing/donating their identity to be used in false passport applications. The suspect was subsequently detained pursuant to the provisions of Section 4 of the Criminal Justice Act, 1984 at Pearse Street Garda Station and later released without charge, pending the submission of an investigation file to the Office of the Director of Public Prosecutions (DPP).

On 6 April 2021, personnel attached to the Garda National Immigration Bureau (GNIB), assisted by the Irish Defence Forces and the Irish Air Corps, removed two Romanian nationals from the State, who are subject of EU Removal/Exclusion Orders issued by the Minister for Justice. Both Romanian nationals were subject of criminal conviction in Ireland, one having been convicted in respect of a breach of the provisions of Section 15 of the Misuse of Drugs Act, 1977 and the other in respect of breaches of Sections 4 and 17 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 1 November 2020, in the course of an investigation undertaken by the Garda National Immigration Bureau (GNIB), a suspect was arrested on suspicion of committing offences contrary to the provisions of Section 2 of the Illegal Immigrants (Trafficking) Act, 2000. This arrest was the result of a comprehensive investigation into the suspected organising/facilitating of illegal entry of persons into the State through Dublin Airport. Following submission of an investigation file, the Director of Public Prosecutions directed two charges be preferred, one relating to an alleged breach of the provisions of

Section 2 of the Illegal Immigrants (Trafficking) Act, 2000 and one relating to an alleged breach of the provisions of Section 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. On 13 April 2021, the suspect was convicted before Dublin Circuit Court in respect of both charges and received a two and a half year term of imprisonment, with one year suspended.

On 15 April 2021, in the course of an ongoing intelligence led operation targeting serious organised crime activity and the distribution of controlled drugs, personnel attached to the GNDOCB stopped and searched two vehicles in north inner city Dublin, resulting in the seizure of four kilogrammes of cannabis herb. In the course of a follow up search, one further kilogram of cannabis herb and €20k in cash were seized. Two suspects were subsequently arrested and charged in respect of alleged drug related offences. The accused remain in custody, pending future court proceedings.

Also on 15 April 2021, as part of an ongoing investigation into an organised crime group suspected to be involved in theft, fraud and money laundering, the Payment Crime and Counterfeit Currency Unit, working in cooperation with the Cork North Division, conducted four coordinated searches in Co. Cork, Co. Tipperary and Co. Roscommon, resulting in four suspects being arrested on suspicion of involvement in organised crime related offences. The suspects were subsequently detained pursuant to the provisions of Section 50 of the Criminal Justice Act, 2007, as amended and later released without charge, pending the submission of an investigation file to the DPP.

On 17 April 2021, in the course of an ongoing intelligence led operation targeting serious organised criminal activity, personnel attached to the GNDOCB, supported by the Emergency Response Unit (ERU), stopped and searched a vehicle in south Dublin, resulting in the seizure of a 45" ACP calibre Les Baer Custom 1911 semi-automatic pistol, two magazines and seven rounds of ammunition. In the course of a follow up search, two kilograms of cannabis herb, with an estimated street value of €40k, was seized. Two suspects were arrested and subsequently charged in respect of alleged firearms and drug related offences and remain in custody, pending future court proceedings.

On 22 April 2021, as part of an ongoing intelligence led investigation into suspected organised criminal activity under Operation Thor, personnel attached to the DMR North Division, assisted by Fingal County Council, Customs and Revenue, and the National Trans Frontier Shipments Office (NTFSO), conducted a multi-agency co-ordinated search operation at a premises in Dublin 11. During the search, 2,150 catalytic converters and 14 drums of smelted catalytic converters, with a combined value of €2.2m, were discovered, along with cash to the value of €74,240. During the course of the operation, one suspect was arrested for offences contrary to Section 17 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and was subsequently charged to appear before the courts in May 2021. In addition to this arrest, one vehicle was seized under Section 41 of the Road Traffic Act.

Also on 22 April 2021, three suspects were arrested and charged in respect of alleged conspiracy to defraud. This was as a result of a comprehensive investigation undertaken by the Payment Crime and Counterfeit Currency Unit within the Garda National Economic Crime Bureau (GNECB) into a criminal organisation believed to be involved in deception, theft and money laundering. All three suspects were sent forward for trial on indictment following receipt of a direction from the DPP. The investigation relates to suspected deception associated with a 'romance fraud', which resulted in the injured party being defrauded to the extent of up to €280k. The relevant charges are as follows:

- i. Six counts of conspiracy to defraud contrary to Common Law;
- ii. Five counts of money laundering contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010;

- iii. One count of theft contrary to the provisions of Section 4 of the Criminal Justice (Theft and Fraud Offences) Act, 2001.

On 28 April 2021, in the course of an investigation undertaken by GNIB, working in cooperation with UK and Europol authorities, three suspects were arrested on suspicion of committing offences contrary to the provisions of Section 2 of the Illegal Immigrants (Trafficking) Act, 2000. The suspects were detained and later charged in respect of an alleged breach of Section 2 of the Illegal Immigrants (Trafficking) Act, 2000 and Section 29 of the Criminal Justice (Theft and Fraud Offences) Act, 2001. Investigations are ongoing in relation to relevant matters.

On 29 April 2021, following the observation of suspicious activity, personnel attached to the Wicklow Detective Unit stopped a vehicle, which on being searched, resulted in the discovery of approximately 400 catalytic convertors, along with an inventory of collection points across the Republic of Ireland where these catalytic convertors, believed to be stolen, were purchased. The driver was arrested and subsequently charged contrary to Section 18 of the Criminal Justice (Theft and Fraud Offences) Act, 2001 and is currently on bail before the courts. Further investigations are ongoing arising from the intelligence obtained from this arrest and enquiries are being conducted to identify persons who are selling catalytic convertors, believed to be stolen property.

Criminal Assets Bureau

During April 2021, the Criminal Assets Bureau, assisted by local Gardaí, conducted searches in counties Dublin, Meath, Westmeath and Wicklow, targeting the assets of organised crime groups, suspected of being involved in the commission of burglaries and theft, and the sale and supply of controlled drugs. The searches resulted in the seizure of €42k in cash, nine vehicles, an Ifor Williams trailer, four designer watches and high end goods and documentation. Additionally, €9,400 held in a financial account was made subject of a restraint order.

In addition, during April 2021, the Criminal Assets Bureau secured one Order pursuant to Section 2 of the Proceeds of Crime Act, 1996, as amended, in respect of €9,370 in cash. The Criminal Assets Bureau also obtained two Orders pursuant to the provisions of Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of one a residential property and €15,230 in cash.

Garda National Cyber Crime Induction Programme

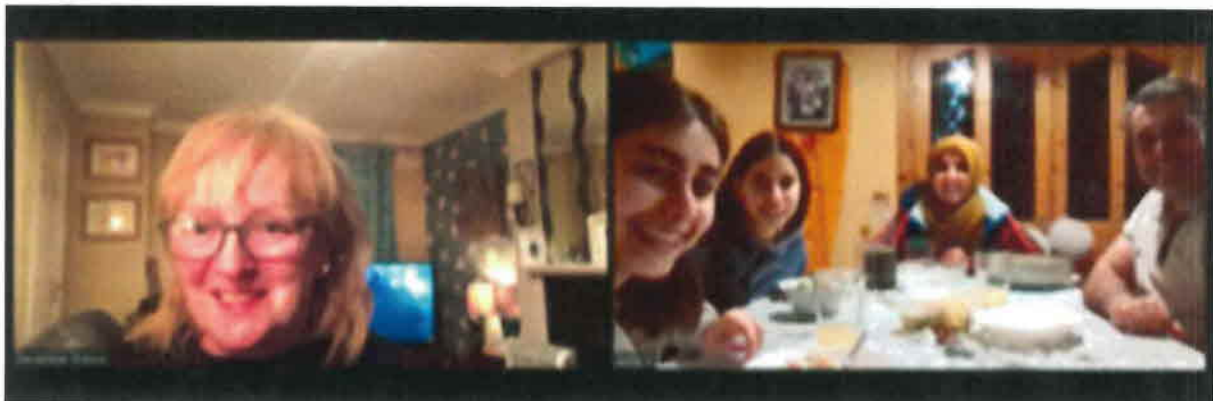
During the month of April 2021, personnel recently assigned to the Garda National Cyber Crime Bureau (GNCCB), including the cyber satellite hubs, commenced a four-week induction programme. The induction training provides an overview of the processes and procedures at the GNCCB and offers hands-on instruction on the toolsets used for the analysis of digital media.

The Garda National Diversity and Integration Unit (GNDIU)

On 5 April 2021, GNDIU carried out a number of mobile patrols in Dublin City Centre and the greater Dublin area. The diversity “pride” patrol car was used to enhance local patrols in the DMR North Central, DMR South Central, DMR West, DMR South and DMR North Divisions. The diversity car will be used throughout the country during June 2021, which is Pride Month. In the absence of a Pride Parade, this will provide a visible presence and show support for LGBTI+ communities.

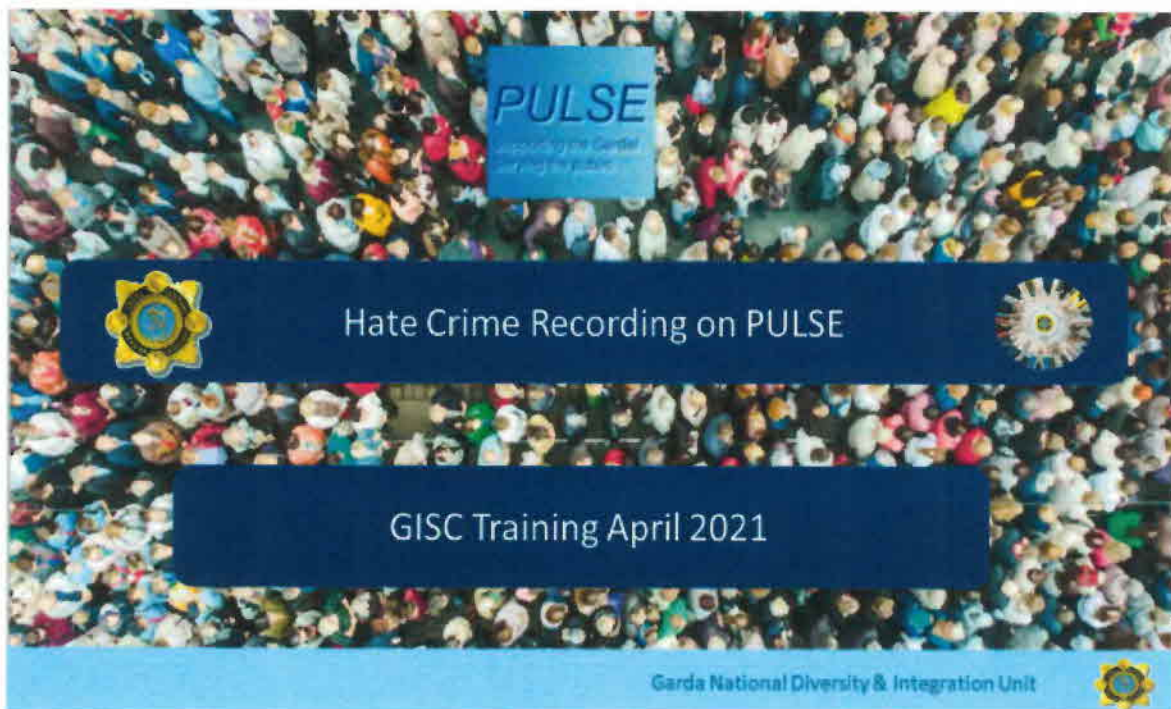


On 13 April 2021, to mark the beginning of Ramadan, GNDIU reached out to the Islamic Community by sending a Ramadan Mubarak message to Mosques, prayer centres and community leaders. On 23 February 2021, the GNDIU also virtually joined a host Muslim family in Ennis to share Iftar, as part of an initiative called IftarMe, which was developed by Eire Dialogue, which involves matching people with families to share the fast-breaking experience on a virtual platform.



On 20 April 2021, GNDIU, in liaison with the Community Policing Unit in Balbriggan, held an online meeting to discuss the concerns of local parents/groups. Attendees included representatives from Balbriggan Concerned African Parents, Cairde, Balbriggan Integration Forum, six African countries and the Muslim Community. Cairde has been working with minority communities in Balbriggan for a number of years and have engaged in a community development process aimed at supporting the integration process in Balbriggan.

On 21 April 2021, GNDIU commenced a series of online training sessions with the Garda Information Services Centre (GISC) personnel to address issues with the recording of hate crime/hate incidents on PULSE. The training was aimed at call takers, reviewers, the Data Quality Team and GISC Management. It included an introduction to hate crime, the importance of accurate recording and the relationship between recording and increasing public confidence to report hate crime.



On 23 April 2021, Community Policing Gardaí from Cahir Garda Station launched the “Go Purple” campaign, in partnership with Cuan Saor, the local organisation supporting women who experience domestic violence, and all the local pharmacies in the Cahir District.

At the launch, representatives from Cuan Saor presented local pharmacies with a purple candle to bring back to their employment to be clearly displayed in support of victims of domestic violence. ‘Go Purple for Domestic Violence’ is a national day of fundraising and awareness for local domestic violence services across the country. The initiative is aimed at providing safer ways in which victims of domestic violence can access support and help.

The aim of this initiative is to allow victims of domestic violence to indicate to a member of staff in a pharmacy that they wish to access support and advice in relation to domestic violence. People can ask pharmacy staff for “Purple Clothes Dye” to speak to someone in confidence. In turn, they will be offered advice from Cuan Saor and in more serious situations, An Garda Síochána can also be contacted to offer advice in relation to Court Orders or indeed, in urgent circumstances, to assist in bringing that person to a place of safety. All pharmacy staff will receive appropriate training from Cuan Saor and An Garda Síochána to deal effectively with a person presenting with a domestic violence issue.



On 27 and 28 April 2021, following the launch of the Youth Justice Strategy 2021–2027, a two day virtual conference on Garda Youth Diversion Projects was convened. The Garda Youth Diversion Bureau management team attended this conference and a presentation was given by Chief Superintendent, Garda Youth Diversion Bureau. The Youth Justice Strategy 2021–2027 and the direct impact it will have on Garda Youth Diversion Projects was discussed, including the plan to extend.

Roads Policing and Community Engagement Bureau

During April 2021, An Garda Síochána, in liaison with the Road Safety Authority (RSA), issued a joint appeal to motorcycle riders to slow down, 'ease off the throttle' and keep within speed limits. The appeal was made in response to the high number of motorcycle fatalities seen this year. Previous RSA research has shown that bikers speeding is a factor in over a third (34.6%) of fatal motorcyclist collisions. The message from the RSA and Gardaí was to ease off the throttle, keep within the speed limits and to always wear appropriate Personal Protective Equipment (PPE). Drivers are being urged to watch out for motorcyclists, especially at junctions and to check their blind spots.

As this year's St. Patrick's Day parade was cancelled, An Garda Síochána and Dublin Fire Brigade teamed up with the Little Blue Heroes Foundation to assist the launch of paper craft emergency vehicles for children. The three organisations joined forces with graphic designer Rob Loughlin to create the mini cardboard convoys so children could have their own parade of emergency service vehicles. Each pack consists of a 'build your own' Garda car, fire truck and ambulance.



To support the Little Blue Heroes, An Garda Síochána distributed 300 of these packs (fully sanitised) to children at Temple Street Children's Hospital, Crumlin Children's Hospital and Tallaght Children's Hospital. An Garda Síochána would normally visit their heroes in hospitals in person but due to COVID-19, this is not possible at this time. However, supplying the paper craft emergency vehicles lifted the spirits of the children and was a way to let them know we are thinking of them. These paper craft vehicles are now free to download for all children from www.garda.ie and www.dublinfirebrigade.ie.

A supporter of the Little Blue Heroes campaign, reached out to An Garda Síochána, in response to a Facebook post, indicating that an Honorary Garda wanted to be made famous for his upcoming 10th birthday. Community Gardaí in Dundalk and the Southern Region, in liaison with the supporter, arranged for a large number of people to write birthday cards to the Honorary Garda. The cards and some presents were given to the young boy on his birthday, whose wish came true, as he felt famous for the day with all the birthday cards and well wishes he received.



Appendix A – Policing Plan 2021 – Performance at a glance, April 2021

Policing Plan RAG rating	
On target	Green
At risk of missing target	Yellow
Off target	Red
No update requested	Grey
Reported by DOJ	Blue

Priority 1. Community Policing

1.1 Enhance community engagement and public safety	1.1.1 Identify risk and the vulnerable in the community	Green
	1.1.2 Rolling out the Community Policing Framework in a further 8 Divisions	Grey
	1.1.3 Piloting Local Community Safety Partnerships in 3 Divisions	Green
1.2 Enhance our proactive engagement with local communities	1.2.1 Engagement in the community, and Diversity Forum in relation to policing of Covid-19	Green
	1.2.2 Implementing the Diversity and Integration Strategy 2019-2021	Grey
1.3 Maintain or Increase the level of trust local communities place in An Garda Síochána as measured by the Public Attitudes Survey.	1.3.1 Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> An Garda Síochána is trusted by the local community The local community are listened to by An Garda Síochána An Garda Síochána prioritises issues that matter to people in the local community Community relations are central to the work of Garda Síochána An Garda Síochána organisation is community focused Number of victims reporting their most recent crime incident Number of victims that felt that the right amount of information had been provided to them 	Grey
1.4 Maintain or Increase the level of satisfaction with An Garda Síochána as measured by the Public Attitudes Survey.	1.4.1 Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> The local community is consistently satisfied with the service from An Garda Síochána The right level of Garda presence is established in local areas Victims are satisfied with the service provided by An Garda Síochána An Garda Síochána is seen as a friendly and helpful service 	Grey
1.5 Maintain or Increase the number of people in local communities who feel safe by taking actions aimed at controlling the level of assaults in public and domestic burglaries.	1.5.1 Maintaining and building on positive results in respect of the following– <ul style="list-style-type: none"> The perceptions of crime in local areas as a serious problem is reduced Awareness of Garda patrols in local areas Garda members in the area can be relied upon to be there when you need them Level of Domestic Burglaries Incidents of Assaults in Public 	Grey

Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse.	2.1.1 Continuing pro-active Contacts with victims of Domestic Abuse (Operation Faoiseamh).	Green
	2.1.2 Maintaining the level of Domestic Abuse victims contacted within 7 days of reporting an incident	Green
	2.1.3 Domestic Abuse Risk Assessment Tool	Green
2.2 Enhance our capabilities to keep people safe in both the digital and physical world through the strengthening of specialist capacity and capability.	2.2.1 Reducing the backlog for the examination of seized electronic devices to below 12 months.	Red
	2.2.2 Implementing a plan to respond to the Garda Inspectorate Report – Responding to Child Sexual Abuse.	Green
	2.2.3 Increasing the quality and quantity of information on economic crime provided to Divisions	Yellow
2.3 Enhance the quality of the service we provide to the victims of sexual offences and our capacity to detect the perpetrators of such crime through developing a better understanding of the victim experience.	2.3.1 Developing and implementing a system of outcomes-based measurement for sexual offences, in addition to standard statistical reporting of detection rates.	Green
	2.3.2 Conducting a post-implementation review of the operation of the Divisional Protective Services Units.	Green
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Continuing to disrupt local drug dealing through the activities of Divisional Drug Units.	Light Green
	2.4.2 Engaging with the National Family Support Network and community organisations to help address drug-related intimidation of drug users and their families.	Green
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	Light Green
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards.	Light Green
2.6 Maintain or Reduce the perception of the seriousness of crime and fear of crime as measured by the Public Attitudes Survey where appropriate.	2.6.1 Maintaining and building on positive results in respect of the following - <ul style="list-style-type: none"> • Fear of crime has no impact on quality of life • People do not worry about becoming a victim of crime • People have no fear of crime in general • Proportion of people who said they were victims of crime • Awareness of Garda patrols in local areas 	Light Green
2.7 Implement appropriate	2.7.1 Operations and activities to respond to Covid-19	Green

operations to support any measures arising from Covid-19.		
2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.	2.8.1 Continuing to take action targeting organised crime groups.	
	2.8.2 Implementing and reviewing the OCG threat assessment matrix.	
	2.8.3 Monitoring the level of seizures of firearms, drugs and currency.	
2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.	2.9.1 Continuing to implement Crowe Horwath recommendations	
	Enhancing mobility access for Roads Policing	
	Increasing the proportion of FCNs issued through the use of mobility devices	
	2.9.2 Developing and implementing a Road Safety Campaign in partnership with the Road Safety Authority	
	2.9.3 Monitoring Road deaths / serious injuries	
	2.9.4 Monitoring Lifesaver offences	
	2.9.5 Continuing to liaise with the Department of Transport and other partner agencies to progress data sharing in respect of those driving without a licence	

Priority 3. A Secure Ireland

3.1 Continue to enhance the security of the State, managing all possible threats and challenges	<p>3.1.1</p> <ul style="list-style-type: none"> • Conducting Intelligence-led operations with our domestic and international partner agencies. • Continuing to monitor threats posed by extremists • Identifying, targeting and disrupting terrorist linked activities and support network. • Conducting intelligence-led operations to identify, target and seize finances to be utilised for terrorism. 	
3.2 Enhance our intelligence capacity/capability.	<p>3.2.1</p> <ul style="list-style-type: none"> • Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence. <p>DOJE</p>	

3.3 Collaborate with our partners, contributing to national and international security	3.3.1 Continuing to participate in Major Emergency Management interagency structures, including meetings, working groups, training opportunities and exercises.	Green
	3.3.2 Promoting awareness of Major Emergency Management amongst senior management in An Garda Síochána	Green

Priority 4. A Human Rights Foundation

4.1 Ensure that human rights considerations are integral to policing and services provided by An Garda Síochána	4.1.1 Putting in place appropriate arrangements to communicate, monitor and provide assurance in relation to the use of additional powers related to Covid-19	Green
	4.1.2 Rolling-out human rights training	Green
	4.1.3 Implementing a plan to respond to the Garda Inspectorate Report in relation to Custody.	Yellow
	4.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the degree to which the public believes that An Garda Síochána would treat both themselves and all members of the community fairly	Yellow
	4.1.5 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of respondents that say that Gardaí treat people with respect if they had contact with them for any reason	Yellow
	4.1.6 Building up baseline data on all Use of Force options in 2021 to facilitate greater monitoring capability and reporting of trend information from 2022 onwards.	Green
	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	Green
4.2 Ensure that ethical considerations are integral to policing and inform the actions of every Garda member and staff across the organisation.	4.2.1 Developing and implementing further measures to continue to embed the Code of Ethics in the organisation	Green
	4.2.2 Commencing Anti-Corruption Unit activities	Yellow

Priority 5. Our People

5.1 Ensure that An Garda Síochána can attract, retain and develop a diverse and inclusive workforce	5.1.1 Implementing key actions from the Equality, Diversity and Inclusion Strategy 2020-2021	Green
	5.1.2 Developing a diversity recruitment roadmap	Green
5.2 Enhance our strategic workforce plan and resource management capabilities to ensure that the right people are in place at the right time.	5.2.1 Strategic workforce planning	Yellow
	5.2.2 Continuing to roll-out the HR Operating Model	Green
	5.2.3 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel An Garda Síochána is well managed	Grey
5.3 Prioritise the wellbeing of our people.	5.3.1 Commencing implementation of the Health and Wellbeing Strategy.	Green
5.4 Ensure that our people are supported through a positive working environment as measured by the findings of a Cultural Audit.	5.4.1 Conducting a second Garda Cultural Audit, including interrogation of subsequent findings the development of an appropriate response	Green

Priority 6. Transforming our Service

6.1 Ensure that An Garda Síochána is adaptable and prepared for future challenges	6.1.1 Roll-out of the Operating Model	Yellow
	6.1.2 Enhance our Finance Function	Green
	6.1.3 Progressing the enhancement of corporate functions	Grey
	6.1.4 Maintaining or increasing, as measured by the Public Attitudes Survey, the level of Respondents who feel that An Garda Síochána is modern and progressive	Grey
6.2 Enhance our digital capabilities to ensure that policing is supported through the appropriate technology and tools.	6.2.1 Continuing the roll-out of the Digital Strategy	Green
	6.2.2 Roll-out of the Investigation Management System	Green
	6.2.3 Roll-out of the Rosters and Duty Management System	Yellow

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.													
	2021												Total to end 2021	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief Superintendent	0	0	0	0	0	2	1	0	0	1	0	0	0	4
Superintendent	0	0	1	0	1	1	2	1	1	0	1	0	0	8
Total	0	0	1	0	1	3	3	1	1	1	1	0	0	12

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of April 2021													
Rank	ECF	Position at end of last month - March	Appointed in Month - April	Career Break		Resignations	Retirements		Demotions	Con sequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	47	0	0	0	0	0	0	0	0	0	47	0
Superintendent	168	168	0	0	0	0	0	0	0	0	0	168	0
Total	223	223	0	0	0	0	0	0	0	0	0	223	0

Appendix D

Breakdown of Leave – Garda Members																			
<i>As at 30.04.2021</i>	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
<i>Garda</i>	Male	2	0.02%	0.02%	23	0.19%	0.27%	0	0.00%	0.00%	0	0.00%	0.00%	16	0.13%	0.19%	18	0.15%	0.21%
	Female	81	0.68%	2.35%	29	0.24%	0.84%	80	0.67%	2.32%	34	0.29%	0.99%	0	0.00%	0.00%	71	0.60%	2.06%
<i>Sergeant</i>	Male	1	0.05%	0.07%	2	0.10%	0.13%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.20%	0.27%	5	0.26%	0.33%
	Female	3	0.15%	0.66%	0	0.00%	0.00%	3	0.15%	0.66%	3	0.15%	0.66%	0	0.00%	0.00%	4	0.20%	0.88%
<i>Inspector</i>	Male	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
<i>Superintendent</i>	Male	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	3	0.02%	0.03%	25	0.24%	0.23%	0	0.00%	0.00%	0	0.00%	0.00%	20	0.14%	0.00%	23	0.16%	0.22%
	Total Female	84	0.58%	2.09%	29	0.20%	0.72%	83	0.57%	2.07%	37	0.25%	0.92%	0	0.00%	0.00%	75	0.52%	1.87%

Appendix E

Breakdown of Leave – Garda Staff																			
As at 30.04.21	Gender	Work Share	% Total Staff	% by Gender	Career Break	% Total Staff	% by Gender	Maternity Leave	% Total Staff	% by Gender	Unpaid Maternity	% Total Staff	% by Gender	Parental Leave	% Total Staff	% by Gender	Paternity Leave	% Total Staff	% by Gender
CO	Male	9	0.47%	1.89%	6	0.31%	1.26%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.21%	0.84%	1	0.05%	0.21%
	Female	256	13.24%	17.56%	11	0.57%	0.75%	13	0.67%	0.89%	6	0.31%	0.41%	38	1.97%	2.61%	0	0.00%	0.00%
EO	Male	0	0.00%	0.00%	1	0.13%	0.49%	0	0.00%	0.00%	0	0.00%	0.00%	4	0.53%	1.94%	0	0.00%	0.00%
	Female	40	5.26%	7.22%	8	1.05%	1.44%	9	1.18%	1.62%	4	0.53%	0.72%	13	1.71%	2.35%	0	0.00%	0.00%
AO	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	1	6.25%	11.11%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
HEO	Male	0	0.00%	0.00%	1	0.81%	2.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	4	3.25%	5.48%	2	1.63%	2.74%	1	0.00%	0.00%	1	0.00%	0.00%	7	5.69%	9.59%	0	0.00%	0.00%
AP	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.45%	3.23%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	1	1.45%	2.63%	0	0.00%	0.00%
Teacher	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	12.50%	22.22%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Cleaner	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	2	0.83%	0.91%	1	0.41%	0.46%	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Accountant	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	12.50%	25.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Solicitor	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	0	0.00%	0.00%	0	0.00%	0.00%	2	50.00%	50.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Chef	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	4.35%	4.76%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
Catering Manager	Male	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Female	1	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%
	Total Male	9	0.27%	0.96%	8	0.24%	0.85%	0	0.00%	0.00%	0	0.00%	0.00%	9	0.27%	0.96%	1	0.03%	0.11%
	Total Female	307	9.13%	12.67%	23	0.68%	0.95%	27	0.80%	1.11%	11	0.33%	0.45%	59	1.76%	2.43%	0	0.00%	0.00%
	Total	316	9.40%		31	0.92%		27	0.80%		11	0.33%		68	2.02%		1	0.03%	

Appendix F

Garda Members - Unavailable for duty due to sick leave

*OI = Ordinary injury **IOD = Injury on duty

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Apr 2021	1041	168	92	10	6	0	1,139	178
Mar 2021	988	163	82	11	8	0	1,078	174
Feb 2021	904	164	86	11	10	1	1,000	175
Jan 2021	863	160	79	12	9	0	951	172
Dec 2020	1,032	155	83	9	4	0	1,119	164
Nov 2020	1,060	162	77	8	2	0	1,139	170
Oct 2020	1,086	151	94	9	2	0	1,182	160
Sept 2020	1,242	155	104	9	8	0	1,354	164
Aug 2020	1,095	144	83	10	11	1	1,189	155
Jul 2020	1,076	145	92	8	7	1	1,175	154
Jun 2020	924	144	65	9	4	1	993	154
May 2020	785	144	58	10	3	1	846	155
Apr 2020	768	150	76	9	9	1	853	160

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Apr 2021	1095	171	96	10	6	0	1,197	181
Mar 2021	1,040	163	84	11	9	0	1,133	174
Feb 2021	941	168	89	11	10	1	1,040	180
Jan 2021	904	160	81	12	10	0	995	172
Dec 2020	1,084	157	85	9	4	0	1,173	166
Nov 2020	1,107	162	81	8	2	0	1,190	170
Oct 2020	1,158	152	97	9	2	0	1,257	161

Sept 2020	1,303	156	108	9	8	0	1,419	165
Aug 2020	1,149	145	84	10	11	1	1,244	156
Jul 2020	1,133	145	96	8	7	1	1,236	154
Jun 2020	960	146	67	9	4	1	1,031	156
May 2020	809	145	60	10	3	1	872	156
Apr 2020	795	150	78	9	9	1	882	160

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Apr 2021	9,011	4,332.5	1,019.5	295	106	0	10,136.5	4,627.5
Mar 2021	9,200	4,662.5	962	317	124.5	0	10,286.5	4,979.5
Feb 2021	8,569.5	4,113	893	281	216	7	9,678.5	4,401
Jan 2021	9,865	4,667	900	281	120	0	10,885	4,948
Dec 2020	10,546	4,449	1,058	279	88	0	11,692	4,728
Nov 2020	10,087.5	4,338	1,004	240	44	0	11,135.5	4,578
Oct 2020	10,946	4,331	1,128.5	277	25	0	12,099.5	4,608
Sept 2020	11,307	4,067	1,043.5	244	151	0	12,501.5	4,311
Aug 2020	10,731.5	4,108	1,000	298	161	17	11,892.5	4,423
Jul 2020	9,804	4,174.5	963.5	248	114	31	10,881.5	4,453.5
Jun 2020	8629	4,103.5	608.5	263	92	30	9,329.5	4,396.5
May 2020	8,855.5	4,164.5	764.5	304	53	31	9,673	4,499.5
Apr 2020	9,459.5	4,132	898	270	109	30	10,466.5	4,432

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Apr 2021	10,136.50	-150.00	-1.46%
Mar 2021	10,286.50	608.00	6.28%
Feb 2021	9,678.50	-1,206.50	-11.08%
Jan 2021	10,885.00	-807.00	-6.90%
Dec 2020	11,692.00	556.50	5.00%
Nov 2020	11,135.50	-964	-7.97%
Oct 2020	12,099.50	-402	-3.22%
Sept 2020	12,501.50	609	5.12%
Aug 2020	11,892.50	1011	9.29%

Jul 2020	10,881.50	1552	16.64%
Jun 2020	9,329.50	-343.50	-3.55%
May 2020	9,673	-793.5	-7.58%
Apr 2020	10,466.50	-3715.00	-26.20%

Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Apr 2021	4,627.50	-352.00	-7.07%
Mar 2021	4,979.50	578.50	13.14%
Feb 2021	4,401.00	-547.00	-11.05%
Jan 2021	4,948.00	220.00	4.65%
Dec 2020	4,728.00	150.00	3.28%
Nov 2020	4,578.00	-30.00	-0.65%
Oct 2020	4,608.00	297	6.89%
Sept 2020	4,311.00	-112	-2.53%
Aug 2020	4,423.00	-30.50	-0.68%
Jul 2020	4,453.50	57	1.30%
Jun 2020	4,396.5	-103	-2.29%
May 2020	4,499.50	67.50	1.52%
Apr 2020	4,432.00	-232.00	-4.97%

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

Month	No. of Days Absent	LTR	Commentary
Apr 2021	10,136.50	2.61%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 3.2%.
Mar 2021	10,286.50	2.65%	
Feb 2021	9,678.50	2.50%	
Jan 2021	10,885.00	2.81%	
Dec 2020	11,692.00	3.03%	
Nov 2020	11,135.50	2.87%	
Oct 2020	12,099.50	3.12%	
Sept 2020	12,501.50	3.21%	
Aug 2020	11,892.50	3.05%	
Jul 2020	10,881.50	2.79%	
Jun 2020	9,329.50	2.38%	
May 2020	9,673	2.46%	
Apr 2020	10,466.50	2.67%	

Garda Staff - Numbers who availed of sick leave

Date	No.
Apr 2021	261
Mar 2021	260
Feb 2021	244
Jan 2021	239
Dec 2020	271
Nov 2020	244
Oct 2020	271
Sept 2020	290
Aug 2020	206
Jul 2020	236
Jun 2020	211
May 2020	198
Apr 2020	199

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
April 2021	267	4	271
Mar 2021	270	3	273
Feb 2021	251	5	256
Jan 2021	248	5	253
Dec 2020	276	7	283
Nov 2020	256	4	260
Oct 2020	277	4	281
Sept 2020	300	2	302
Aug 2020	213	1	214
Jul 2020	251	1	252
Jun 2020	221	0	221
May 2020	196	2	198
Apr 2020	203	0	203

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Apr 2021	2,851	120	2,971.00	-208.50	-6.56%
Mar 2021	3,086.5	93	3,179.5	76.00	2.45%
Feb 2021	3,014.5	89	3,103.50	-112.50	-3.50%
Jan 2021	3,102	114	3,216.00	42.00	1.32%
Dec 2020	3,000	174	3,174.00	517.50	19.48%
Nov 2020	2,622.5	34	2,656.50	-351.00	-11.67%
Oct 2020	2,966.5	41	3,007.50	-31.5	-1.03%
Sept 2020	3,008	31	3,039.00	354	13.18%

Aug 2020	2,654	31	2,685.00	-22.50	-0.83%
Jul 2020	2,688.5	19	2,707.50	74.00	2.81%
Jun 2020	2,633.5	0	2,633.50	-188.50	-6.68%
May 2020	2,810	12	2,822.00	-475.00	-14.41%
Apr 2020	3,297	0	3,297.00	-406.50	-10.98%

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

Month	Days Absent	LTR	Commentary
Apr 2021	2,971.00	3.56%	The Lost Time Rate (LTR) for 2018, as calculated by DPER, was 5.2%.
Mar 2021	3,179.50	3.81%	
Feb 2021	3,103.50	3.72%	
Jan 2021	3,216.00	3.85%	
Dec 2020	3,174.00	3.82%	
Nov 2020	2,656.50	3.19%	
Oct 2020	3,007.50	3.61%	
Sept 2020	3,039.00	3.66%	
Aug 2020	2,685.00	3.25%	
Jul 2020	2,707.50	3.32%	
Jun 2020	2,633.50	3.25%	
May 2020	2,822.00	3.50%	
Apr 2020	3,297.00	4.09%	

Number of Garda Members absent due to Mental Health

Date	Number of Garda Members absent due to Mental Health	Number of days absent due to Mental Health
Apr 2021	13	350
Mar 2021	17	407
Feb 2021	17	399
Jan 2021	16	399
Dec 2020	16	433
Nov 2020	20	549
Oct 2020	18	486
Sept 2020	13	354
Aug 2020	10	293
Jul 2020	14	383
Jun 2020	16	329
May 2020	13	463
Apr 2020	18	473.5

Sick leave statistics as recorded on SAMS and reported @ 04.05.2021. These statistics have been compiled using the mental health illness subcategory based on illness classification on medical certification. The statistics for mental health provided are included in the ordinary illness category.

Commentary Sick Absence – April 2021

Sick absence days for Garda members and Garda staff have both seen a decrease in ordinary illness sick absence in the month of April 2021. Instances and numbers availing of sick absence leave reflect an increase for Garda members. Instances for Garda staff have decreased, however, the amount of Garda staff availing of sick leave has seen a minimal increase, in comparison to the previous month.

Comparing April 2021 to April 2020, year on year ordinary illness days have slightly decreased for Garda members by 3.15% and also decreased for Garda staff by 9.89%. Injury on duty sick absence shows an increase month on month, and comparing April 2021 to April 2020, year on year injury on duty has increased by 4.41%.

The number of days in the respective months is a contributory factor in variances month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the Annual Report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and staff).

Injury on Duty

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 7.07%, while also showing a slight increase in both the instances of sick absence at 4.02% and the number of Garda members availing of this sick absence leave, month on month, which can be seen at 2.30%.

Ordinary Illness

The number of sick absence days, month on month, show a minor decrease of 1.46 % for Garda members and a decrease of 6.56% for Garda staff. The instances of sick absence, month on month, show an increase for Garda members at 5.65% and for Garda staff the marginal decrease can be seen at 0.73%.

Figures relating to the number of members availing of sick absence leave show a similar trajectory to that of the sick absence instances for Garda members, reflecting a 5.66% increase. However, the increase in the amount of Garda staff availing of sick leave can be seen at 0.38%.

As mentioned in previous reports, from November 2020, we are including an extract from the ordinary illness category, specific to mental health for Garda members. The number of members reporting illness in this category this month is 13, which reflects a 23.53% decrease from March 2021. The number of sick day absences for Garda members in April 2021 was 350 days, which shows a 14% decrease from March 2021. While the figures themselves are not significant, we receive a high number of Freedom of Information (FOI) requests in this regard. It is therefore considered appropriate to make these figures available and include them in our monthly reporting.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence 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.