



An Garda Síochána

Monthly Report to the Policing Authority

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

February 2023

An Garda Síochána

Oifig an Choimisinéara
Gnóthaí Corparáideacha
An Garda Síochána
Páirc an Fhionnuisce
Baile Átha Cliath 8
D08 HN3X



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Corporate Affairs
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Luaigh an uimhir tharaghta seo a leanas le do thoil:
Please quote the following ref. number: **CMR_86-31412/22**

Ms. Helen Hall
Chief Executive
The Policing Authority

RE: Commissioner's Monthly Report to the Policing Authority

Dear Helen,

I am pleased to provide the second report in 2023, outlining the key aspects of the administration and operation of An Garda Síochána for the month of January 2023, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

**SORCHA FITZPATRICK
CHIEF SUPERINTENDENT
PERSONAL ASSISTANT
TO THE COMMISSIONER**

February 2023

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

Message from the Commissioner

From the very outset of the New Year, our goal has been to remain a trusted and effective police service that keeps people safe in the communities that we proudly serve. To continue achieving this, we must maintain our consistently high standards in policing, detecting and preventing criminality, while providing a reassuring presence in localities nationwide.

The close connection that we enjoy with communities could be seen through a wide range of engagements at local and national level this month. This included protecting the most vulnerable in our society through some very poor weather conditions.

The attestation of 'Intake 221' took place in early January 2023. As these new Gardaí go to serve in cities, towns and villages, they will play an important role in maintaining a connection with our communities. In providing that service, they have been trained and will be supported to never lose sight of the importance of treating every single person they encounter with dignity and respect.

Under Operation Tara, An Garda Síochána continued to intercept large quantities of drugs in January 2023. This included suspected cannabis with an estimated value of €1m, suspected cocaine valued at €164,000 in Wexford and a quantity of drugs valued at €169,020 in North Dublin. These seizures led to a number of arrests. Our ongoing investigations into drug related intimidation and our support for its victims under Operation Fógra resulted in five arrests on 13 January 2023.

We continued to work closely with public transport providers throughout the month to provide reassurance to passengers. This work will continue in the weeks and months ahead.

As is clear throughout this month's report, the results of our work in January, and indeed every month, are due to the dedicated, hardworking personnel of An Garda Síochána, who are fully committed to keeping people safe.

J A HARRIS
COMMISSIONER

1. Finance

Financial Expenditure and Receipts

	2023 Allocation €'000	Expenditure/Receipts end January €'000	Remaining Feb-Dec €'000	Remaining %
Gross Total	2,249,610	147,326	2,102,284	93%
Appropriation in Aid (receipts)	104,206	9,579	94,627	91%
Net Total	2,145,404	137,747	2,007,657	

The total gross 2023 allocation for An Garda Síochána is €2.25b and net allocation is €2.15b. At the end of January 2023, the total combined gross expenditure is €147.33m (7% of allocation). In accordance with instructions from the Department of Public Expenditure and Reform, the budget profile for January 2023 is the same as the actual expenditure for January 2023 and thus, there are no calculated variances showing for the subheads.



Current Allocation and Expenditure

The gross current allocation for 2023 is €2.088b, which includes pay of €1.394b (including pay for the Garda College). Expenditure on pay in January 2023 was €103.79m. Expenditure on the salaries, allowances and employer PRSI elements in January 2023 was €92.5m. Expenditure on overtime in January 2023 was €11.29m.

In respect of superannuation of €428.46m, expenditure in January 2023 was €33.27m. In relation to other non-pay subheads of €266.08m (including for the Garda College), expenditure on non-pay in January 2023 was €8.52m. Overall, non-pay expenditure in relation to COVID-19 at the end of January 2023 is reported at €25,400.

Capital Allocation and Expenditure

The gross capital allocation for 2023 is €161.5m. Expenditure on capital (including the Garda College) in January 2023 was €1.75m.

Appropriations in Aid

Appropriations in Aid are €9.58m at the end of January 2023.

2. Human Resources and People Development

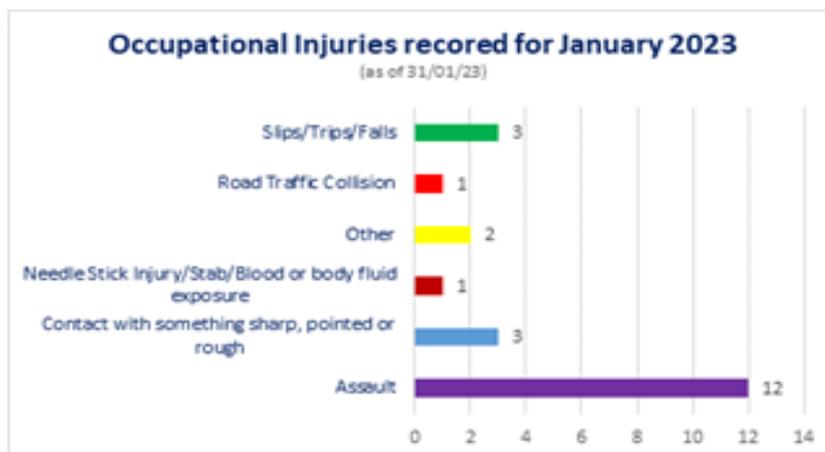
Key Human Resources and People Development Highlights

Roster Duty Management System (RDMS)

- The RDMS Mobility App continues to be rolled out and was most recently issued to members attached to the Wicklow/Wexford Divisions in January 2023.
- Work is progressing on RDMS integration with CAD2 and mapping data between both systems.
- RDMS went live for members in the Wicklow/Wexford and Clare/Tipperary Divisions in January 2023. RDMS rollout in DMR North, DMR Communications Centre and Mayo/Roscommon/Longford is on schedule.
- There are circa 8000 employees live on the RDMS system.

Health and Safety

- A total of 49 National Incident Management System (NIMS) incidents were created.
- Safety representative training took place in the Meath/Westmeath Divisions in January 2023.
- Two fire warden training sessions took place in the Mayo/Roscommon/Longford Division in January 2023.



Resource Allocation

- There were two promotions to Superintendent rank during January 2023.

Employee Assistance Service

- On 24, 25 and 26 January 2023, a total of 25 personnel were trained as Peer-Supporters for the Meath and Westmeath Division.
- On 31 January 2023, the fourth Superintendent's Wellness Day was held in Maynooth, Co. Kildare. The Wellness Day is designed as an opportunity for each attendee to engage in an active positive programme, contemplation and mindful activity, away from their daily responsibilities.

Workforce Planning

- Workforce Planning has commenced meetings with Assistant Commissioners and Executive Directors, with further meetings scheduled throughout Q1 2023. These meetings are to establish resourcing requirements, baseline personnel strengths, address resource planning issues and ensure that the new operating model is resourced. This initiative has provided an opportunity for constructive dialogue and the establishment of a more open forum of engagement between Workforce Planning, Resource Management and Assistant Commissioners/Executive Directors.

Overseas Office

- **Excellent Police Work:** An Excellence in Police Work Certificate (EPW1) is currently being processed in respect of Garda Siobhan Frisby, in order to recognise the important police work she conducted along with her colleagues to successfully detain a murder suspect and gather all information to allow the handover of the suspect to Turkish Cypriot Police.
- Service for Overseas Duty with the United Nations (UN) UNFICYP Cyprus 2023 competition for members of Superintendent, Inspector, Sergeant and Garda rank was advertised on the Garda Portal on 26 January 2023 (HQ Directive no: 004/2023).

Resourcing

- The Sergeant to Inspector promotion competition is ongoing. There are 54 candidates through from the first batch and 50 candidates are through from the second. Appointments for the second batch are currently underway. The Public Appointments Service is currently scheduling interviews for the next batches for March and April 2023.
- As of 31 January 2023, under the Garda Reassignment Initiative, 884.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of three this year.
- Garda Trainee recruitment is in progress. A further intake into the Garda College is planned for 20 February 2023. Plans are being finalised to launch a further competition in Q1 2023.
- 24 Gardaí were attested as sworn members of An Garda Síochána on 13 January 2023.



- There are currently 25 national, 58 divisional, four (4) regional and one (1) overseas member competitions underway.
- There are 25 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the EO batch 1 panel. EO batch 2 candidates received their interview results in mid-January 2023.
- Candidates for the internal AP competition were notified of their interview results and offers commenced in late January 2023.
- The HR candidate management system is in the final stages of testing. A trial competition has been created and will be tested by a number of staff outside of HR in early February 2023.
- Graduate interviews for the Garda Internship Programme took place in early January 2023. This now concludes the interview process for the second year of the programme. An order of merit has been generated and HRPD is now liaising with business owners with respect to commencing offers to successful candidates. It is hoped that this process will take place during February 2023.

Charitable Activities

- Ms. Yvonne Cooke, Acting Executive Director HRPD, hosted a charity coffee morning in aid of Little Blue Heroes in December 2022. A total of €1,206.90 was raised at the event and a cheque was presented to Little Blue Heroes on 18 January 2023.



Human Resources and People Development Analytics / Data

As at 31 January 2023, the Garda member strength stood at 14,125 WTE and the Garda Staff strength stood at 3,350 (3,143.7 WTE). A full breakdown by rank, grade and gender is outlined below.

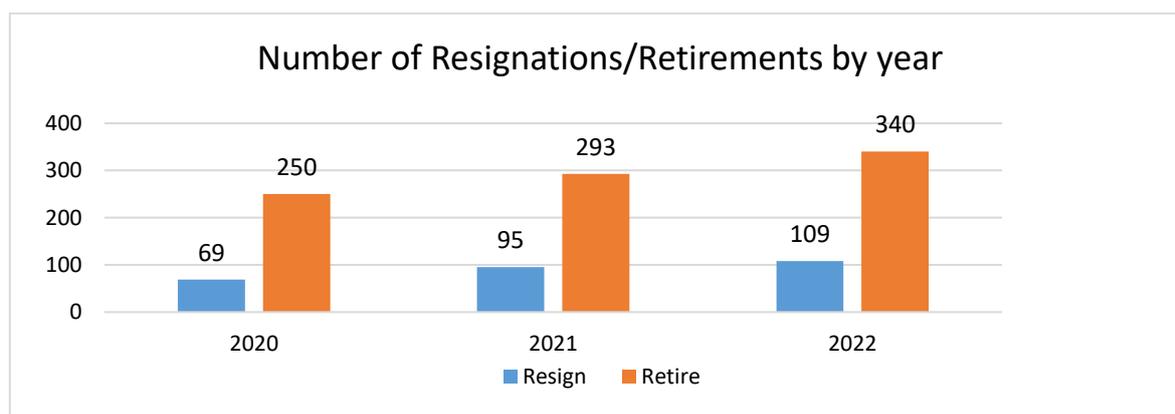
2.1 Garda Member Strengths

Rank	31 January 2023	Male	%	Female	%	WTE
Commissioner	1	1	100	0	0	1
Deputy Commissioner	2	0	0	2	100	2
Assistant Commissioner	8	4	50	4	50	8
Chief Superintendent	46	38	83	8	17	46
Superintendent	168	140	83	28	17	168
Inspector	461	373	81	88	19	461
Sergeant	2,067	1,563	76	504	24	2,066
Garda	11,372	8,020	71	3,352	29	11,330.5
Total	14,125	10,139	72	3,986	28	14,082.5

Of which	31 January 2023	Male	%	Female	%
Career Breaks (incl. ICB)	56	37	66	19	34
Work-sharing *	42.5	1.5	4	41	96
Secondments (Overseas etc.)	51	32	63	19	37
Maternity Leave	57	0	0	57	100
Unpaid Maternity Leave	36	0	0	36	100
Paternity Leave	14	14	100	0	0
Available Strength	13,868.5	10,054.5	72	3,814	28

*Equates to 85 full-time members.

2.2 Garda Resignations/Retirements 2020 - 2022



Garda Reserves Strength

Garda Reserves Strength As at 31 January 2023	Total*	Male	%	Female	%
	372	282	76	90	24

2.3 Garda Staff Strengths (Administrative and Civil Service and Chief Medical Officer)

Grade	Total	WTE	Male	%	Female	%	Undisclosed	%
CAO	1	1	1	100	0	0	0	0
Exec. Director	5	5	2	40	3	60	0	0
CMO	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	28	28	15	54	13	46	0	0
AP	70	69.5	31	44	39	56	0	0
HEO	211	209.6	87	41	124	59	0	0
AO	24	24	12	50	12	50	0	0
EO	739	729.5	201	27	538	73	0	0
CO	1,873	1,800.8	459	24.5	1,413	75.4	1	.1
Total	2,954	2,870.4	810	27.4	2,143	72.5	1	.1

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (incl. CMO)	56	55.2	32	57	24	43	0	0
Administrative **	2,953	2,869.4	809	27.4	2,143	72.5	1	0.1
Industrial/Non Industrial	341	219.1	111	33	230	67	0	0
Total	3,350	3,143.7	952	28.4	2,397	71.5	1	0.1

Of which	Total	WTE*	Male	%	Female	%
Maternity Leave	26	26	0	0	26	100
Unpaid Maternity Leave	9	9	0	0	9	100
Paternity Leave	0	0	0	0	0	0
Secondment/Exchange	0	0	0	0	0	0
Available Total	3,315	3,108.7	952	28.7	2,362	71.2

* Whole time equivalent – Garda Staff work on a number of different work-sharing patterns.

** Civil Service grades and other administrative posts.

* Rounding applied to WTE.

Work Sharing	Total	WTE	Male	%	Female	%	Undisclosed	%
***	284	84.4	7	2	277	98	0	0

*** Work-sharing figure excludes industrial/non-industrial staff, as many such posts are part-time.

* Rounding applied to WTE.

Career Breaks****	Total	WTE	Male	%	Female	%	Undisclosed	%
	46	46	7	15	39	85	0	0

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

Parental Leave

01.01.2023 – 31.01.23	Garda Members	Garda Staff
	116	92

Garda Staff assigned and commenced – as at 31 January 2023

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2023*	86												86

*Adjustments to figure previously reported above may occur when promotions are notified at a later date. These include: backfills, new, reassignments and fractional reassignments.

Persons suspended from An Garda Síochána

Total*	Male	%	Female	%
121	109	90%	12	10%

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

Garda members reassigned to operational duties as at 31 January 2023

Rank	Chief Supt	Supt.	Insp.	Sgt.	Garda	Total
Total	0.5	12.5	33	128	710.5	884.5
Total by Gender	0.5 Male	10.5 Male 2 Female	21.5 Male 10.5 Female 1 Unknown due to CAD	68 Male 52 Female 8 Unknown due to CAD	252.5 Male 354 Female 104 Unknown due to CAD	353 Male 418.5 Female 113 Unknown due to CAD

Garda Staff transfers out of An Garda Síochána (to 31 January 2023)

Type	2021	2022 (Full Year)	2023
Mobility	42	115	10
Transfer out on promotion	47	66*	8
Open Competition	0	6**	1
Total	89	187	19

Note: 3 additional leavers via open competition at equivalent grade to role with shift premium (considered as promotion. i.e. CO to CO w/shift allowance)

** Six additional leavers at equivalent grade via open competition i.e. CO to CO external dept.

Year total for 2022 updated to capture and reflect new format for 2023 data comparison. This updated 2022 figure will appear on all future 2023 returns.

3. Information and Communications Technology

ICT Support

An Garda Síochána ICT provides 24/7/365 support to the organisation to ensure that infrastructure and application service availability is maintained for the entire Garda ICT environment. This is in line with enterprise standards by managing the server, desktop, storage, and security environments for all Garda personnel.

ICT will continue to see service delivery growth in 2023 with an ever increasing demand to support and enhance the needs of the organisation, both in the workplace and working remotely, to enable An Garda Síochána personnel to access Garda information systems in a secure manner. ICT is continuing to progress the delivery of major priority projects as part of An Garda Síochána Modernisation Programme – GardaSAFE (the new Computer Aided Dispatch system) and SIS Recast, both of which are going live in Q1. Other projects being progressed are IMS, RDMS, Operating Model and Mobility, along with business as usual activities.

Schengen Information System (SIS Recast)

The RAG status in respect of SIS Recast remains as amber with Ireland along with other member states progressing this project towards the new date for Entry in Operation (EiO) of 7 March 2023. On 29 January 2023, the European Commission adopted the decision of the start date of operation and it was published in the Official Journal. Testing by member states continued through January 2023 and preparations are continuing for the EiO rehearsal, which is on track to take place in February 2023. These new changes will now make it even more difficult for criminals to move in an undetected fashion across Europe. This will result in enhanced security for people and improved effectiveness in law enforcement cooperation.

GardaSAFE - Computer Aided Dispatch 2 (CAD 2)

The project RAG status remains red despite the re-planning exercise and change of go-live date to 27 February 2023. Functional testing and non-functional testing are progressing but have overrun by several weeks, and issues are still being identified. Functional testing and non-functional testing are due to be completed by mid-February 2023. The completion of such testing will allow for Operational Readiness Test (ORT) to commence, albeit maybe a few days behind schedule. A pilot classroom training course commenced in Galway on 13 February 2023.

Roster Duty Management System (RDMS) Deployment

The deployment of RDMS to the Clare/Tipperary and Wexford/Wicklow Divisions successfully took place on 16 January 2023, with the remaining divisions and other specialist sections planned to be completed during 2023. The table below details the future rollout schedule.

DMR North	Q1 2023
Mayo/Roscommon/Longford	Q1 2023
OSC	Q2 2023

Work is continuing on the integration of RDMS with CAD2 and mapping data between both systems, in advance of CAD2 commencing operation in the first Garda region in Q1 2023.

Investigation Management System (IMS) Deployment

IMS deployments to other divisions and specialist sections for 2023 are currently at the planning stage and will be progressed in line with other organisational priorities. IMS is now live in the Waterford/Kilkenny/Carlow, Clare/Tipperary, Wexford/Wicklow and Meath/Westmeath Divisions.

Mobile Device Deployment

Mobility devices for deployment in 2023 have been secured and planning activities for deployments in Q1 and Q2 are being finalised. The first deployment of devices in 2023 has taken place and an ongoing exercise is continuing with regard to inactive devices, and as part of the device refresh programme. A total of 702 devices have been deployed to date. As reported throughout 2022, ongoing investment is still required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

Overall Device Deployment Figures

At 02/02/2023	Total Devices
Enrolled in MDM*	10,829

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

In 2023, ICT will report the overall total number of devices deployed as some Garda members are receiving standard devices and devices are also being deployed to specialist units, so one overall figure covering all devices will be supplied.

Operating Model – ICT Workstream to enable and support the Operating Model

ICT has progressed workshops in relation to reports which need to be updated to reflect the new Operating Model requirements and an assessment on the ICT requirements in relation to a proposed boundary change within the Eastern Region. Development work is continuing on PULSE Release 7.8.2 which will, inter alia, support those new Operating Model divisions.

4. Corporate Communications

Throughout the month of January 2023, the Office of Corporate Communications continued to communicate internally and externally on the broad range of policing activities undertaken by An Garda Síochána nationwide, in our mission to keep people safe. These high-level communications included media briefings, and a large number of local and national media interviews.

Attestation of 24 new members to An Garda Síochána

'Intake 221' were attested on 13 January 2023. This intake consisted of 18 men and six (6) women. The Commissioner spoke with media present on a range of matters, including recruitment.



Media Briefings and Interviews

Further interviews with media in January 2023 included:

Date	Organisation	Subject	Spokesperson
12/01/2023	RTÉ Drivetime	Life-saving actions taken by members of An Garda Síochána	Garda Edel Dugdale and Garda Grace Murray
17/01/2023	Newstalk	Signs of Domestic Abuse	Sergeant Laura Sweeney
23/01/2023	RTÉ News at One	Assaults on Gardaí and Garda Recruitment	Commissioner Drew Harris
23/01/2023	The Examiner	Providing haircuts to elderly community members	Garda Iain O'Byrne and Garda Darragh McSweeney
26/01/2023	Penguin Publishing	Organised crime gangs and money laundering	Inspector Steven Meighan
27/01/2023	The Irish Times	HIVE Ransomware operations	Superintendent Pat Ryan

Press Office

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

- Press releases related to organised crime, including drug, cigarettes and cash seizures, including suspected cannabis valued at €1m in Dundalk, Co. Louth and suspected cannabis valued at €300,000 in Cork City.
- Over 35 missing person appeals and 35 updates were issued to the public throughout the month.
- Approximately 17 witness appeals were issued.
- Arranging upcoming media events and briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on Garda.ie, for example, road fatalities statistics.
- Social media highlighted the ongoing day-to-day duties and community engagement carried out by Gardaí, including the rescue of a washed-up seal pup from Grattan Beach.

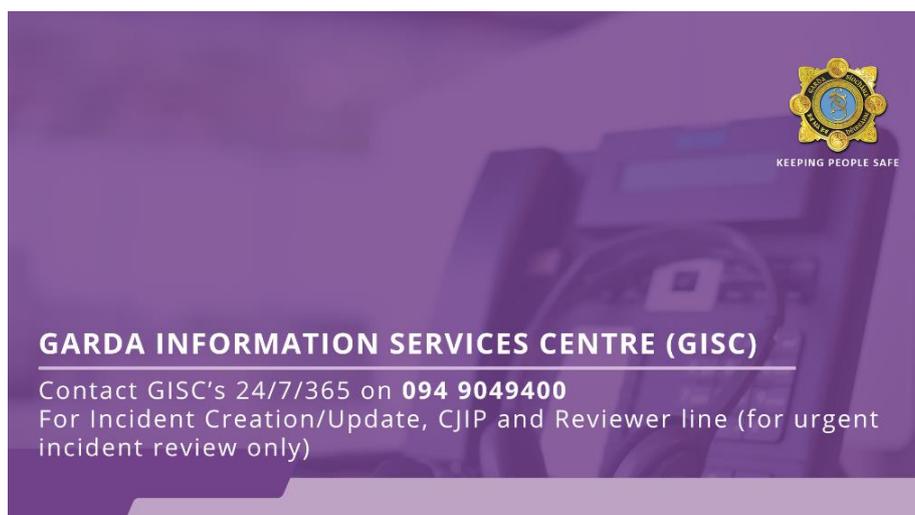
Internal Communications

The Garda Portal and screensavers continue to be updated with new content. Key updates delivered to personnel included:

A screenshot of a screensaver with a blue background. In the top right corner is the Garda Síochána logo with the motto 'KEEPING PEOPLE SAFE'. The main text reads 'COMPULSORY TRAINING FOR DRUG TESTING DEVICES ON GARDA LMS'. Below this, it states 'Training must be completed by members of Garda, Sergeant and Inspector rank'. The background image shows a hand holding a blue drug testing device.

COMPULSORY TRAINING FOR DRUG TESTING DEVICES ON GARDA LMS

Training must be completed by members of Garda, Sergeant and Inspector rank

A screenshot of a screensaver with a purple background. In the top right corner is the Garda Síochána logo with the motto 'KEEPING PEOPLE SAFE'. The main text reads 'GARDA INFORMATION SERVICES CENTRE (GISC)'. Below this, it provides contact information: 'Contact GISC's 24/7/365 on 094 9049400 For Incident Creation/Update, CJIP and Reviewer line (for urgent incident review only)'. The background image shows a computer monitor displaying a software interface.

GARDA INFORMATION SERVICES CENTRE (GISC)

Contact GISC's 24/7/365 on **094 9049400**
For Incident Creation/Update, CJIP and Reviewer line (for urgent incident review only)

The Internal Communications team continued to issue Newsbeat twice a week during the month of January 2023. Readership has stayed consistently high at approximately 61% of personnel per edition.

Key updates delivered to personnel in January 2023 included:

- Managing summonses and summons tracking on PULSE.
- Fire safety in Garda stations and offices.
- Guidance on addressing death by suicide.
- Public Service Innovation Network Event Series.
- Guidance on presenting complaints and disputes to the Workplace Relations Commission.
- Community Crime Prevention Programmes.
- Guidance to Garda personnel towards gathering, retaining, accessing, and processing data.
- The new Garda Reserve Policy.
- An Garda Síochána Driving Official Vehicles Strategy 2022-2025.
- The Garda Code of Practice on Access to a Solicitor in Garda Custody.
- Information on the correct completion of Form 3 – Mental Health Act 2001.
- A 'How To Guide' for posting on the official Garda LinkedIn page.

Other topics included:

- Updates to the Garda Mobility App.
- The Policing Authority's selection process for the position of Chief Superintendent.
- Health and wellbeing: mental health supports, the prevention of common illnesses and COVID-19 awareness.
- Community policing initiatives.

5. Implementation of Cultural Change

Culture Reform Programme

- An updated business case recommending additional training for frontline supervisors is being considered by Assistant Commissioner, Governance and Accountability.
- The Garda Ethics and Culture Bureau is in the process of conducting focus groups on the Cultural Audit findings. These are conducted with personnel from a mix of ranks and grades from each division, section and region. To date, five focus groups have taken place as follows:
 - 28 November 2022 – Governance and Accountability
 - 10 and 12 January 2023 – Dublin Metropolitan Region
 - 11 January 2023 – Garda National Drugs and Organised Crime Bureau
 - 18 January 2023 – Eastern Region (Mullingar Garda Station)
 - 9 February 2023 – Special Detective Unit

The Garda Ethics and Culture Bureau is currently compiling the results of the focus groups. The qualitative data will be analysed in conjunction with the quantitative data already collected in the survey. The Garda Ethics and Culture Bureau proposes to conduct 14 focus groups in total.

Enhancing Professional Conduct

- The most recent meeting of the Lessons Learned Working Group took place in December 2022. A draft of the lessons learned piece has now been approved with the first theme being 'Misuse of Data'. This working group comprises the Garda Ethics and Culture Bureau, Garda Anti-Corruption Unit, Internal Affairs and the Garda Professional Standards Unit.
- The next meeting of the Professional Conduct Steering Group is currently being rescheduled.

6. Risk Management

An Garda Síochána Corporate Risk Register continues to capture 8 principal risks. An Garda Síochána corporate risks are being managed effectively by their assigned corporate risk owners, overseen by the Risk and Policy Governance Board (RPGB), and supported by the Garda Risk Management Unit (GRMU).

- A meeting of the new Risk and Policy Committee is scheduled to take place on 13 March 2023.
- Terms of reference for the new Committee have been developed following meetings with various stakeholders.
- As reported previously, compliance rates for Q3, 2022 remained consistently high at 96%. Compliance rates for Q4, 2022 are currently being collated.
- A Risk Management Development workshop was held on 25 January 2023 with a member of the support staff for Corporate Risk, 'CRR 1/18: Capacity to Effectively Resource An Garda Síochána'.
- A detailed review (annual) of 'CRR 4/17: Infrastructure Requirements (Lack of Accommodation)' was held on 26 January 2023.

During the month of January 2023, the Garda Risk Management Unit;

- Attended a People and Culture Committee meeting to assist the review of Corporate Risk, CRR 1/18: "Capacity to Effectively Resource An Garda Síochána".

- Held one-to-one meetings with all corporate risk owners and support staff, to assist the review and update of risk registers.
- Issued a 'Risk Champion Network' bulletin.
- In terms of the Risk Management IT system:
 - The build of the system commenced in January 2023.
 - GRMU were provided with a walkthrough of the wireframes for the project.
- Delivered risk management training to members of the Senior Leadership Team on 31 January 2023.

7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for December 2022 and January 2023.

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

Category	Dec-22	Jan-23	Increase/ Decrease	% Change
Total UOF for Month	1,024	972	-52	-5%
Civilians Injured	26	24	-2	-8%
Garda Members Injured	8	18	10	125%
Pepper Spray Deployed	67	51	-16	-24%
Batons	14	26	12	86%
Handcuffs	888	822	-66	-7%
Anti-spit guard	2	0	-2	-100%
Unarmed Restraint	199	157	-42	-21%
Taser	1	0	-1	-100%
Non-lethal Firearm	2	0	-2	-100%
Firearm	0	0	0	0%
Gender Subject to Force - Male	823	726	-97	-12%
Gender Subject to Force - Female	80	96	16	20%
Drugs Involved	243	242	-1	-0.4%
Alcohol Involved	641	504	-137	-21%
Division with highest level UOF - DMR South Central	11%	11%	0	0%
Percentage of UOF Deployments occurring Friday, Saturday & Sunday	50%	50%	0	0%



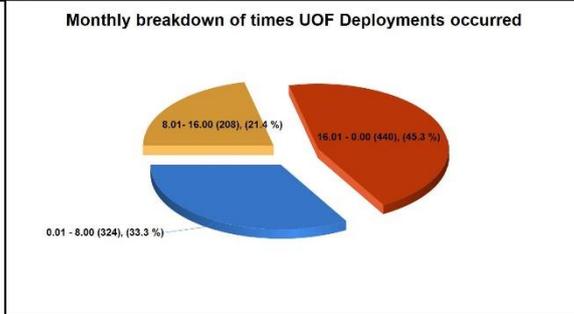
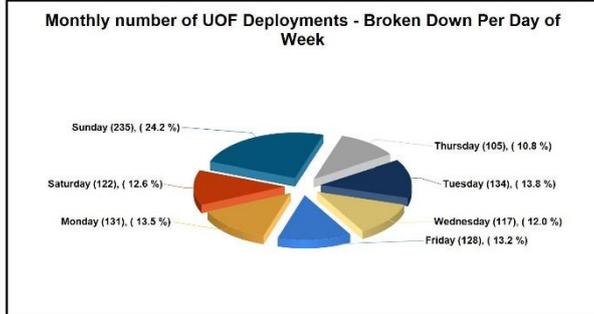
Reported Use of Force

January 2023

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF February 7, 2023 at 13:10:37. PLEASE NOTE THIS IS AN AUTOMATED GENERATED REPORT. Each Incident may contain a number of Use of Force Deployments. This may be due to numerous Garda Members attending the incident or different equipment/tactics being utilised.

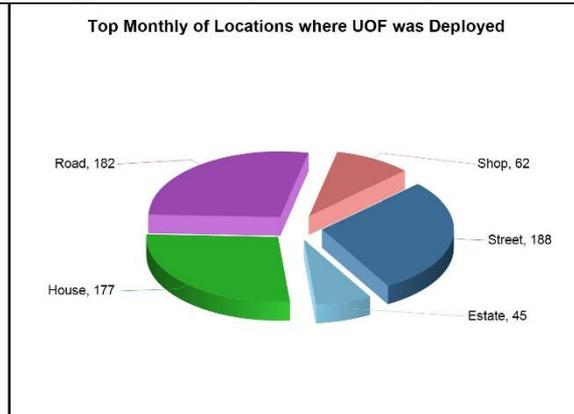
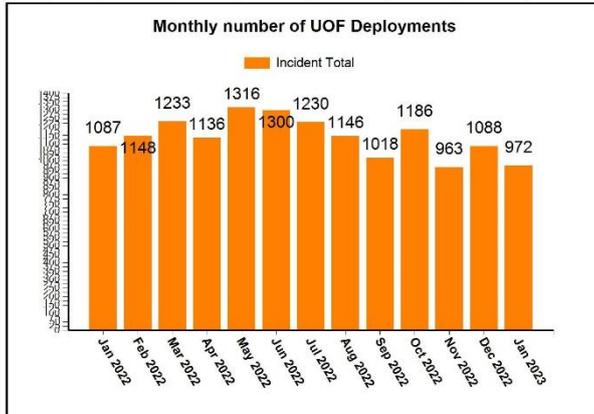
TOTAL RECORDED USE OF FORCE (INCIDENTS)	Month	901	YTD	901
TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)	Month	972	YTD	972
Number of Incidents on PULSE	Month	105,600	YTD	105,600
% of Incidents involving Use of Force	Month	0.8532%	YTD	0.8532%

Note: Use of Force options can also be deployed against locations (breaching tools), animals (dangerous dog), and vehicles (stinger device).



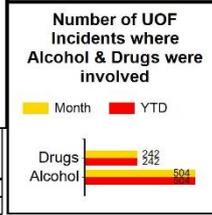
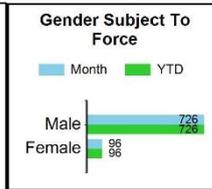
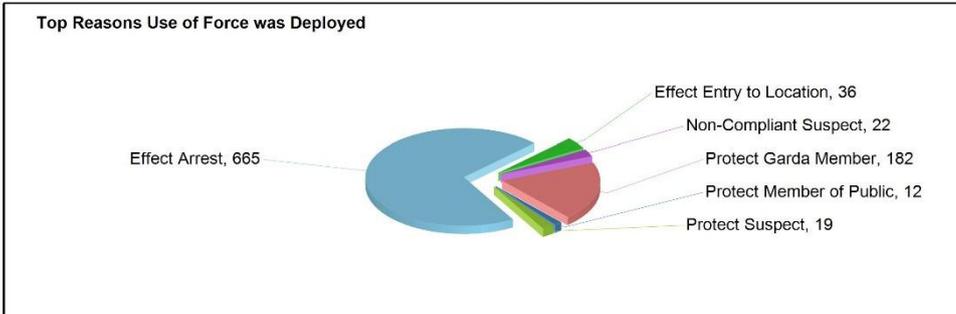
	Sun	Mon	Tue	Wed	Thu	Fri	Sat
2023 YTD	235	131	134	117	105	128	122
2022 YTD	230	126	125	117	122	128	230

	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2023	324	208	440
2022	316	228	543

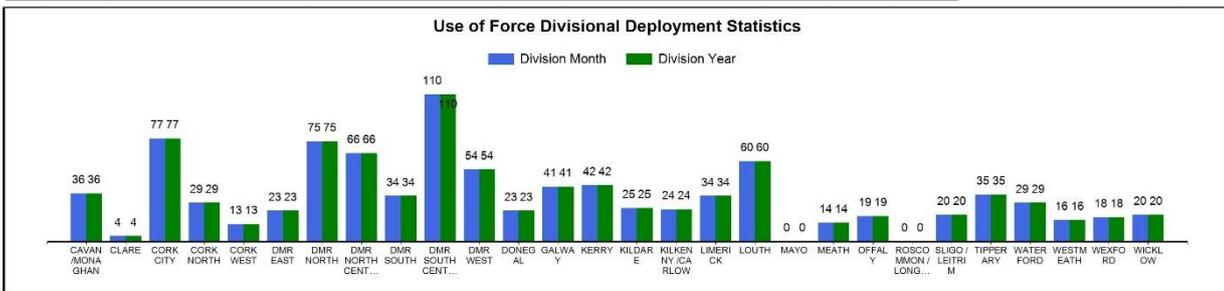


	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022	Nov 2022	Dec 2022	Jan 2023
Total	1087	1148	1233	1136	1316	1300	1230	1146	1018	1186	963	1088	972

	Estate	House	Road	Shop	Street
2023	45	177	182	62	188



	Effect Arrest	Protect Garda Member	Effect Entry to Location	Non-Compliant Suspect	Protect Suspect	Protect Member of Public	Carry Out Search	Prevent Escape	Armed Suspect	Other	Protect Property	Vehicle Failing to Stop	Violent Person	Covid-19
Month	665	182	36	22	19	12	11	11	9	2	1	1	1	0
YTD	665	182	36	22	19	12	11	11	9	2	1	1	1	0



	CAVAN/MONAGHAN	CLARE	CORK CITY	CORK NORTH	CORK NORTH WEST	CORK WEST	DMR EAST	DMR NORTH	DMR NORTH CENTRAL	DMR SOUTH	DMR SOUTH CENTRAL	DMR WEST	DONEGAL	GALWAY	KERRY	KILDARE	KILKENNY/CARLOW	LIMERICK	LOUTH	MAYO	MEATH	OFFALY	ROSCOMMON/LEITRIM	SLIGO/LEITRIM	TIPPERARY	WATERFORD	WESTMIDLANDS	WEXFORD	WICKLOW
Month	36	4	77	29	13	23	75	66	34	110	54	23	41	42	25	24	34	60	0	14	19	0	20	35	29	16	18	20	
YTD	36	4	77	29	13	23	75	66	34	110	54	23	41	42	25	24	34	60	0	14	19	0	20	35	29	16	18	20	
AVG	36.00	4.00	77.00	29.00	13.00	23.00	75.00	66.00	34.00	110.00	54.00	23.00	41.00	42.00	25.00	24.00	34.00	60.00	0.00	14.00	19.00	0.00	20.00	35.00	29.00	16.00	18.00	20.00	

Civilians injured during UOF Incident	Month	YTD
	24	24
Garda Members injured during UOF Incident	Month	YTD
	18	18
Pepper Spray*	Month	YTD
	51	51
Baton (Used)	Month	YTD
	26	26
Handcuffs (Used)	Month	YTD
	822	822
Anti Spit Guard (Used)	Month	YTD
	0	0
Unarmed Restraint Used	Month	YTD
	157	157
Taser (Used)	Month	YTD
	0	0
Non Lethal Firearm	Month	YTD
	0	0
Firearm (Used)**	Month	YTD
	0	0

NOTES: This is operational information which may be subject to change. Previous monthly incident data totals reported may change and affect YTD figures. Use of Force Incidents can be created outside of the monthly parameters. *Use of Force incidents can include multiple persons subject to force **This report is generated from information contained on the Garda Síochána PULSE system as per report issue date. **UOF deployments also include locations (breaching tools), animals (angry dog) & vehicles (stinger device)

8. Data Quality and Crime Trends

Garda standard vetting average turnaround times, continue at their long term figure of six to seven working days, once an application is received. The turnaround time for standard vetting of hosts for Ukrainian families and aviation vetting continues to be one working day.

Crime Trends

National Overview: As outlined in previous reports, long term property crime, burglary and criminal damage plateaued in 2019 following sustained downward trends from 2015 – 2018. These downward trends resumed in 2020, largely due to the COVID-19 pandemic. Similarly, crimes against the person, public order and sexual offences, for which continuous upward trends were observed prior to 2020, stabilised in 2020. This is also a possible effect of the COVID-19 pandemic. Throughout 2021 and 2022, most types of crime reported consistent upward trends in accordance with the relaxation of pandemic-related restrictions. An exception to this is burglary, which has remained low compared to pre-pandemic levels.

COVID-19: As reported previously, between 12 March 2020 and 22 January 2022, government measures to inhibit the transmission of coronavirus had been in place, including, at various times throughout the pandemic, ceased operation of non-essential services and prohibition of non-essential travel. This had a significant effect on crime, with most types of crime reporting reductions. In particular, periods of 'lockdown' level restrictions, such as April 2020 and the 'Level 5' restrictions (late December 2020 – May 2021), had a large impact on many types of crime. These periods of heightened restriction (and corresponding reduced crime level) are evident in the following graphs and their context should be considered in relation to any 12-month comparisons presented below.

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

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

The three-year average line represents the sum of incidents for the previous three years divided by the total number of months (36) to arrive at the average.

Chart 1: Total Property Crime – 5 Year Trend

Property crime had been trending downwards since the end of 2015. This trend flattened in 2019 but took a further downward turn in 2020. However, an increase of 35% was observed in the 12 months to January 2023, compared with the 12 months previous. At times during the COVID-19 pandemic, a lot of business premises were shut, fewer residences were left vacant (due to working from home arrangements) and there were fewer people in public places that could be targeted for theft. During the pandemic, property crime was lowest in April 2020 and during early 2021 due to the higher level of restrictions during those times. Theft offences are the largest contributor to overall property crime figures and this was particularly true during the pandemic as another main contributor, burglary, has remained at low levels during much of this time. Considering theft offences only, there was a 40% increase in theft from shop and a 63% increase in theft of other property in the 12 months to January 2023, compared to the previous 12 months. Reported theft from shop since April 2022 has been higher than at any point during the past 15 years and is 16% higher compared to the same period in 2019 (pre-pandemic).

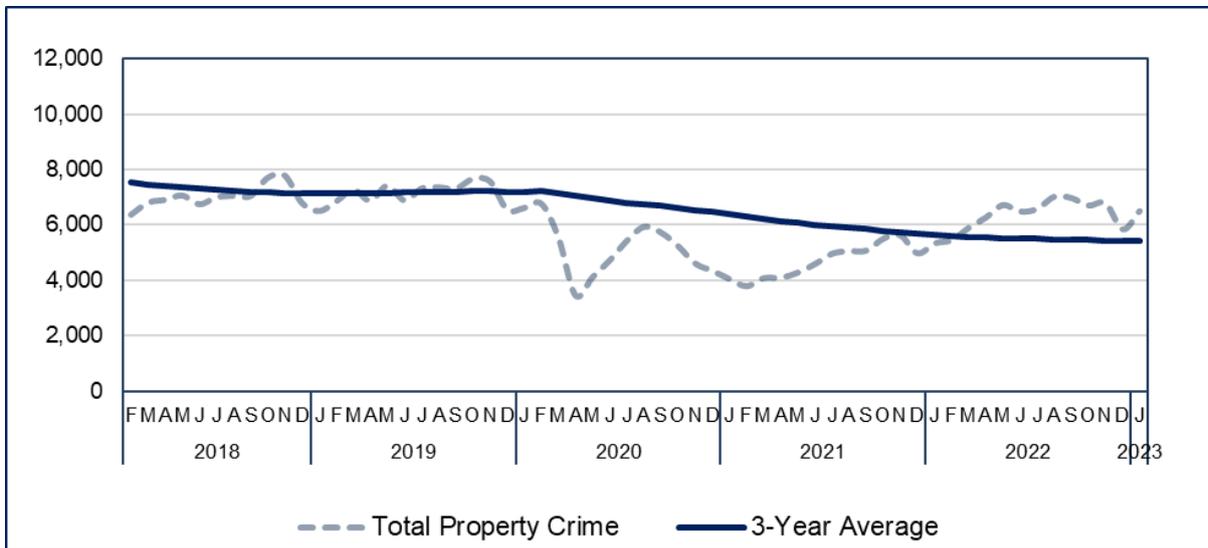


Chart 2: Burglary - 5 Year Trend

In the long term, burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. However, residential burglary was up 2% and burglary occurring elsewhere was up 15% in the 12 months to January 2023 compared with the previous 12 months. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June/July 2020, when the lockdown conditions were relaxed, and in December 2020 when restrictions were relaxed briefly, levels of burglary increased. Burglary remained at low levels in 2021, which was likely to be primarily due to persisting work from home recommendations. Burglary increased in winter (November 2021 – April 2022) and decreased during the subsequent summer, indicating a possible resumption of seasonal trends, however, no significant increase has been observed so far this winter compared to summer 2022. Overall, reported burglary in 2022 was 44% lower than pre-pandemic levels (2019), which highlights the effect that the pandemic has had on this type of crime.

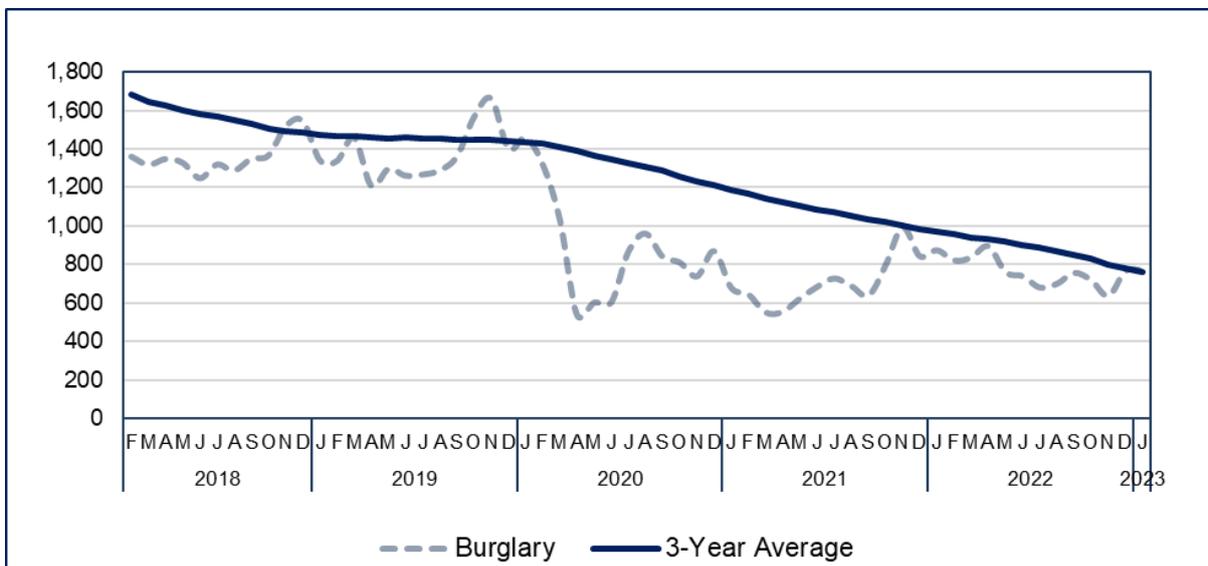


Chart 3: Crimes against the Person - 5 Year Trend

Crimes against the person plateaued in 2020, following a gradual rise over the preceding three years. Reported crimes against the person were 11% higher in the 12 months to January 2023 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (this is likely due to decreased public mobility and closure of licensed establishments during certain periods). A steady increase in 2021 is likely to be associated with the gradual easing of restrictions throughout the year. In 2022, however, reported crimes against the person were 7% higher than the same period in 2019, indicating a possible resumption of the upward trend that was occurring before the pandemic. The most common offences in this category are minor assault and assault causing harm. Approximately two thirds of assaults typically occur in public locations. Throughout the pandemic, changes in overall assault levels were driven primarily by changes in assault in public places, which have increased or decreased in line with the level of COVID-19 restrictions. Public assault increased by 25% in the 12 months to January 2023 compared with the 12 months previous. Assault in residences remained unchanged during this time. Reported minor assault in the 12 months to January 2023 was similar to the same period in 2019-2020 (pre-pandemic), however, reported assault causing harm has increased by 18% across these periods.



Chart 4: Sexual Offences - 5 Year Trend (to December 2022)

The Garda Information Services Centre (GISC) has implemented a batch data quality check on sexual offences to ensure the correct application of crime counting rules and, as such, this data can be reported on with a one month time lag. Sexual offences have been increasing since early 2015 and although having plateaued in 2020, this upward trend had resumed in 2021. In the 12 months to December 2022 (i.e. calendar year 2022), there was a 7% decrease in reported sexual offences compared to 2021. The general increase in sexual offences prior to 2020 may be partially attributable to a change in reporting behaviour, whereby victims are increasingly likely to report sexual crime. Furthermore, ongoing efforts by An Garda Síochána regarding improvement of data quality and recording may be a contributing factor to the upward trend in recorded incidents of both sexual offences and crimes against the person in recent years. It therefore cannot be concluded that the increase in sexual offences (in recent years) is solely due to an increased level of incidents occurring.

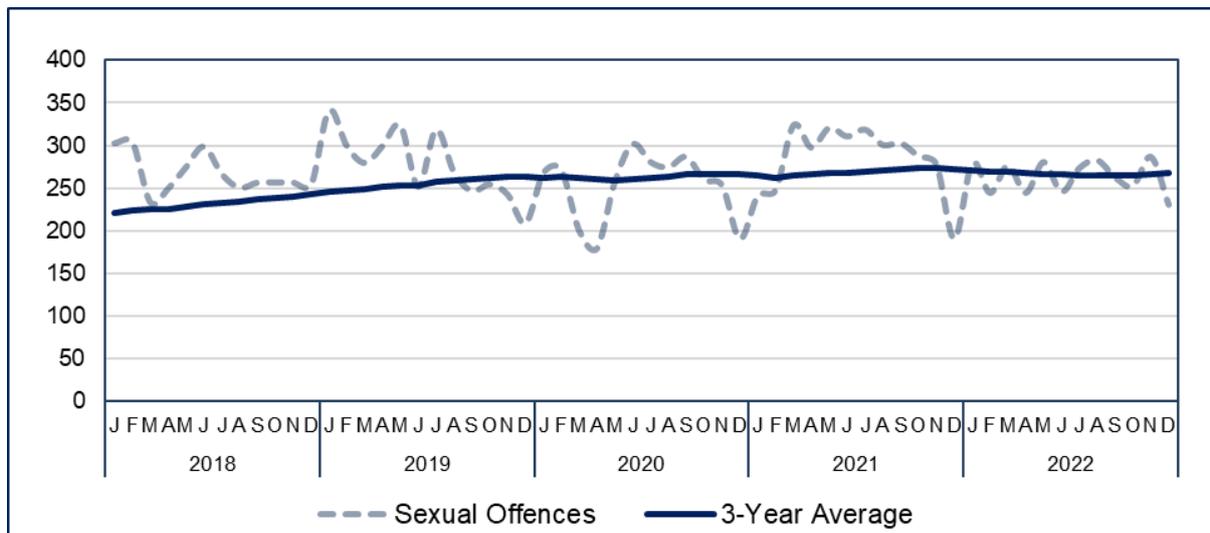


Chart 5: Total Criminal Damage - 5 Year Trend

Criminal damage incidents trended downwards from 2015 – 2018 and appeared to stabilise in 2019. Prior to the COVID-19 crisis, there were signs of resumption of this downward trend. There was an increase of 11% in the 12 months to January 2023 compared with the previous 12 months. While there was less of a change in reported criminal damage during COVID-19 (compared to other types of crime), levels have followed a similar pattern (reported incidents being lowest during periods of heightened restrictions (April 2020 and early 2021). As with theft offences and crimes against the person, 2021 saw a steady increase in conjunction with the gradual easing of COVID-19 restrictions. Compared to pre-pandemic levels of criminal damage (12 months to January 2020), reported criminal damage in the 12 months to January 2023 was 1% lower.

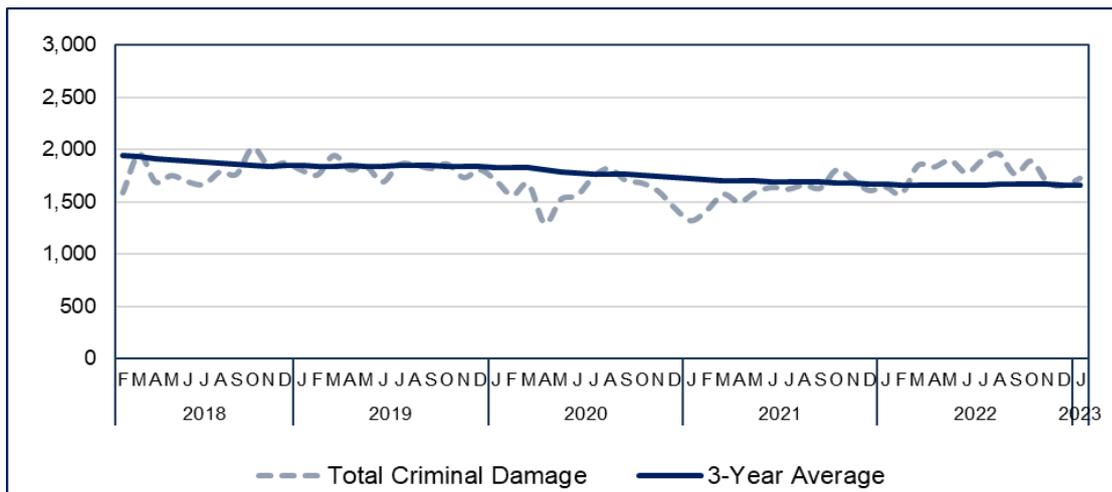
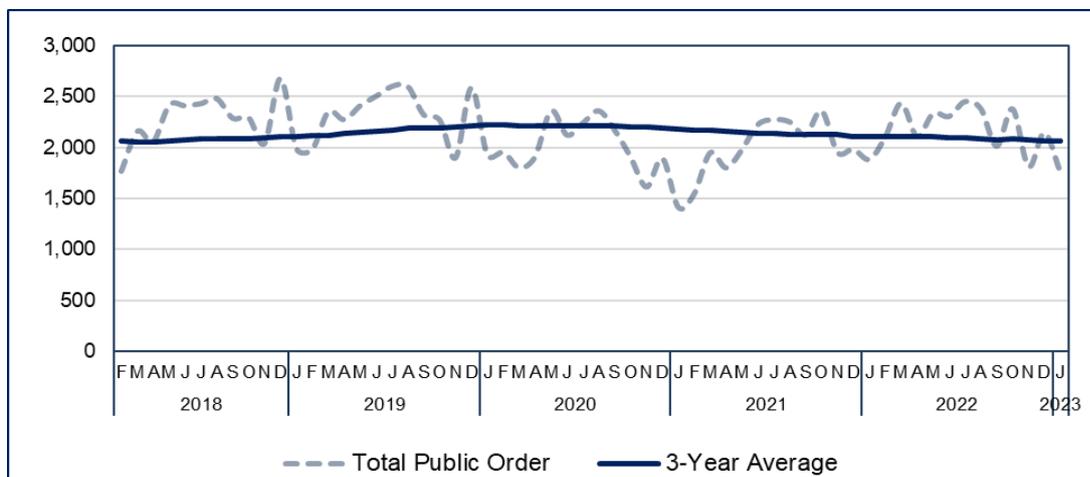


Chart 6: Total Public Order - 5 Year Trend

Total public order (public order and drunkenness) incidents showed a gradual upwards trend starting in mid-2018 and, like other types of crime, saw a reduction in 2020, which caused this trend to plateau. There was an increase of 7% in the 12 months to January 2023 compared with the 12 months previous. During this time, public order offences increased by 3%, while drunkenness offences increased by 16%. Public order tends to be higher in summer and also tends to be higher in December, compared to other winter months.



9. Policing Successes

Throughout the month of January 2023, there have been various incidents of notable police work performed by members of An Garda Síochána in the course of their routine operational policing duties and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of January 2023 are set out hereunder.

On 4 January 2023, as part of an ongoing intelligence led operation targeting a Trans-National Organised Crime Group (OCG) involved in the importation and distribution of controlled drugs, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB), supported by the Customs and Revenue Services, conducted a controlled delivery. During a follow up search of a vehicle, 4.83kg of suspected cocaine with an estimated street value of €338,000, concealed in machinery, was recovered and seized. One suspect was arrested, detained and subsequently charged with offences contrary to Section 3 and 15 of the Misuse of Drugs Act.

On 7 January 2023, as part of an ongoing intelligence led operation targeting the activities of an OCG involved in drug importation and distribution, as well as money laundering, members from GNDOCB conducted a coordinated stop and search of two vehicles. During the search of these vehicles, an elaborate electronically activated hide was uncovered within one of the vehicles, where €63,250 in cash was recovered and seized. Two suspects were arrested, detained and subsequently charged with offences contrary to Section 7 of the Criminal Justice (Money Laundering and Terrorist Financing) Act, 2010.

On 13 January 2023, as part of ongoing investigations into drug related intimidation under Operation Fógra, Garda personnel conducted a coordinated operation, during which five people were arrested and charged, and appeared before the courts. The suspects face a total of 19 charges, including blackmail, threats to kill, aggravated burglary, production of a knife and assault.

On 16 January 2023, the Organised Prostitution Investigation Unit (OPIU) was contacted by a website regarding a report on one of their forums from a transgender escort, reporting that they had been the victim of rape and sexual assault. The escort was spoken to by members of OPIU and offered advice, and the services of Ruhama and other available support services. A formal statement of complaint was also obtained from the victim. An active investigation is being conducted.

On 21 January 2023, Gardaí responded to a call at a warehouse where six non-Irish nationals were found to be inside the trailer of an articulated truck. Upon arrival, Gardaí attempted to communicate with the people and were advised that they entered the vehicle in Belgium. The six individuals were removed from the scene by members of the Garda National Immigration Bureau and brought to Dublin Port. Three of the six people claimed international protection and are currently being dealt with by the International Protection Office. The remaining individuals were detained until they were removed from the State via Irish Ferries from Dublin Port to Cherbourg on 24 January 2023.

On 23 January 2023, following a lengthy investigation into offences of deception, possession and use of false instruments in order to falsify the identity of horses submitted for slaughter to an abattoir with the intention of passing off unfit animals as fit, four suspects appeared before the courts and were charged with these offences. The investigation was conducted by the Garda National Bureau of Criminal Investigation, assisted by the Department of Agriculture, Food and the Marine (DAFM) and the Food Safety Authority of Ireland.

During January 2023, for the first time, a missing person from this jurisdiction has been identified through DNA with the assistance of the Interpol I-Familia database. This allows for the international comparison of DNA profiles from family members of a reported missing person submitted from one country against DNA profiles of human remains provided by another country. The individual was reported missing by their family in 2022. As part of the investigation by An Garda Síochána, familial DNA was obtained and uploaded to the Missing Persons/Unidentified DNA Database resulting in no match. Once the I-Familia database became available, the DNA was uploaded and led to a possible match with partial human remains located in international waters in 2020. Further enquiries by An Garda Síochána, in liaison with the Police Service of Northern Ireland (PSNI), verified the match and the individual's family was informed in January 2023.

Criminal Assets Bureau

During the month of January 2023, the Criminal Assets Bureau conducted searches targeting the assets of organised crime groups (OCG) suspected of being involved in drug trafficking, prostitution and money laundering, during which €15,000 in cash, a motor vehicle, high value goods, including watches and handbags, documentation and records were seized. Considerable progress was also made with regard to the true ownership of a number of high value OCG properties as a result of these searches.

10. Community Engagement and Organisational Initiatives

European Roads Policing Network

On 10 January 2023, An Garda Síochána met with representatives of the European Roads Policing Network in Budapest, where it was agreed that An Garda Síochána will re-join ROADPOL. ROADPOL is a network of European traffic police forces led by senior police officers, and is primarily committed to reducing the number of deaths and serious injuries on European roads. Members are the traffic police units of various European countries' police forces.



Garda National Community Policing Unit launch a Coco's Law education initiative

Also on 10 January 2023, the Garda National Community Policing Unit launched a Coco's Law education initiative in post primary schools in the Ashbourne District, beginning in Ashbourne Community College. The presentation used was developed by Webwise, who are the Garda Schools Programme partner for internet safety.

The talk was delivered to 5th and 6th years, and the work is done on an individual class basis as it is quite an interactive presentation. Education is key to preventing online harassment, bullying or intimate image sharing. Many of the students were not aware of the legislation that is there not only to protect them, but hopefully deter them from such behaviour.



BT Young Scientist and Technology Exhibition, at the RDS Dublin

On 12–14 January 2023, An Garda Síochána hosted a stand at the BT Young Scientist and Technology Exhibition at the RDS Dublin. The stand had representatives from the Garda National Crime Prevention Unit, the Garda National Diversity and Inclusion Unit and the Garda ICT Digital and Innovation Section, who positively engaged with students and families at the event. Over the course of the two days, personnel highlighted the work of An Garda Síochána, offered crime prevention advice and promoted An Garda Síochána Property App, and new and upcoming advancements in technology for An Garda Síochána. This included body worn cameras and special adapted road safety equipment and vehicles.



Final of the Ennis Beat the Streets (Late Night League)

On 14 January 2023, the final of the Ennis Beat the Streets (Late Night League) was held. This league is organised in conjunction with Ennis Community Policing and the FAI, and has been running for over ten years. The 2022 event began on 26 November 2022, with fourteen teams competing and over 110 players participating. The game was level at 'one all' at full time and went to 'sudden death' penalties before the LissyLads were victorious. As well as receiving the cup and medals, the winning team also received match tickets to an upcoming Ireland international game in the Aviva Stadium.



Annual meeting with the Medical Bureau of Road Safety

On 19 January 2023, An Garda Síochána held the annual meeting with the Medical Bureau of Road Safety, which included a review of the first six weeks of operational use of the Securetec DrugWipe 6S. An Garda Síochána reported that there was positive feedback from operational members in relation to the ease of use of the device, which is helping our members to make the roads a safer place.

Online Cash in Transit Security Seminar

Also on 19 January 2023, the Garda National Crime Prevention Unit, in conjunction with the Irish Security Industry Association, hosted an online Cash in Transit (CIT) Security Seminar. This online seminar offered an opportunity for nationwide Crime Prevention Officers to discuss CIT with individuals within the profession. The seminar was well attended and proved to be an extremely worthwhile and instructive event.

Cahir Garda District's Annual Senior Citizens Party

On 27 January 2023, Cahir Garda District hosted its annual senior citizens party, which was attended by several hundreds of senior citizens from the community. The night was opened by Superintendent, Cahir District and entertainment on the night was provided by Cahir Men's Shed, McGrath School of Dancing and Transition Year students from Coláiste Dún Iascaigh, Cahir. The event showcases great community spirit with help on the night and before the event by several groups, including Transition Years, 7th Tipperary Scout Group, Cahir Fire Brigade, Clonmel Civil Defence and the staff of Cahir House Hotel.



11. Operating Model

Business Services and Performance Assurance Functional Areas

A total of 18 divisions have commenced the implementation of the Business Services Functional Area. The Clare/Tipperary and Waterford/Kilkenny/Carlow Divisions have now implemented Wave 3, logistics standardised processes and are now at an advanced stage of implementation, having previously established up to Wave 6, HRM high frequency processes and Wave 7, general administration high frequency processes, respectively.

The Wexford/Wicklow Division also commenced the implementation of Wave 3, having previously implemented Wave 4 (HRM processes). The Louth and Cavan/Monaghan Divisions commenced implementation of Wave 1, finance processes, on 23 January 2023. This is the first wave of standardisation for the division, having previously adapted a customised implementation approach.

Implementation of the Performance Assurance Functional Area standardised processes in the six fully “stood up” Operating Model divisions is ongoing.

Regional Office Implementation

Planning continues for the implementation of the regional office standardised processes with commencement of implementation provisionally scheduled for early 2023 in two regions. Process design activities and workshops continued this month.

Operating Model Divisional Implementation Planning 2023

Advanced planning and scheduling is ongoing for the remaining divisions to implement the Operating Model Functional Areas and standardised processes during 2023.

Appendix A – Schedule of Expected Vacancies

Rank	Forecast of total number of vacancies based on compulsory retirements and other known leavers, including voluntary retirements, resignations, career breaks, consequential vacancies, etc.													
	2023												<i>Total to end 2023</i>	
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec		
Assistant Commissioner	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Chief Superintendent	0	1	1	1	1	2	0	1	0	0	1	0	0	8
Superintendent	1	2	4	1	1	3	0	0	1	0	2	1	1	16
Total	1	4	5	2	2	5	0	1	1	0	3	1	1	25

Appendix B – Numbers and vacancies in specified ranks

<i>Data as at the end of January 2023</i>													
Rank	ECF	Position at end of last month December 2022	Appointed in Month – January 2023	Career Break		Resignations	Retirements		Demotions	Consequential vacancies	Net Change Increase (+), Decrease (-)	Total at end of Month	Total Number of Vacancies at end of Month
				Commenced	Return		Compulsory	Voluntary					
Assistant Commissioner	8	8	0	0	0	0	0	0	0	0	0	8	0
Chief Superintendent	47	46	0	0	0	0	0	0	0	0	0	46	1
Superintendent	168	167	2	0	0	0	1	0	0	0	1	168	0
Total	223	221	2	0	0	0	1	0	0	0	1	222	1

Appendix C – Breakdown of Garda Leave – Garda Members

<i>Data as at the end of January 2023</i>									
As at 31.01.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	35	0	0	13	22	2	2
	Female	81	19	54	33	0	87	2	6
Sergeant	Male	1	2	0	0	1	2	0	0
	Female	1	0	3	3	0	5	0	1
Inspector	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Superintendent	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	3	37	0	0	14	24	2	2
	Total Female	82	19	57	36	0	92	2	7
	Total	85	56	57	36	14	116	4	9

Appendix D – Breakdown of Garda Leave – Garda Staff

As at 31.01.23	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	5	6	0	0	3	0	0	0
	Female	225	22	16	5	50	0	0	2
EO	Male	1	0	0	0	0	0	0	0
	Female	38	13	6	3	31	0	0	5
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	1	0	0	0	0	0
HEO	Male	0	1	0	0	0	0	0	0
	Female	5	2	2	1	6	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	1	1	1	0	0	0	0	0
PO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Teacher	Male	0	0	0	0	1	0	0	0
	Female	2	0	0	0	0	0	0	0
Cleaner	Male	0	0	0	0	0	0	0	0
	Female	4	1	0	0	0	0	0	0
Accountant	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Researcher	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Chef	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Catering Manager	Male	0	0	0	0	0	0	0	0
	Female	1	0	0	0	0	0	0	0
Service Attendant	Male	1	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	Total Male	7	7	0	0	5	0	0	0
	Total Female	277	39	26	9	87	0	0	7
	Total	284	46	26	9	92	0	0	7

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

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

	Garda		Sergeant		Inspector and above		Total	
	OI*	IOD**	OI	IOD	OI	IOD	OI	IOD
Jan 2023	1,830	185	162	12	22	2	2,014	199
Dec 2022	1,833	185	171	12	19	2	2,023	199
Nov 2022	1,802	178	153	12	22	2	1,977	192
Oct 2022	1,701	170	126	11	18	2	1,845	183
Sept 2022	1,670	179	139	8	19	1	1,828	188
Aug 2022	1,475	181	106	10	12	1	1,593	192
July 2022	1,471	174	135	12	14	1	1,620	187
June 2022	1,460	187	138	11	13	1	1,611	199
May 2022	1,514	190	122	13	16	1	1,652	204
Apr 2022	1,516	180	114	12	11	1	1,641	193
Mar 2022	1,606	185	131	15	13	1	1,750	201
Feb 2022	1,320	193	112	15	16	1	1,448	209
Jan 2022	1,113	188	100	15	9	1	1,222	204

Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jan 2023	1,977	185	168	12	23	2	2,168	199
Dec 2022	1,970	188	182	12	20	2	2,172	202
Nov 2022	1,939	180	167	12	23	2	2,129	194
Oct 2022	1,816	171	135	11	18	2	1,969	184
Sept 2022	1,786	181	147	8	19	1	1,952	190
Aug 2022	1,544	181	110	10	12	1	1,666	192
July 2022	1,563	174	137	13	16	1	1,716	188
June 2022	1,572	188	147	11	13	1	1,732	200
May 2022	1,626	192	131	14	17	1	1,774	207

Apr 2022	1,605	181	118	12	11	1	1,734	194
Mar 2022	1,725	188	136	15	13	1	1,874	204
Feb 2022	1,401	193	116	15	15	1	1,532	209
Jan 2022	1,178	191	106	15	9	1	1,293	207

Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
Jan 2023	15,377.5	5,340	1,471.5	336	316.5	62	17,165.5	5,738
Dec 2022	16,730.5	5,476.5	1,659.5	372	297	62	18,687	5,910.5
Nov 2022	15,313	5,049	1,472.5	360	326.5	60	17,112	5,469
Oct 2022	16,900.5	4,980.5	1,299.5	274	303	62	18,503	5,316.5
Sept 2022	14,825	4,986.5	1,414	240	302	30	16,541	5,256.5
Aug 2022	13,782	5,258.5	1,516.5	254	207	31	15,505.5	5,543.5
July 2022	14,104.5	5,071	1,683.5	348	263.5	31	16,051.5	5,450
June 2022	12,461	5,195.5	1,480.5	304	212	30	14,153.5	5,529.5
May 2022	13,567	5,435.5	1,313	351.5	160	31	15,040	5,818
Apr 2022	13,185.5	5,108	1,185	335	241	30	14,611.5	5,473
Mar 2022	13,719.5	5,220	1,282	370.5	193.5	31	15,195	5,621.5
Feb 2022	11,239	4,990	1,106.5	393	196	28	12,541.5	5,411
Jan 2022	11,109	5,519.5	1,083.5	446	147	31	12,339.5	5,996.5

Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
Jan 2023	17,165.50	-1,521.50	-8.14%
Dec 2022	18,687.00	1,575.00	9.20%
Nov 2022	17,112.00	-1,391.00	-7.52%
Oct 2022	18,503.00	1,962.00	11.86%
Sept 2022	16,541.00	1,035.5	6.68%
Aug 2022	15,505.50	-546.00	-3.40%

July 2022	16,051.50	1,898.00	13.41%
June 2022	14,153.50	-886.50	-5.89%
May 2022	15,040.00	428.50	2.93%
Apr 2022	14,611.50	-583.50	-3.84%
Mar 2022	15,195.00	2,653.50	21.15%
Feb 2022	12,541.50	202.00	1.63%
Jan 2022	12,339.50	-2,825.00	-18.63%

Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
Jan 2023	5,738.00	-172.50	-2.92%
Dec 2022	5,910.50	441.50	8.07%
Nov 2022	5,469.00	152.50	2.87%
Oct 2022	5,316.50	60.00	1.14%
Sept 2022	5,256.50	-287.00	-5.18%
Aug 2022	5,543.50	93.50	1.72%
July 2022	5,450.00	-79.50	-1.44%
June 2022	5,529.50	-288.50	-4.96%
May 2022	5,818.00	345.00	6.30%
Apr 2022	5,473.00	-148.50	-2.64%
Mar 2022	5,621.50	210.50	3.89%
Feb 2022	5,411.00	-585.50	-9.76%
Jan 2022	5,996.50	-85.00	-1.40%

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

Month	No. of Days Absent	LTR
Jan 2023	17,165.50	4.56%
Dec 2022	18,687.00	4.96%
Nov 2022	17,112.00	4.53%
Oct 2022	18,503.00	4.89%
Sept 2022	16,541.00	4.36%
Aug 2022	15,505.50	4.08%
July 2022	16,051.50	4.21%
June 2022	14,153.50	3.72%

May 2022	15,040.00	3.94%
Apr 2022	14,611.50	3.84%
Mar 2022	15,195.00	3.98%
Feb 2022	12,541.50	3.28%
Jan 2022	12,339.50	3.23%

Garda Staff – Numbers who availed of sick leave

Date	No.
Jan 2023	496
Dec 2022	528
Nov 2022	457
Oct 2022	418
Sept 2022	393
Aug 2022	321
July 2022	358
June 2022	355
May 2022	377
Apr 2022	330
Mar 2022	363
Feb 2022	340
Jan 2022	319

Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
Jan 2023	531	4	535
Dec 2022	578	5	583
Nov 2022	509	5	514
Oct 2022	454	5	459
Sept 2022	432	4	436
Aug 2022	340	4	344
July 2022	368	6	374
June 2022	389	6	395
May 2022	397	6	403

Apr 2022	348	2	350
Mar 2022	398	1	399
Feb 2022	371	2	373
Jan 2022	330	3	333

Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
Jan 2023	4,249.50	109	4,358.50	-158.50	-3.51%
Dec 2022	4,443.00	74	4,517.00	652.50	16.88%
Nov 2022	3,799.50	65	3,864.50	-149.00	-3.71%
Oct 2022	3,962.50	51	4,013.50	505.50	14.41%
Sept 2022	3,474.00	34	3,508.00	51	1.48%
Aug 2022	3,392.00	65	3,457.00	-294.00	-7.84%
July 2022	3,683.00	68	3,751.00	339.00	9.94%
June 2022	3,370.00	42	3,412.00	-8.00	-0.23%
May 2022	3,363.00	57	3,420.00	-309.00	8.29%
Apr 2022	3,669.00	60	3,729.00	66.50	1.81%
Mar 2022	3,580.00	82.50	3,662.50	326.50	9.78%
Feb 2022	3,336.00	0	3,336.00	162.00	5.10%
Jan 2022	3,114.00	60	3,174.00	-350.50	-9.94%

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

Date	Days Absent	LTR
Jan 2023	4,358.50	5.58%
Dec 2022	4,517.00	5.82%
Nov 2022	3,864.50	4.96%
Oct 2022	4,013.50	5.17%
Sept 2022	3,508.00	4.52%
Aug 2022	3,457.00	4.55%
July 2022	3,751.00	4.83%
June 2022	3,412.00	4.40%
May 2022	3,420.00	4.40%
Apr 2022	3,729.00	4.78%

Mar 2022	3,662.50	4.67%
Feb 2022	3,336	4.23%
Jan 2022	3,174	4.03%

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
Jan 2023	14	370
Dec 2022	14	412
Nov 2022	19	468
Oct 2022	22	579.5
Sept 2022	23	478.5
Aug 2022	16	416
July 2022	18	493
June 2022	21	559
May 2022	21	544
Apr 2022	18	497
Mar 2022	18	523
Feb 2022	19	488
Jan 2022	18	451.5

Sick leave statistics as recorded on SAMS. These are compiled using the mental health illness subcategory, based on illness classification on medical certification. Statistics for mental health are included in the ordinary illness category.

Commentary Sick Absence – January 2023

Sick absence days for both Garda members and Garda Staff during January 2023 represent a month on month decrease. Likewise, instances of sick absence leave and the number of Garda members and Garda Staff availing of sick absence leave represent a decrease, in comparison to the previous month. Comparing January 2023 to January 2022, year on year ordinary illness days have significantly increased for Garda members by 39.11% and increased for Garda Staff by 37.32%. It should be noted that during the same period in January 2022, special paid leave was applied to all COVID-19 related absence which is not the case in January 2023, so the latter figure is expected to be higher on a year on year basis.

Injury on duty sick absence shows a decrease this month. Comparing January 2023 to January 2022, year on year injury on duty has decreased by 4.31%. The number of days in the respective months is a contributory factor in variances, month on month. The figures are correct at the time each monthly report is run. If sick absence is recorded for the period in a subsequent month, this variance will be captured in the annual report. Sick absence is broadly categorised as injury on duty (members only) and ordinary illness (members and Garda Staff).

Injury on Duty

Overall, injury on duty for Garda members shows a decrease in the last month over the number of sick absence days at 2.92%. Instances of sick absence also display a marginal decrease of 1.49%. The number of Garda members availing of injury on duty sick absence leave reflects no change from December 2022.

Ordinary Illness

Month on month, the number of sick absence days has seen a decrease of 8.14% for Garda members and a decrease of 3.51% for Garda Staff. More specifically, the instances of sick absence, month on month, show a decrease both for Garda members of 0.18% and for Garda Staff of 8.23%. The number of members availing of sick absence leave reflect a similar trajectory, with a decrease of 0.44% for Garda members and a decrease of 6.06% for Garda Staff.

Since November 2020, we have included an extract from the ordinary illness category specific to mental health for Garda members. The number of members reporting illness in this category this month is 14, which reflects no change from December 2022. The number of sick day absences for Garda members in January 2023 was 370 days, which shows a decrease from December 2022 that can be seen at 10.19%.

COVID-19 Pandemic

The Department of Public Expenditure and Reform issued guidance on the recording of absence as a result of the COVID-19 pandemic. Absence is not recorded as sick absence, but as special paid leave for seven days from 1 July 2022 and applies in the following circumstances;

- Employees that had a positive COVID-19 test.
- After the seven-day period of special paid leave, the absence will be recorded as an ordinary absence.

Any increase in sick absence related to the COVID-19 pandemic will be reflected in the reported figures from July.