



An Garda Síochána
Monthly Report to the Policing Authority

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

April 2021

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
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Luaigh an uimhir tharaghta seo
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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 fourth monthly report submitted in 2021, outlining the key aspects of the administration and operation of An Garda Síochána for the month of March 2021, 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 continue to keep you advised of progress in this area through our various reports.

Yours sincerely

**MARIE BRODERICK
SUPERINTENDENT
OFFICE OF THE COMMISSIONER**

April 2021

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Message from the Commissioner

The threat to the public and society from COVID-19 continues, and An Garda Síochána remains steadfast in our work to support health measures to reduce the spread of the virus. This has seen us continue our high visibility operation to provide public reassurance, ensure compliance with public health guidelines and regulations, and give support to the vulnerable.

We have experienced very high levels of compliance by the public with the health regulations. This has made a difference, particularly to all front-line workers and we thank the public for their support. In delivering this high visibility operation, Gardaí continue to use the 4Es approach of engage, educate and encourage, and only where provided for, and as a last resort, enforcement. However, we are still seeing breaches of the public health regulations resulting in Fixed Penalty Notices being issued or files being submitted to the DPP.

Of most concern, is the fact that we are finding large gatherings of people including groups of 30, 40, 50 and even up to 100 people. Such gatherings, particularly when they take place indoors, could result in large amounts of people getting COVID-19. I would like to take this opportunity to once again ask people not to gather in large groups and not to organise or attend house parties. By doing this, they are putting themselves, everyone at such gatherings and everyone they meet afterwards, including their loved ones at risk of catching a virus that can result in serious illness or death.

Since the start of the pandemic, a key focus for An Garda Síochána has been protecting and supporting the vulnerable. Gardaí around the country have been helping people in their communities by fulfilling everyday tasks like collecting the groceries or stopping by for a social distanced chat. This has proved to be an invaluable connection for individuals and communities. Gardaí also have continued under Operation Faoiseamh to make regular contact with victims of domestic abuse to provide reassurance and support, as well as progress investigations.

Criminals and criminal gangs will always seek to exploit situations of uncertainty for their own gain. The COVID-19 pandemic has been no different. This month we had a particular focus on informing the public about how to protect themselves from a number of financial and online frauds, particularly those linked to COVID-19, as well as successes we have had in preventing and detecting such crimes.

This remains a difficult time for the country and its people. Throughout the pandemic, Garda personnel have shown great professionalism and dedication to keep people safe. This commitment and focus will be maintained as An Garda Síochána plays its role in supporting society's efforts to suppress COVID-19.

JA HARRIS
COMMISSIONER

1. Update on the National Policing Plan for COVID-19

The operational policing response to the COVID-19 pandemic remains the priority for An Garda Síochána, with all members continuing to enforce additional measures to ensure compliance with public health guidelines and regulations. An Garda Síochána continued to maintain checkpoints across the national road network, in addition to high visibility patrols at public amenities across the country over the Easter period. Members also responded to any reports of events, gatherings or house parties. In enforcing these regulations, Gardaí have continued to use the 4E's approach – engaging, explaining and encouraging, with enforcement a last resort. While the vast majority of Gardaí focused on engaging with the public, national units in areas such as crime detection, armed support, national security, and organised crime, as well as Divisional Drug Units, continued to prevent and detect crime.

In addition, An Garda Síochána continues a 'pilot implementation' on home quarantine checks in six Garda Divisions. Passenger location data is supplied to An Garda Síochána approximately six days after the individual arrives into the State and checks are scheduled in cases where the data passes preliminary validation by An Garda Síochána. As of 31 March 2021, An Garda Síochána has carried out 1,046 checks on people quarantining at home. Our focus since the beginning of the pandemic remains to keep 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 11 April 2021, records indicate that 14,158 FPNs have issued relating to leaving home without a reasonable excuse. In addition, as of 11 April 2021, there have been 2,688 fines recorded relating to attending events in dwellings and 759 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 11 April 2021, records indicate that there have been 207 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 make certain 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 with the regulations, a file will be submitted to the Director of Public Prosecutions for a direction as to how to proceed. As of 11 April 2021, 437 incidents relating to breaches of regulations relating to licensed premises have been recorded.

Operation Faoiseamh

Operation Faoiseamh continued throughout March 2021, with the Garda National Protective Services Bureau and the 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.

2. Finance

	2021 Allocation €'000	Expenditure/Receipts end March €'000	Remaining April-Dec €'000	%
Gross Total	1,952,163	461,579	1,490,584	76%
Appropriation in Aid	95,988	28,831	67,157	70%
Net Total	1,856,175	432,748	1,423,427	-
Deferred Capital Surrender	12,750	-	-	-

The total gross 2021 allocation for An Garda Síochána is €1.95 billion and net allocation is €1.86 billion. At the end of March 2021, total gross expenditure is €461.6m (24% of allocation) and ahead of end of March 2021 profiled spend by just under €7m, with further detail below. Appropriations in Aid are €28.8m at the end of March 2021 (30% of allocation), €5.5m ahead of the estimated profiled receipts.

Current Allocation & Expenditure

The gross current allocation for 2021 is €1.837 billion. Pay of €1.245 billion represents 68% of the 2021 current allocation, including pay for the Garda College. Expenditure on pay (inc. the Garda College) in March 2021 was €96m and year to date is €294.3m. Expenditure on the salaries pay element (inc. the Garda College) to end March 2021 was €268.6m, which is €1.4m behind profiled spend. Expenditure on the overtime element (inc. the Garda College) to end March 2021 was €25.6m, which is €2.3m 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 end of March 2021 by €0.9m. Superannuation of €365m represents 20% of the 2021 current allocation. Expenditure on superannuation in March 2021 was €29.5m and year to date is €88.2m. Non-pay of €222.6m represents 12% of the allocation (inc. for the Garda College). Expenditure on non-pay (inc. the Garda College) in March 2021 was €20m and year to date is €41.1m. Overall non pay expenditure is €4.6m under profile at end of March 2021. Non-pay expenditure in relation to COVID-19 at the end of March 2021 stands at €1.4m.

Capital Allocation & Expenditure

The gross capital allocation for 2021 is €114.7m, representing 6% of the gross 2021 allocation. Expenditure on capital (inc. the Garda College) in March 2021 was €8.6m and year to date is €38m. The capital subheads have a combined over profile spend of €11.1m to the end of March 2021. Expenditure on IT capital (including communications capital) to the end of March 2021 was €33.45m, which is ahead of profile by €10.2m. This is due in the main to timing, as some payments for IT projects were accelerated from Q2 to Q1 2021, to avail of VAT savings as well as 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 €28.8m at the end of March 2021, €5.5m 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.

Upgrade of the Garda Corepay Payroll System

The Garda Corepay payroll system was successfully upgraded to version 28 and went live on 29 March 2021. This was a substantial project for An Garda Síochána and Payroll Shared Services Centre (PSSC), as not only will it ensure the future stability of Garda payroll systems but also paves the way for other developments, including the progression of other key projects such as on-line payslips for Garda

members and the integration of the RDMS system to Corepay system. The Finance Directorate will continue to work with PSSC to progress these projects.

Estate Management March 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 ground works will be ongoing for a number of months with the project continuing through the current public health restrictions. Progress and timelines are currently in line with the expectations of the OPW. Military Road will not accommodate all Garda Bureaus based at Harcourt Square. The OPW is currently developing proposals regarding how a 'shortfall' in accommodation will be met.

PPP Bundle

A PPP project to build two Garda stations at Macroom and Clonmel is underway, with planning permission now received for both stations.

Developments in March 2021

Also advised in previous reports, the projects below have been paused due to current Government restrictions. On the lifting of public health restrictions, which is now expected to be circa 5 May 2021, the dates as outlined below for each project will be reassessed;

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

A range of other projects are in earlier stages of development and are being progressed in conjunction with the OPW. Much of this detail was provided in recent reports, but some further progress includes:

- **Bailieboro Garda Station:** Full design team in place. Planning has been completed and approved. The OPW is currently assessing the tenders received for the main contract.
- **Drogheda PEMS & Locker Room:** The OPW advises that the design team is finalising the tender package.
- **Naas Garda Station PEMS:** Part 9 planning permission was granted on 27 August 2019. Enabling works will form part of overall contract and the necessary tender documentation for the totality of the works is being finalised.
- **Tallaght Garda Station PEMS:** An Garda Síochána has approved plans for a new PEMS facility in Tallaght Garda Station. The design team has been appointed and preparatory works and site surveys are underway. Tender documents are being finalised.
- **Cell Refurbishment Programme:** The full schedule of works for the 2020/2021 cell refurbishments has been developed by An Garda Síochána and communicated to the OPW.

The current restrictions are impacting on the delivery of certain capital projects and this is the subject of ongoing engagement with the OPW.

3. Human Resources and People Development (HRPD)

- The Garda strength at 31 March 2021 stood at 14,566 (14,522 WTE) and the Garda staff strength at 3,364 (3,125.9 WTE). A full breakdown by rank, grade and gender is outlined below.
- One Superintendent was attested on 19 March 2021 and 71 Garda Trainees and 1 Garda Reserve were attested on 26 March 2021.
- The Higher Executive Officer panel has been finalised and positions will be filled in early course.
- 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 and Departments of Justice and Public Expenditure and Reform. The Workforce Plan will ensure the visibility of the Garda Reassignment Initiative and progress on the workforce modernisation agenda to both internal and external audiences.

Garda Strengths

Rank	As at 31 March 2021	Male	%	Female	%	WTE
Commissioner	1	1	100%	0	0%	1
Deputy Commissioner	1	0	0%	1	100%	1
Assistant Commissioner	8	5	63%	3	37%	8
Chief Superintendent	47	38	81%	9	19%	47
Superintendent	168	147	88%	21	12%	168
Inspector	436	356	82%	80	18%	436
Sergeant	1,963	1,510	77%	453	23%	1,961
Garda	11,942	8,497	71%	3,445	29%	11,900
Total	14,566	10,554	72%	4,012	28%	14,522

Of which	As at 31 Mar 2021	Male	%	Female	%
Career Breaks (incl. ICB)	55	24	44%	31	56%
Work-sharing	44	1.5	3%	42.5	97%
Secondments (Overseas etc.)	12	10	83%	2	17%
Maternity Leave	83	N/A	0%	83	100%
Unpaid Maternity Leave	36	N/A	0%	36	100%
Paternity Leave	20	20	100%	N/A	N/A
Available Strength	14,316	10,498.5	73%	3,817.5	27%

Garda Reserves Strength as at 31 March 2021	Total*	Male	%	Female	%
	476	345	72%	131	28%

*Equates to 88 full-time members

Garda Staff Strengths

	Total	WTE*	Male	%	Female	%
Professional / Technical (including Chief Medical Officer)	59	58.4	36	61%	23	39%
Administrative **	2,932	2,835.9	784	27%	2,148	73%
Industrial / Non Industrial	373	231.6	117	31%	256	69%
Total	3,364	3,125.9	937	28%	2,427	72%

Of which	Total	Male	%	Female	%
Maternity Leave	17	N/A	0%	17	100%
Unpaid Maternity Leave	9	N/A	0%	9	100%
Paternity Leave	0	0	0%	N/A	0%
Available Total	3,338	937	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	Male	%	Female	%
	319	9	3%	310	97%

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

Career Breaks****	Total	Male	%	Female	%
	32	8	25%	24	75%

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

Garda members reassigned to operational duties as of 31 March 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	1	20	24
Total	0.05	11.5	28	109	621	770

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	71	71	31	44%	40	56%
HEO	123	122	50	41%	73	59%
AO	17	17	7	41%	10	59%
EO	755	745.2	204	27%	551	73%
CO	1,937	1,851.7	477	25%	1,460	75%
Total	2,933	2,836.9	785	27%	2,148	73%

Parental Leave

01.03.2021 – 31.03.2021	Garda Members	Garda Staff
	95	76

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
74	67	91%	7	9%

Notes: Suspension data for Garda staff as at 31 March 2021 and Garda members as at 9 April 2021. *The total figure includes Garda members and Garda staff, including Probationers.

4. Information and Communications Technology (ICT)

Similar to previous months, COVID-19 Level 5 restrictions are still in place and while demand for ICT remains high, it continues to deliver solutions and support personnel throughout An Garda Síochána, to enable access to Garda information systems remotely in a secure manner.

Schengen (SIS II): SIS was launched successfully 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.

Demonstrating SIS II in action, the below Tweet was published on the Garda Info Twitter Account, outlining that a SIS alert was detected by Gardaí in Bray while conducting a checkpoint. This highlights the significance of SIS to frontline policing since going live. The Gardaí used their Active Mobility Device connected to a Lapdoc¹, which enables them to access PULSE from the roadside. Having access to relevant, accurate and timely data will lead to more detections and supports An Garda Síochána frontline members in making informed decisions.



Gardaí in Bray stopped this car during a checkpoint early this morning. A search of Pulse & SIS II (Schengen Information System) alerted Gardaí to a European Arrest Warrant in existence from the German authorities for the driver. The driver will appear before the High Court today.

Tweet from Garda Info Twitter account on 22/3/21, 11:07 @gardainfo

Computer Aided Dispatch 2 (CAD 2): The Project Initiation Document (PID) is complete. A test version of the new system is installed in the Garda environment and deployed in each of the four control rooms to allow CAD operators and other Garda members to use the system and provide feedback to the project team. The design of the PULSE integration is almost complete. Two design/configuration sprints are complete. CAD2 is dependent on organisation wide personnel information being supplied from RDMS. As it stands, RDMS has only about 10% of that information, as it has yet to be rolled out nationally, due to COVID-19 restrictions and is unlikely to be ahead of CAD2 deployment. The RDMS team has indicated that it cannot 'preload' the application with all personnel ahead of a national rollout.

¹ A Lapdoc is a screen, keyboard and mouse that allows the member to project the screen of the Active Mobility device onto the Lapdoc. The Lapdoc is currently at Proof of Concept stage and is not widely in use across An Garda Síochána.

Roster Duty Management System Deployment (RDMS Deployment): Current COVID-19 restrictions are affecting access by the OPW to Garda stations to complete works. Cork City Division went live as of 22 March 2021 and early data gathering is now underway for DMR North Central Division rollout.

Investigation Management System Deployment (IMS Deployment): As outlined in last month’s report, the rollout of IMS has been paused due to COVID-19 restrictions. Training is also currently suspended.

Mobile Device Deployment: An Garda Síochána has now over 2,600 frontline members with Mobile Data Stations. The deployment of an additional 224 frontline devices to members who regularly use the Fixed Charge Notices (FCN) notepad and who have issued a number of COVID-19 FCNs, have been delivered. 100,000 FCNs have now been issued using mobile devices since the FCN project went live in June 2020. A network of divisional contacts to support mobility deployments has been established. An order for an additional 2,500 frontline devices has been processed. These devices are a special order to ensure the devices are delivered with the Android 10 Operating System. Expected delivery is end of April, beginning of May 2021. A number of small deployments have been completed and the Mobility Team are working on a mini deployment for Cork West and Irishtown (approximately 50 devices).

Overall Device Deployment Figures

As of 01.04.21	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in WS1*	2623	2875	59	5557
Deployed	2785	2847	60	5692

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

Operating Model: As advised last month, ICT continues to provide guidance and advice to the centralised Operating Model team to support the rollout of the business services configurations (IT Ops). Further Operating Model releases are being planned/designed, which will require ICT alignment and ICT releases. Due to unconfirmed/un-clarified scope, the ability to adapt multiple systems in a timely fashion, will be impacted.

Cloud Strategy: The Cloud Strategy has been approved by the CIO. This provides a basis for the cautious but progressive adoption of cloud hosting by An Garda Síochána – 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. Pre-project planning has started to assess how best to implement the Cloud Computing Strategy, which will allow cloud solutions to be assessed for suitability of use across the organisation’s application catalogue. Exploratory discussions have been held with cloud vendors on other potential pilot projects and technologies led by the Data Architect and Technology Architect. The main issue remains deciding which data is suitable for cloud storage (a pre-requisite for leveraging cloud computing at scale).

5. Corporate Communications

Engagements

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

As Level 5 of the Government's Living with COVID-19 Plan continued, An Garda Síochána maintained its ongoing high visibility policing operation in support of the plan and public health regulations. As always, the focus of An Garda Síochána was on keeping people safe through a wide-range of operational activities.

Other varied high-level communications during the month of March 2021 have focused on issues including:

- Integration of Ireland into the Schengen Information System (SIS II), the largest and most widely used IT system for public security in Europe;
- Very high public trust in Gardaí, at 83%. The Ipsos MRBI Veracity Index poll tracks the latest movements in public trust in key Irish professions and has been running since 2005. It found that a year into the pandemic, the latest poll on public trust in the professions in Ireland shows that trust in Gardaí is very high at 83%, up 10 points in 2 years;
- Organised Crime: Numerous press releases published on various types of organised crime included drug and cash seizures with a combined value of approximately €8.7m for the month of March 2021;
- Garda national high visibility policing operations for St. Patrick's Day and other specific policing operations, in response to planned protests in Dublin and Cork City throughout the month of March 2021;
- Internal Communications: Weekly Newsbeat and COVID-19 publications with a readership of over 13,000 for the month of March 2021, focusing on critical organisational messaging.

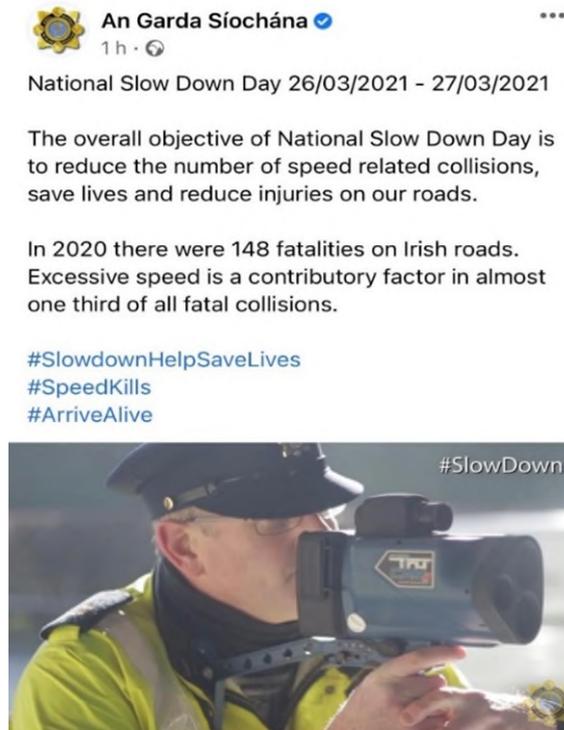
Media Briefings and Interviews

- An Garda Síochána Fraud Awareness Week: Senior officers from the Garda National Economic Crime Bureau provided daily briefings to the media on a number of fraud related topics, including investment fraud, smishing/vishing, business email compromise, online shopping fraud and money mules;
- Chief Superintendent Patrick Lordan, Garda National Economic Crime Bureau provided interviews to various media organisations on fraud awareness;
- The airing of Crimecall on 29 March 2021. The episode had a viewership of 331,800 with 30.75% of the viewing public watching the programme that evening.

Launches & Initiatives

- National 'Slow Down Day', in conjunction with the RSA, was held over a 24-hour period between 7am on Friday, 26 March to 7am on Saturday, 27 March 2021;
- The launch of Ireland's first Mainline Motorway Average Speed Safety Camera system;
- An Garda Síochána continued to highlight the Government COVID-19 health and safety advice in press releases and on social media;

- On-going road safety advice issued to the public around the dangers of speeding, drink driving and drug driving.



Press Office

- During the month of March 2021, numerous press releases provided key data under Level 5 restrictions in support of public health measures to reduce the spread of COVID-19;
- Approximately 250 press releases were issued by the Press Office and hundreds of press queries were handled during the month of March 2021 on a range of criminal justice issues.

Corporate Communications

The Corporate Communications team continued to support An Garda Síochána in its graduated policing response, encouraging public compliance with public health measures and highlighting Government advice to the public to reduce the spread of COVID-19. Engaging with our continuously growing 1.6m social media followers, as well as retaining our close connection with our community, we continued to promote the advice of the HSE and demonstrate examples of good practice by Gardaí, using hashtags such #HoldFirm #StaySafe #HereToHelp #StaySafeStayHome. These have included:

- Sharing of regular updates on our social and digital media channels, including various public health measures;
- Raising awareness of the high visibility, nationwide policing plan across the country in support of the public health regulations and the Government’s Level 5 Plan for Living with COVID-19;
- Promoting the 4E’s approach of engage, explain, encourage, and only where provided for and as a last resort, enforcement;
- Promoting the COVID Tracker app and subsequent updates to it;
- Sharing images of Gardaí highlighting community engagement and assisting members of the public who are in isolation, by delivering food and medical supplies;

- Supporting the HSE, County Councils and Government of Ireland campaigns to deliver key messages relating to COVID-19.

Throughout March 2021, 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, which included:

- Providing updates and information on 'Operation Fanacht' checkpoints;
- Raising awareness of the high visibility, nationwide policing patrols to support the 4E's approach across social media platforms, in particular, surrounding Saint Patrick's Day;
- The sharing of updates/details in respect of COVID-19 related Fixed Payment Notices (FPNs) for non-essential travel restrictions, including emphasis on staying home;
- Appeals to the public for information pertaining to ongoing investigations;
- Sharing content as Gaeilge for Seachtain na Gaeilge 2021 across social media and to schools, in particular a 'Safe Cycling' pack for children, including two videos at two levels of Irish comprehension.



An Garda Síochána ✓

3 Mar · 🌐

Tá pacáiste Sábháilteacht Rothaíochta curtha le chéile ag an nGarda Síochána i nGaeilge do pháistí do Sheachtain na Gaeilge.



We hope you all enjoy and benefit from the package. Safe Cycling #SnaG21



- The sharing of a video which celebrated International Women's Day on 8 March 2021;



- The production and sharing of a series of 8 videos for Fraud Awareness Week (8-12 March 2021), highlighting different aspects of fraud. These had a total reach of 1.2m and video views of 168K;
- The sharing of details on the launch of Ireland's first mainline motorway average speed safety cameras on 9 March 2021;

- Details of Ireland’s connection to the Schengen Information System (SIS II), which enables law enforcement agencies to share and check data for various reasons across the EU;
- The sharing of awareness of International Day for the Elimination of Racial Discrimination on 21 March 20 and encouraging reporting of hate crime;
- National Slow Down Day – 26-27 March 2021.

Internal Communications

The Internal Communications Unit continued to focus on COVID-19 during March 2021, with email bulletins issued on a daily basis. Readership remained high, with 13,000 personnel reading the bulletins each day. The Garda Portal and screensavers continued to be updated with COVID-19 content.

Key updates delivered to personnel

- Mandatory quarantine explained;
- How the Garda Reserves are integral to policing during the pandemic;
- Update on vaccination surplus;
- Wellbeing and mental health supports for Garda personnel;
- Reasonable excuses for members of the public not to wear a face covering on public transport;
- The 5km rule explained;
- Social distancing in Garda station canteens and kitchens;
- Reminders of how COVID-19 is spread.

COVID-19 printed communications

Delivery of new posters, stickers for windows and stickers for surfaces, designed to help protect our personnel from COVID-19.



6. Progress update on embedding the Code of Ethics

As outlined in previous reports, the Garda Ethics and Culture Bureau (GECB) conducted a full validation of the Code of Ethics database. The current figures indicate that 90.9% of the organisation have attended a Code of Ethics workshop and 93.1% 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.

Divisional Officers/section heads have been provided with a list of personnel who have not signed the Code of Ethics declaration and have been requested to encourage those personnel who have not signed to do so and also to provide GECB with the reason that personnel have not signed the declaration. As of 1 April 2021, 24 Divisions within An Garda Síochána have 100% sign up rate. Divisions/sections are continuing to engage with their personnel. An analysis of the 'reasons' data to facilitate the development of an action plan to address the areas of non-compliance will commence once this process is complete.

A Newsbeat article in relation to sign-up to the Code of Ethics has been prepared and will be published shortly. 'Ethics' promotional materials for 2021 are currently being selected by GECB, subject to financial sanction. GECB launched a new 'page' on the Garda Portal on 23 March 2021 and they are currently designing a new piece for the Garda website, garda.ie.

Garda Decision-Making Model

The Garda Decision-Making Model (GDMM) e-learning module is complete and an associated communications plan to accompany its launch has been prepared. Training in respect of the GDMM will commence in Q2, 2021 with a timeline for completion by 1 July 2021. The cover pages of Garda notebooks have been re-designed to include the GDMM and the nine standards and commitments of the Code of Ethics and are currently being disseminated to the required areas in the organisation.

7. Implementation of Cultural Change

Culture Reform Programme

The Garda Ethics and Culture Bureau (GECB) continues to gather statistical data around culture change, including data on suspensions, dismissal and complaints. Further avenues of data collection and metrics have been identified and GECB has contacted the relevant policy owners/section heads to commence engagement on the sharing of relevant data. An awareness piece regarding the 12 Staff Cultural Engagement Initiatives has been completed and will be published in Newsbeat in the coming weeks. The Request for Tender (RFT) document in relation to a second Cultural Audit of An Garda Síochána was issued to 6 companies on 14 December 2020. The tender has been awarded to the successful vendor and contracts are currently being drawn up.

8. Risk Management

As outlined in previous reports, An Garda Síochána Corporate Risk Register captures 10 principal risks currently facing the organisation. These corporate risks are being managed effectively by their assigned Corporate Risk Owners, overseen by the Risk and Policy Governance Board, and supported by the Garda Risk Management Unit (GRMU). The next meeting of the Risk and Policy Governance Board is scheduled for 19 May 2021.

Superintendent, GRMU continues to hold meetings with Corporate Risk Owners and/or support staff via video conferencing, assisting in reviewing their risks. In addition, support and guidance to risk managers and support staff is provided by GRMU via video and teleconferencing, where possible.

During March 2021, Superintendent, GRMU again facilitated risk register development workshops, including 'Vetting Function in An Garda Síochána', 'Assessment of claims against An Garda Síochána' and 'Custody Management'. A detailed 'Implementation Plan' to enhance the risk management framework was approved by Deputy Commissioner, Strategy, Governance and Performance.

The GRMU project team has been established and is engaging with the Strategic Transformation Office (STO) to adopt project methodology surrounding the enhancement of the risk management framework.

9. Use of Force

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

- The use of force has seen a decrease in March 2021 when compared with February 2021. There were 88 recorded uses of force in March 2021, compared with 98 recorded incidents in February 2021.
- The use of incapacitant spray has seen a decrease with 68 uses in March 2021, compared with 78 uses in February 2021. The use of batons has remained steady with 19 uses in March 2021, compared with 17 uses in February 2021.
- There were no reported uses of Taser in March 2021.
- There was one incident in which a firearm was discharged (40mm launcher) in March 2021.
- The types of incidents in which there was a use of force has also remained quite consistent.
- Public order, drug and traffic related incidents accounted for the top three types of incidents in which there was a use of force in March 2021. Public order, drug and traffic related incidents were also in the top three in February 2021.
- The DMR South Central recorded the highest levels of force use in March 2021 at 12%. Cork City, which recorded the highest levels in February 2021, has reduced to 8%.

10. Crime Trends

National Overview

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 has been month-on-month increases in crimes against the person, criminal damage and public order, while burglary has continued to decrease.

COVID-19: As outlined in previous reports, 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 crime types reporting reductions. In particular, periods of ‘lockdown’ restrictions (Level 5 of the Plan for Living with COVID²) in 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

Operations and enforcement actions, key metrics on FPNs and quarantine are published weekly, with additional details provided to stakeholders. The launch of the Schengen Information System in March 2021 has provided an additional data source for frontline information led policing.

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. A pilot, based on manually assessing outcomes for one crime type is underway, which will inform the full approach to capturing investigation outcomes. 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. The main risk to these and other data quality improvements in PULSE continues to be the possibility of significant 2021 requirements to support the EU mandated phase 3 of the Schengen Information System.

Regular meetings with the CSO continue and a meeting was held between the Commissioner and the Director General of the CSO on 19 April 2021. Engagement has commenced on the 2021 review of recorded crime statistics which is expected to complete in June 2021. The Garda Síochána Analysis Service (GSAS) closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.

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.

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 took a further downward turn in 2020. Levels are down 33.8% in the 12 months to March 2021, as compared with the 12 months prior. COVID-19 resulted in the closure of a lot of business premises, fewer residences left vacant (due to working from home) 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. When only these periods of high restriction are considered (month of April, November '20 – March '21), property crime was 38.8% lower than in the same periods 12 months previous. Property crime increased in March 2021 for the first time since August 2020, which is attributable primarily to an increase in theft from shop incidents in March.

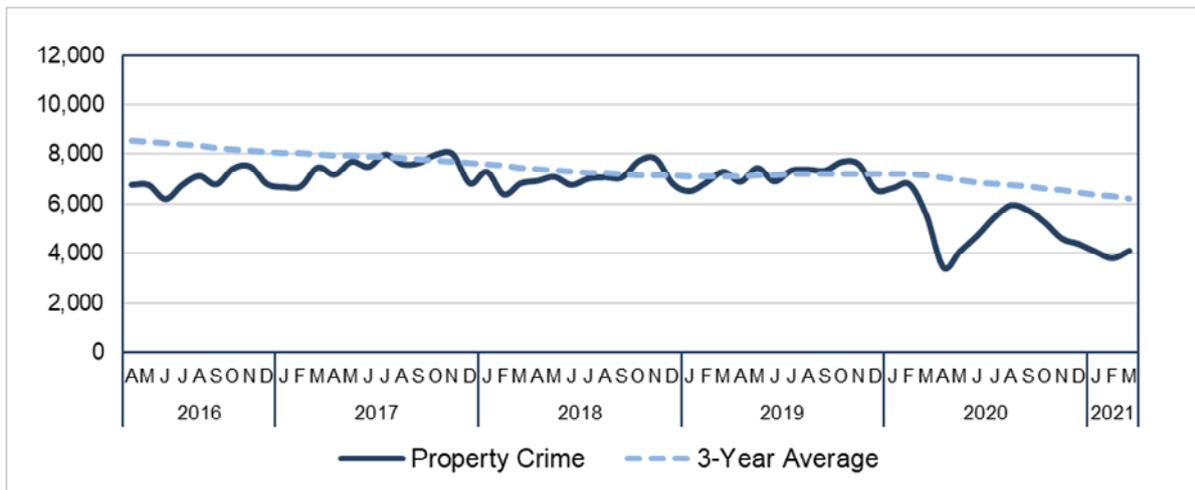


Chart 2: Burglary - 5 Year Trend

Burglary has been trending downwards, particularly since the commencement of Operation Thor on 2 November 2015. Residential burglary was down 45.3% and burglary occurring elsewhere down 47.7% in the 12 months to March 2021, as compared with 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 March 2021.

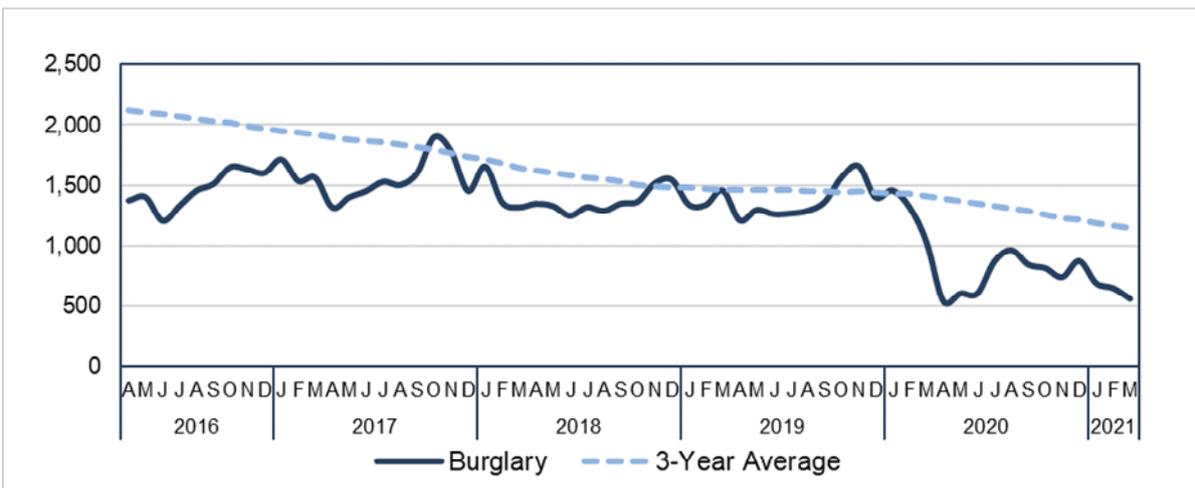


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020 following a gradual rise over the past three years. There was a decrease of 13.6% in the 12 months to March 2021, as compared with 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 34.3% and public assault causing harm decreased by 36.5% in the 12 months to March 2021, as compared to 12 months prior. Conversely, assault in residential locations has increased with minor assault increasing by 2.5% and assault causing harm increasing by 22.6%.

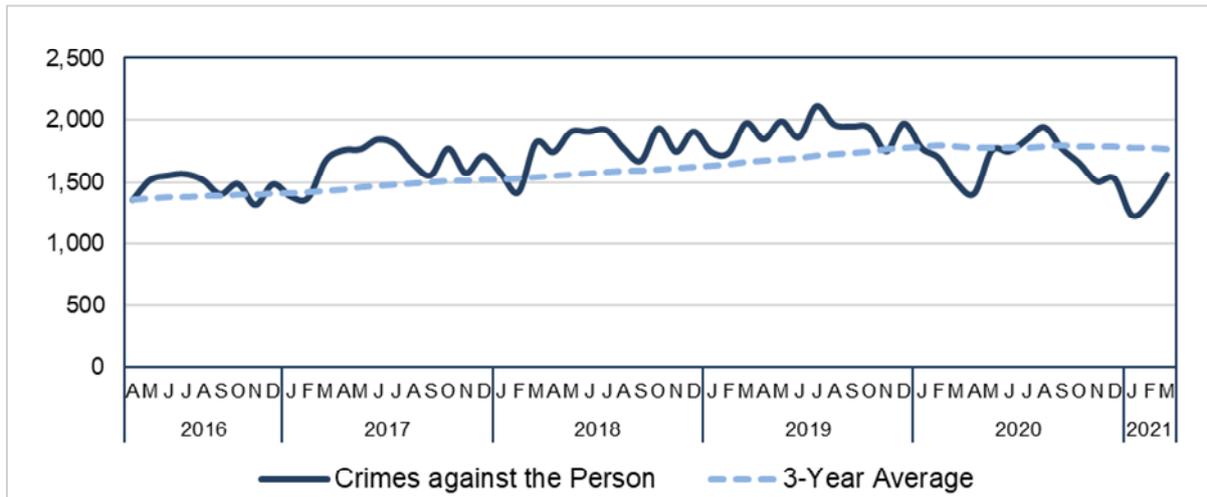


Chart 4: Sexual Offences - 5 Year Trend (to February 2021)

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 February 2021 there has been a decrease in reported sexual offences of 8.6%. 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 Ireland³ 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.

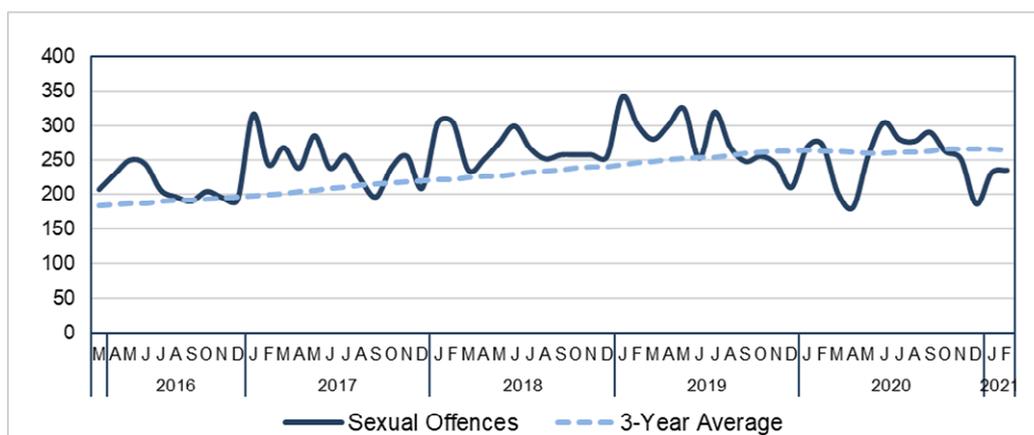
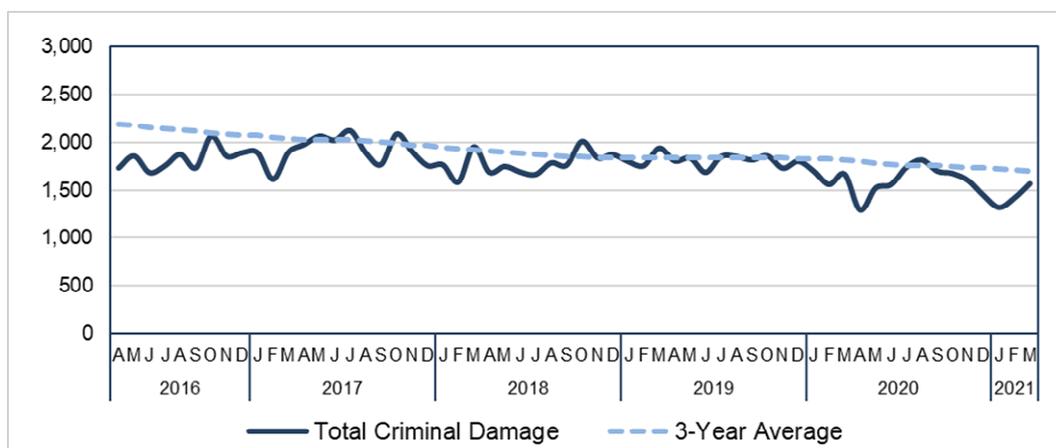


Chart 5: Total Criminal Damage - 5 Year Trend

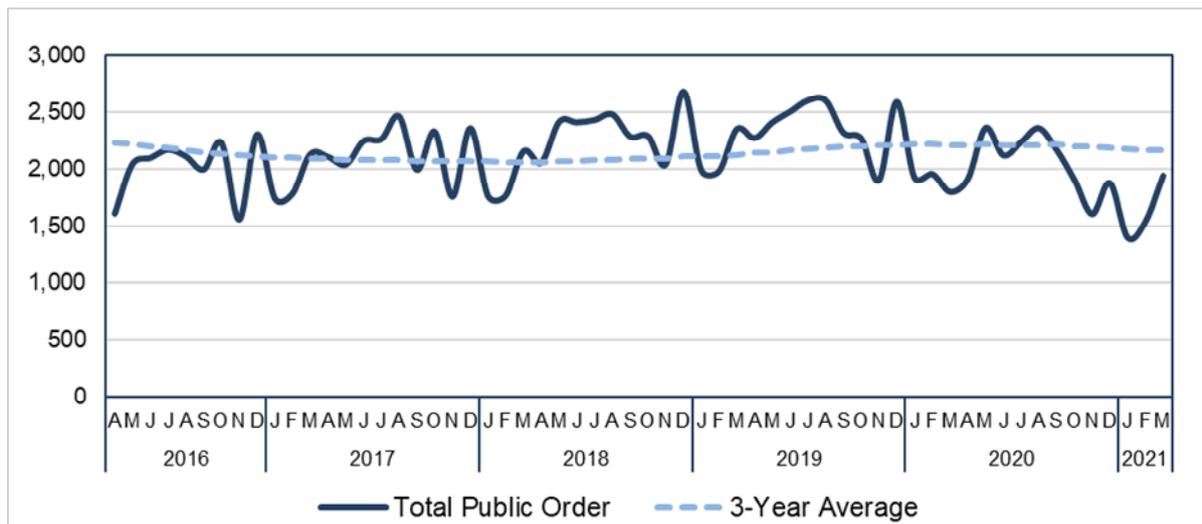
Criminal damage incidents trended downwards from 2015 to 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was a decrease of 11.8% in the 12 months to March 2021, as compared with the 12 months prior.



³ 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 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 13.6% in the 12 months to March 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 March 2021 were down 9.7%, while drunkenness offences over the same period are down 20.8% when compared with the 12 months prior.



11. Policing Successes

Throughout the month of March 2021, there have been numerous incidents of notable 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 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 March 2021 is provided below:

On 4 March 2021, in the course of an investigation into suspected illegal immigration, personnel from the Garda National Immigration Bureau (GNIB) arrested one male on suspicion of committing offences contrary to the provisions of Section 69(3) Immigration Act, 2004 and Section 20 of the Passport Act, 2008. The investigation is centred on suspected illegal immigration, where a number of non-nationals have secured residency in Ireland based on false information provided to relevant authorities. The suspect was detained pursuant to the provisions of Section 4 of the Criminal Justice Act, 1984 and later released pending further investigation.

On 6 March 2021, Gardaí in the DMR West Division responded to a domestic incident, where it was reported that following a verbal argument with his partner, an intoxicated male had used a blade to inflict a deep wound to his forearm and locked himself in the bedroom. Upon the arrival of local Gardaí, his partner was outside the building with their two children. The assistance of the Armed Support Unit (ASU) was sought. Under the cover of a ballistic shield, the ASU members entered the apartment and made contact with the suspect. The suspect, who was intoxicated and had a bandage on his forearm, complied with Garda directions and was secured. He was subsequently arrested under the provisions of the Mental Health Act, 2001 and taken to Blanchardstown Garda Station, where he was later transferred to Blanchardstown Hospital due to his injuries. No offence was disclosed and no further action was taken by local Gardaí.

On 9 March 2021, in the course of an ongoing intelligence led operation targeting serious organised crime activity and suspected distribution of controlled drugs, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) searched a premises located in the west of Ireland. A Scorpion make sub-machine gun and ammunition, a stolen high powered motor cycle and 2kg of cannabis herb, with an estimated street value of €40k were seized. One suspect was arrested, detained and subsequently released without charge pending preparation of an investigation file for submission to the office of the Director of Public Prosecutions (DPP).

On 15 March 2021, personnel attached to the Garda National Immigration Bureau (GNIB), with the assistance of the Irish Defence Forces removed two Polish nationals from the Irish Prison Service, who are subject of EU Removal/Exclusion Orders, issued by the Minister for Justice. Both Polish nationals were subject of criminal conviction in Ireland, with 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 convicted in respect of a breach of the provisions of Section 5(1) of the Child Trafficking and Pornography Act, 1998.

Also on 15 March 2021, as part of a joint investigation with law enforcement in the Netherlands into a criminal organisation suspected to be involved in cyber-enabled frauds, personnel from the Payment Crime and Counterfeit Currency Unit conducted a coordinated search, resulting in the arrest of one male on suspicion of involvement in directing a criminal organisation.

In the course of the investigation, the male in question had been identified as an individual believed to be directly linked to the aforementioned criminal organisation and is suspected to have opened multiple bank accounts across a number of financial institutions, using suspected fraudulent and stolen documentation. The suspect was subsequently detained pursuant to the provisions of Section

50 of the Criminal Justice Act, 2007, as amended and charged, as directed by the DPP in respect of the following offences;

- i. Five counts of money laundering, contrary to the provisions of Section 7 of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010 for the sum of €71,058;
- ii. Four counts of handling stolen property, contrary to the provisions of Section 17 of the Criminal Justice (Theft & Fraud Offences) Act, 2001 in relation to fraudulent identity documentation seized during the course of the search;
- iii. One count of attempted deception, contrary to Common Law in relation to opening a bank account;
- iv. One count of using a false instrument, contrary to the provisions of Section 26 of the Criminal Justice (Theft & Fraud Offences) Act, 2001 in relation to opening a bank account.

On 16 March 2021, the Missing Persons Unit (MPU) received confirmation that unidentified human remains located in Wales were those of a male that was reported missing in Coolock Garda Station during December 2020. This discovery came following a lengthy and comprehensive investigation conducted by personnel from the MPU, in liaison with authorities in the UK, who following enquiries, indicated that they were carrying out an investigation regarding unidentified human remains located on 25 January 2021 at Llanrhystud Ceredigion. Personnel from the MPU obtained a detailed description of the remains. Utilising this information and following an in-depth analysis of relevant data held on PULSE, the MPU nominated the above-mentioned missing person as a possible match with the unidentified human remains located in Wales. Further liaison established that a surrogate sample had been obtained from the missing person and arrangements were put in place to allow the sample to be forwarded via Interpol to the investigation team in Wales for comparison purposes, which revealed a positive match. The family of the missing person have since been notified regarding the location of the remains of their loved one.

On 18 March 2021, Gardaí in Cork City responded to a call reporting that a male had left his home upset and threatening self-harm. Gardaí immediately began extensive coordinated searches throughout the locality. As a result of the widespread patrols, the male was located locally, where he appeared to be in a distressed state in the River Lee. Despite the risk to themselves, Gardaí entered the river and safely removed the male. Paramedics attended at the scene and the male was removed to hospital, where he was later released into the custody of his friend.

Also on 18 March 2021, Gardaí were dispatched to a reported stabbing incident at a hotel in North Co. Dublin. On arrival at the scene, Gardaí met with a male with apparent stab wounds, who stated that his brother, who suffered with mental health issues, had used a knife to stab him in their hotel room. He also indicated that his brother was still self-harming in the room. Implementing the Stay Safe Principles, the assistance of Armed Support Units (ASU) was sought and local members refrained from entering the hotel. On arrival, ASU members entered the room and located the male still brandishing a knife. Members engaged verbally with the male, however, he failed to comply with their commands to drop the knife and was subsequently pepper sprayed in order to disarm him. The male had self-inflicted knife wounds to his wrists and his throat, which were tended to by the ASU members until an ambulance arrived. Both the injured party and the suspect were treated at the scene by paramedics and removed to hospital for further treatment for non-life-threatening injuries. A Patrol Officer attended the scene and the hotel room was preserved as a crime scene. Both parties were visited by Gardaí in hospital, with the injured party subsequently declining to make a statement of complaint.

On 20 March 2021, Gardaí in the North Western Region responded to a 999 call reporting that a male had jumped into a river in the area. The caller stated that the male had threatened suicide earlier that day and despite struggling, was refusing to grab the life buoy. On arrival of Gardaí, the male was fully submerged in water and barely visible. Gardaí entered the river and rescued the male. Upon retrieval

from the water he was conscious, highly intoxicated and disorientated. Paramedics attended at the scene and administered first aid, before removing the male to hospital. The male has since made a full recovery.

On 21 March 2021, while conducting a checkpoint on the N11 southbound, Gardaí from Bray Garda Station stopped a vehicle and enquired with the driver regarding the use of trade plates. Inquiries carried out on a mobility device at the location, raised an Article 26 SIS⁴ Alert and notice of the existence of a European Arrest Warrant (EAW) issued from Germany in respect of the driver of the vehicle. The driver was subsequently arrested on foot of the EAW for illegal vehicle trafficking following liaison with the Sirene Bureau at Liaison and Protection. The suspect appeared before the High Court on 22 March 2021, where he was remanded in custody under the conditions of the warrant.

In May 2017, the Payment Crime & Counterfeit Currency Unit commenced an investigation, following receipt of a complaint made by a financial institution. The financial institution reported that their IT systems had been manipulated to create false balances as a result of a technical glitch in relation to a sequence and timing anomaly. It was suspected that an individual had engaged in transferring sums of money from their current account to deposit accounts, creating false balances and had built up a notional credit balance of €24,500, before withdrawing €14,500. As a result of liaising with the financial institution, a suspect was identified. A follow up search on foot of a search warrant, resulted in the arrest, detention and charging of the suspect. On 24 March 2021, the suspect was sentenced before Dublin Circuit Court to a term of imprisonment of three years, suspended for three years and is required to pay the injured party the sum of €14,500.

On 25 March 2021, in the course of an ongoing intelligence led operation targeting serious organised crime activity and the suspected distribution of controlled drugs, personnel from the Garda National Drugs and Organised Crime Bureau (GNDOCB) conducted a coordinated search of two premises and a vehicle. A total of 25kg of cannabis herb, with an estimated street value of €500,000 was seized, along with cash with a value of €12,350. Three males were arrested and detained, two of whom were subsequently charged in respect of alleged drug related offences, while another was released without charge, pending submission of an investigation file to the DPP.

On 26 March 2021, in the course of an ongoing intelligence led operation targeting serious organised crime activity and the importation of controlled drugs, personnel attached to GNDOCB assisted by colleagues from Revenue and Customs Service, effected a controlled delivery of a package containing 5.925kg of ketamine, with an estimated street value of €355k. One suspect was arrested and subsequently charged in respect of alleged drug related offences. The accused remains in custody, pending future court proceedings.

On 28 March, 2021, Gardaí in the DMR East Division responded to an incident of criminal damage. Upon arrival, it was reported that four men were aggressively banging on the door, with one male gaining entry to the property and making threats to the homeowner. Before leaving the area, the intruder retrieved a wheel brace from the vehicle he arrived in and damaged two vehicles in the driveway of the house. An immediate investigation commenced, with enquiries establishing a possible motive and identifying two males involved in the incident who had links to organised crime.

As a result of enquiries regarding a burglary, which previously occurred at the same address, a search warrant was obtained and subsequently executed. The search resulted in the seizure of a number of items of evidential value, including a quantity of controlled drugs with an estimated value of €51k, weighing scales, baggies and a quantity of cash. Two suspects were arrested at the scene on suspicion of burglary and conveyed to Dundrum Garda Station, where they were subsequently detained under

⁴ *The Schengen Information System (SIS) - the largest information sharing system for security and border management in Europe went live in An Garda Síochána in March 2021. SIS alerts provide for the exchange of information / instructions on persons and the coordination of activities between participating European Authorities.*

Section 4 of the Criminal Justice Act, 1984. Both prisoners were charged with a number of offences including, possession of drugs, burglary, damaging property belonging to another and possession of drugs for the purpose of sale or supply, and appeared before the court where they were remanded in custody.

In addition, during the month of March 2021, the Criminal Assets Bureau conducted searches in counties Dublin and Longford, targeting the assets of organised crime groups suspected of being involved in the sale and supply of controlled drugs, intimidation, unlicensed money lending and extortion of monies. Orders were subsequently granted pursuant to Section 17 of the Criminal Justice (Money Laundering & Terrorist Financing) Act, 2010, resulting in the seizure of a vehicle, €64,000 in cash, five high value watches, controlled drugs with an approximate value of €45,000 and assorted documentation. Furthermore, €40,000 was restrained in financial accounts.

Also during March 2021, the Criminal Assets Bureau secured two orders pursuant to Section 3 of the Proceeds of Crime Act, 1996, as amended, in respect of one vehicle, three high-end designer watches, designer jewellery and €16,825 in cash.

12. Community Engagement and Organisational Initiatives

The Garda National Diversity and Integration Unit (GNDIU)

The Garda National Diversity and Integration Unit (GNDIU) provided community engagement support to the operational policing plan for Dublin City Centre on Saint Patrick's Day. In the days prior to Saint Patrick's Day, GNDIU engaged in outreach to minority/diverse communities with a community message reinforcing the importance of adhering to level 5 COVID-19 restrictions. The message was also circulated to community groups and civil society organisations.

On 19 March 2021, GNDIU hosted an online Dialogue Day with attendees from the LGBTI+ and victim support organisations from across the country, such as LGBT Ireland, BeLoNG To, Outhouse, LINC, Outcomers and many more.

On 21 March 2021, GNDIU marked International Day for the Elimination of Racial Discrimination with a social media message and link to a hate crime information leaflet. The message enforced An Garda Síochána strong commitment to engage proactively and respectfully with all members of society. An Garda Síochána acknowledged the underreporting of racism and other types of hate crime, and encouraged anyone who has been a victim/witness to report this behaviour.



REPORT HATE CRIME NOW

Hate Crime Definition
Any criminal offence which is perceived, by the victim or any other person to, in whole or in part, be motivated by hostility or prejudice, based on actual or perceived age, disability, race, colour, nationality, ethnicity, religion, sexual orientation or gender.

If you've experienced an act of violence, intimidation or hostility because of who you are, you may have been the victim of a Hate Crime. Hate Crime can include verbal abuse, intimidation, threats, harassment, assault or criminal damage to your property and can impact individuals, families and communities. An Garda Síochána takes Hate Crime very seriously. We will investigate all reports of Hate Crime thoroughly and sensitively.

Report Hate Crime at your local Garda Station.
For a full Garda Station directory: www.garda.ie
Find your local Garda Diversity Officer: www.garda.ie
Contact the Garda Confidential Line: **1800 666111**
Garda Diversity & Integration Strategy: www.garda.ie
Have online hate speech / abuse removed: www.hotline.ie

Garda National Diversity & Integration Unit
Garda Community Relations Bureau
Harcourt Square
Dublin 2 D02 DH42
(01)6663150
diversity@garda.ie



An Garda Síochána
Keeping People Safe

Also available to download at www.garda.ie in the following languages: English, Irish, French, German, Spanish, Portuguese, Polish, Lithuanian, Latvian, Romanian, Arabic, Mandarin and Russian.



Part Funded by
EU Internal Security Fund Police

GNDIU was invited to present at a two-day event titled 'Working Group on Hate Crime Training and Capacity Building for National Law Enforcement', which was hosted by the European Commission on 24 and 25 March 2021. An Garda Síochána response to hate crime and the approach taken to develop online hate crime training has been acknowledged as an example of best practice in Europe. A presentation was given to highlight the use of the 10 guiding principles developed by the EU Commission to carry out training needs assessments and evaluations in law enforcement and criminal justice agencies. A further presentation was given on how the GNDIU has developed and implemented the Garda National Diversity and Integration Strategy, introduced a hate crime definition, developed policy and procedures, designed an online reporting system for hate crime and formalised third party referral of hate crime, while operating without a legal Hate Crime Framework.

On 26 March 2021, GNDIU participated in an online anti-racism event hosted by Lord Mayor Hazel Chu, addressing racism and An Garda Síochána response to hate crime. Assistant Commissioner, Roads Policing and Community Engagement addressed the event and GNDIU presented on the implementation of the Garda Diversity and Integration Strategy 2019-2021, hate crime and the initiatives to address hate crime.



On 30 March 2021, GNDIU met with representatives of the International Organisation for Migration (IOM) to explore opportunities to develop training for Garda Diversity Officers in the area of the humane and orderly management of the arrival of migrants into Ireland and their subsequent safe integration into communities.

On 31 March 2021, to mark Anti-Racism Month, GNDIU took part in a panel discussion on racism, hosted by Dublin Pride. Other participants included representatives from Transgender Equality Network Ireland (TENI) and Dublin Pride.



The Garda National Crime Prevention Unit (GNCPU)

During the month of March, the Garda National Crime Prevention Unit (GNCPU) presented at a number of forums and seminars to promote and offer advice on crime prevention to both the private and business community. To support the Garda Economic Crime Bureau's anti-fraud week, which ran from 8 to 14 March 2021, the GNCPU disseminated advice on topics such as investment fraud, smishing/vishing, business email compromise, online shopping fraud and money mules, to Crime Prevention Officers. The GNCPU also took part in a pan European online seminar held on 17 and 18 March regarding the security and protection of public spaces and critical infrastructure as part of Portugal's EU presidency.

Roads Policing and Community Engagement Bureau

The Roads Policing and Community Engagement Bureau continues to assist Crimecall on RTÉ 1. This month's Crimecall episode aired on RTÉ 1 on 29 March 2021 and featured the following:

- A crime prevention awareness video produced by the Garda National Crime Prevention Unit, in conjunction with Garda Crimecall Office, which highlighted the problem of sheep attacks by domestic dogs, with around 400 such incidents occurring annually during lambing season. The key message focusing on dog owners' legal obligations under the Control of Dogs Act;
- A Garda from DMR Traffic who was live in studio to discuss motorcycle safety. He offered advice to motorcyclists in relation to returning to the roads for the summer months ahead.

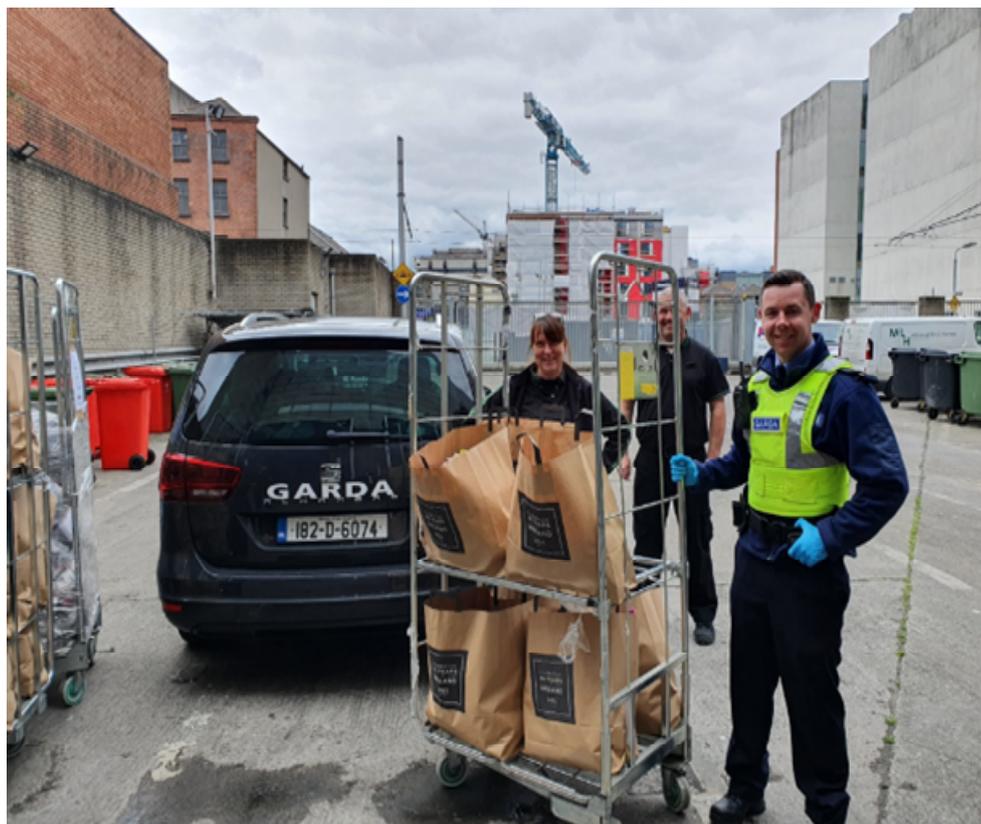
On 8 March 2021, following consultation with An Garda Síochána, Transport Infrastructure Ireland (TII) launched a pilot scheme of Ireland's first mainline motorway average speed safety camera system, with the installation and beginning of testing on the M7 in Tipperary (Junction 26-Nenagh (West) and Junction 27-Birdhill). TII has analysed speed data on the M7 corridor since 2017 and identified speeding as a significant issue, with approximately 40% of drivers exceeding the 120 km/h speed limit on certain sections. Further, the data identified that speeds are not being appropriately moderated in response to adverse weather conditions, such as heavy rain or low road temperatures.

On 26 and 27 March 2021, An Garda Síochána, in liaison with the Road Safety Authority (RSA) and other stakeholders, conducted a national speed enforcement operation; 'Slow Down Day'. Government Departments, local authorities, public and private sector fleet operators were invited to participate in the initiative by circulating to employees the key message to "Slow Down" and to always drive within the speed limit, and at a speed appropriate to the prevailing conditions. Over the 24 hours of national "Slow Down Day", GoSafe checked the speed of 150,605 vehicles and detected 994 vehicles travelling in excess of the applicable speed limit, which were subsequently issued with FCNs. For the first quarter of 2021, there have been 21 road traffic fatalities on our roads compared to 46 for the same period last year. This is a very significant decrease of 25 fatalities, however, An Garda Síochána still has concerns for vulnerable road users and we continue to appeal to motorists to reduce their speed.

Juvenile Liaison Officers

Over the last year, the Juvenile Liaison Officers in the Dublin Metropolitan Region have and continue to perform community re-assurance duties, while also implementing the Juvenile Diversion Programme throughout the COVID-19 pandemic. They provided support to families who had suffered losses due to crime and supported the elderly by assisting with essential deliveries, while remaining COVID-19 compliant. They also delivered donations to hospitals, homeless charities and food parcels from schools to families in need, while remaining socially distanced. Furthermore, to retain positive relationships between the young people in the area and the Gardaí during the pandemic, the Teenagers and Garda programme (T.A.G.) was adapted to keep in line with the various restrictions

throughout the year and focused on topics that were relevant to the young people during the pandemic. The programme allowed the young people to interact with their local Juvenile Liaison Officer and Community Gardaí, and encouraged them not to engage in criminal behaviour.



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

Policing Plan RAG rating	
On target	
At risk of missing target	
Off target	
No update sought	
Reported by DOJ	

Priority 1. Community Policing

1.1 Enhance community engagement and public safety	1.1.1 Identify risk and the vulnerable in the community	
	1.1.2 Rolling out the Community Policing Framework in a further 8 Divisions	
	1.1.3 Piloting Local Community Safety Partnerships in 3 Divisions	
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	
	1.2.2 Implementing the Diversity and Integration Strategy 2019-2021	
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 	
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 	
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 	

Priority 2. Protecting People

2.1 Maintain a high level of engagement with victims of domestic abuse.	2.1.1 Operation Faoiseamh	Green
	2.1.2 Domestic Abuse victims contacted within 7 days	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 of seized electronic devices	Red
	2.2.2 Garda Inspectorate Report – Responding to Child Sexual Abuse	Green
	2.2.3 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 Outcomes-based measurement for sexual offences	Green
	2.3.2 Post-implementation review of Divisional Protective Services Units	Green
2.4 Continue to combat drug dealing and the effects of drug dealing in communities	2.4.1 Activities of Divisional Drug Units	Grey
	2.4.2 Address drug-related intimidation	Green
2.5 Prioritise the service provided to vulnerable people, including victims of hate crime	2.5.1 Rolling-out Hate Crime training	Grey
	2.5.2 Building up baseline data on Hate Crime and non-crime Hate incidents	Grey
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 	Grey
2.7 Implement appropriate operations to support measures arising from Covid-19.	2.7.1 Operations and activities to respond to Covid-19	Green

2.8 Continue to target Organised Crime Groups through targeted activities including measures aimed at degrading their capacity.	2.8.1 Targeting organised crime groups	Green
	2.8.2 OCG threat assessment matrix	Green
	2.8.3 Seizures of firearms, drugs and currency	Grey
2.9 Continue to improve road safety and reduce deaths and serious injuries as measured.	2.9.1 Continuing to implement Crowe Horwarth recommendations	Grey
	Enhancing mobility access for Roads Policing	Green
	Increasing the proportion of FCNs issued through the use of mobility devices	Green
	2.9.2 Road Safety Campaign	Green
	2.9.3 Monitoring Road deaths / serious injuries	Green
	2.9.4 Monitoring Lifesaver offences	Green
	2.9.5 Data sharing in respect of those driving without a licence	Green

Priority 3. A Secure Ireland

3.1 Continue to enhance the security of the State, managing all possible threats and challenges	3.1.1 <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. 	Blue
3.2 Enhance our intelligence capacity/capability.	3.2.1 <ul style="list-style-type: none"> • Seeking out new opportunities to further enhance the capacity and capability of Security and Intelligence. 	Blue
3.3 Collaborate with our partners, contributing to national and international security	3.3.1 Participate in Major Emergency Management interagency structures	Green
	3.3.2 Promoting awareness of Major Emergency Management	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 Appropriate arrangements in relation to powers related to Covid-19	
	4.1.2 Rolling-out human rights training	
	4.1.3 Garda Inspectorate Report in relation to Custody	
	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	
	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	
	4.1.6 Building up baseline data on all Use of Force	
	4.1.7 Continuing to review key policies through the lens of the Human Rights Screening Tool	
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 Continue to embed the Code of Ethics	
	4.2.2 Commencing Anti-Corruption Unit activities	

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	
	5.1.2 Developing a diversity recruitment roadmap	
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	
	5.2.2 Continuing to roll-out the HR Operating Model	
	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	

5.3 Prioritise the wellbeing of our people.	5.3.1 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 Second Garda Cultural Audit	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	Green

Appendix B

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												
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	<i>Total to end 2021</i>
Assistant Commissioner	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	4
Superintendent	0	0	1	0	1	0	2	1	1	0	1	0	7
Total	0	0	1	0	1	2	3	1	1	1	1	0	11

Appendix C

Return to the Policing Authority in relation to numbers and vacancies in the specified ranks Data as at the end of March 2021													
Rank	ECF	Position at end of last month - Feb	Appointed in Month - March	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	46	1	0	0	0	0	0	0	0	1	47	0
Superintendent	168	168	2	0	0	0	1	0	0	1	0	168	0
Total	223	222	3	0	0	0	1	0	0	1	1	223	0

Appendix D

Breakdown of Leave – Garda Members																			
As at 31.03.2021	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%	23	0.19%	0.27%	0	0	0	0	0	0	19	0.16%	0.22%	16	0.13%	0.19%
	Female	82	0.69%	2.38%	30	0.25%	0.87%	78	0.65%	2.26%	34	0.28%	0.99 %	0	0	0	72	0.60%	2.09%
Sergeant	Male	1	0.05%	0.07%	1	0.05%	0.07%	0	0	0	0	0	0	1	0.05%	0.07%	5	0.25%	0.33%
	Female	3	0.15%	0.66%	1	0.05%	0.22%	5	0.25%	1.10%	2	0.10%	0.44%	0	0	0	2	0.10%	0.44%
Inspector	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Male	3	0.02%	0.03%	24	0.16%	0.23%	0	0	0	0	0	0	20	0.14%	0.19%	21	0.14%	0.20%
	Total Female	85	0.58%	2.12%	31	0.21%	0.77%	83	0.57%	2.07%	36	0.25%	0.90%	0	0	0	74	0.51%	1.84%
	Total	88	0.60%	0	55	0.38%	0	83	0.57%	0	36	0.25%	0	20	0.14%	0	95	0.65%	0

Appendix E

Breakdown of Leave – Garda Staff																			
As at 31.03.21	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	0.46%	1.89%	5	0.26%	1.05%	0	0	0	0	0	0	4	0.21%	0.84%	1	0.05%	0.21%
	Female	261	13.47%	17.88%	12	0.62%	0.82%	8	0.41%	0.55%	4	0.21%	0.27%	40	2.07%	2.74%	0	0	0
EO	Male	0	0	0	1	0.13%	0.49%	0	0	0	0	0	0	3	0.40%	1.47%	0	0	0
	Female	41	5.43%	7.44%	8	1.06%	1.45%	6	0.79%	1.09%	4	0.53%	0.73%	17	2.25%	3.09%	0	0	0
AO	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	1	5.88%	10.00%	0	0	0	0	0	0	0	0	0
HEO	Male	0	0	0	2	1.63%	4.00%	0	0	0	0	0	0	1	0	0	0	0	0
	Female	4	3.25%	5.48%	2	1.63%	2.74%	0	0	0	1	0	0	7	5.69%	9.59%	0	0	0
AP	Male	0	0	0	0	0	0	0	0	0	0	0	0	2	2.82%	6.45%	0	0	0
	Female	0	0	0	1	0	0	0	0	0	0	0	0	2	2.82%	5.00%	0	0	0
Teacher	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	2	12.50%	22.22%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	2	0.82%	0.90%	1	0.41%	0.45%	0	0	0	0	0	0	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	1	14.29%	33.33%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Solicitor	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	2	50.00%	50.00%	0	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	1	4.35%	4.76%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Male	9	0.27%	0.96%	8	0.24%	0.85%	0	0	0	0	0	0	10	0.30%	1.07%	1	0.03%	1.11%
	Total Female	313	9.30%	12.90%	24	0.71%	0.99%	17	0.51%	0.70%	9	0.27%	0.37%	66	1.96%	2.72%	0	0	0
	Total	322	9.57%	0	32	0.95%	0	17	0.51%	0	9	0.27%	0	76	2.26%	0	1	0.03%	0

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
Mar 2021	988	163	82	11	8	0	1,078	178
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
Mar 2020	1,215	159	103	10	12	0	1,330	169

Garda Members - Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
Mar 2020	1,284	161	108	10	12	0	1,404	171

Garda Members – Number of days absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
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
Mar 2020	12,851	4,372	1,140	292	190.5	0	14,181.5	4,664

Garda Members - Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
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%

Mar 2020	14,181.50	308.50	2.18%
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Garda Members - Injury on Duty

Month	No. of Days Absent	Variance	% Variance
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%
Mar 2020	4,664.00	387.00	2.18%

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

Month	No. of Days Absent	LTR	Commentary
Mar 2021	10,286.50	2.65%	The Lost Time Rate (LTR) for 2018 as calculated by DPER was 3.2%. DPER Statistics for 2019 are not yet published.
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%	
Mar 2020	14,181.50	3.61%	

Garda Staff - Numbers who availed of sick leave

Date	No.
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
Mar 2020	321

Garda Staff - Instances of Absence

	Administrative Grades	Technical and Professional	Total
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
Mar 2020	341	5	346

Garda Staff - Number of days absent

	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%
Mar 2020	3,638.5	65	3,703.50	130.00	3.51%

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

Month	Days Absent	LTR	Commentary
Mar 2021	3,179.50	3.81%	The Lost Time Rate (LTR) for 2018 as calculated by DPER was 5.2%. DPER statistics for 2019 are not yet published.
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%	
Mar 2020	3,703.50	4.58%	

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
March 2021	17	407
February 2021	17	399
January 2021	16	399
December 2020	16	433
November 2020	20	549
October 2020	18	486
September 2020	13	354
August 2020	10	293
July 2020	14	334
June 2020	16	383
May 2020	13	329
April 2020	18	463
March 2020	18	473.5

Sick leave statistics as recorded on SAMS and reported @ 01.04.2021

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 – March 2021

Sick absence for Garda members and Garda staff have both seen an increase in ordinary illness sick absence in the month of March 2021. Instances and numbers availing of sick absence leave also reflect an increase for Garda members as well as for Garda staff. Comparing March 2021 to March 2020, year on year ordinary illness days have significantly decreased for Garda members by 27.47% and also notably decreased for Garda staff by 14.15%.

Injury on duty sick absence shows an increase, month on month, and comparing March 2021 to March 2020, year on year injury on duty has slightly increased by 6.76%.

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 an increase in the last month over the number of sick absence days at 13.14%; however, showing a slight decrease in both the instances of sick absence at 3.33% and the number of Garda members availing of this sick absence leave, month on month, that can be seen at 1.14%.

Ordinary Illness

The number of sick absence days, month on month, shows an increase of 6.28% for Garda members and a minor increase of 2.45% for Garda staff. The instances of sick absence, month on month, show an increase for both Garda members at 8.94%, and for Garda staff at 6.64%. 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 7.8% increase for Garda members and a 6.56% increase for Garda staff.

As mentioned in previous reports, since November 2020, an extract from the ordinary illness category, specific to mental health for Garda members, has been included. The number of members reporting illness in this category this month is 17, which reflects no difference from February 2021. The number of sick day absences for Garda members in March 2021 was 407 days, which shows a 2% increase from February 2021. While the figures themselves are not significant, a high number of Freedom of Information (FOI) requests for this information are received. 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 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.