



**An Garda Síochána**

**Monthly Report to the Policing Authority**

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

**November 2022**

# An Garda Síochána

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



Luaigh an uimhir tharaghta seo a leanas le do thoil:  
Please quote the following ref. number: **CMR\_86-31412/22**



Office of the Commissioner  
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Ms. Helen Hall  
Chief Executive  
The Policing Authority

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

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Dear Helen,

I am pleased to provide the eleventh report submitted during 2022, outlining the key aspects of the administration and operation of An Garda Síochána for the month of October 2022, in accordance with Section 41A of the Garda Síochána Act, 2005, as amended.

Yours sincerely,

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

**November 2022**

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

## Message from the Commissioner

An Garda Síochána has had considerable success this month as part of Operation Tara and our targeted efforts to disrupt the sale and supply of illegal drugs. Seizures include heroin and cocaine valued at over €1m, 18kgs of cocaine in a separate joint operation, suspected diamorphine and cocaine valued at €350,000, and heroin and cocaine valued at €137,655.

The Garda National Economic Crime Bureau, in conjunction with INTERPOL and law enforcement agencies across 13 countries, carried out policing activity, targeting various forms of fraud and a day-of-action in Offaly as part of our anti-burglary operation, Operation Thor, resulted in the arrest of 14 people.

On a separate front, community Gardaí led presentations in national and secondary schools around the country in preparation for Halloween to warn young people of the dangers from fireworks and anti-social behaviour, as well as the importance of practicing road safety.

In October 2022, we launched our 'Safe at College' awareness campaign to ensure that students stay safe and feel safe in their college experience. Over the coming weeks and months, various messages affecting third level students will be highlighted on campuses and via social media.

During the month, Gardaí attended several important gatherings with ethnic and minority communities in Ireland, including the Bangladeshi and Indian communities for the Diwali Festival.

As the community of Creeslough, Co. Donegal, and all those affected by the devastating events of 7 October 2022, continue to come to terms with the tragic loss of life, it has been a difficult period for many. This includes the Gardaí who responded at the scene and who have been working since to support the families tragically bereaved, while ensuring that the incident is thoroughly investigated. Our organisation will continue to support the community.

**J A HARRIS**  
**COMMISSIONER**

## 1. Finance

### Financial Expenditure and Receipts

	2022 Allocation €'000	Expenditure/Receipts end Oct €'000	Remaining Nov - Dec €'000	Remaining %
<b>Gross Total</b>	2,062,342	1,679,091	383,251	19%
<b>Appropriation in Aid (receipts)</b>	105,988	102,206	3,782	4%
<b>Net Total</b>	1,956,354	1,576,885	379,469	

The total gross 2022 allocation for An Garda Síochána is €2.06b and net allocation is €1.96b. At the end of October 2022, the total combined gross expenditure is €1.68b (81% of allocation), which is less than the end of October 2022 profiled spend by €17.28m. Further detail is outlined below on specific areas of over/under profile.



### Current Allocation and Expenditure

The gross current allocation for 2022 is €1.916b which includes pay of €1.307b (including pay for the Garda College). Expenditure on pay in October 2022 was €102.11m and year to date is €1.09b. Expenditure on salaries to end October 2022 was €987.07m, which is €16.5m under budget profile. Expenditure on overtime was €101.8m, which is €21.4m over profile. Overall, pay and overtime is over profiled budget at end October 2022 by €4.91m.

In respect of superannuation of €380.84m, expenditure in October 2022 was €32.69m and year to date is €325.03m, which is €8.82m over profile at the end of October 2022. In relation to non-pay of €228.08m (including for the Garda College), expenditure on non-pay in October 2022 was €18.24m and year to date is €164.1m. Overall, non-pay expenditure is €13.52m under profile at the end of October 2022, however, this is mostly due to timing of payments for goods and services. Non-pay expenditure in relation to COVID-19 at the end of October 2022 is reported at €3.63m.

## Capital Allocation and Expenditure

The gross capital allocation for 2022 is €146.5m. Expenditure on capital (including the Garda College) in October 2022 was €10.04m and year to date is €101.09m. The capital subheads have a combined under profile spend of €17.49m to the end of October 2022.

## Appropriations in Aid

Appropriations in Aid are €102.21m at the end of October 2022, €13.81m ahead of the estimated profiled receipts.

## Estate Management October 2022

- **Development of the new purpose built Garda facility at Military Road:** The Office of Public Works (OPW) awarded substantial completion to the contractor and An Garda Síochána took possession of Walter Scott House at Military Road on Tuesday, 1 November 2022. The decant of Harcourt Square continues, with personnel relocating to Walter Scott House on a phased basis throughout November 2022.
- **Clyde House, Dublin 15:** As reported last month, the fit-out of this accommodation is in progress. OPW has confirmed to An Garda Síochána that this project will not be completed within the timeframe required to accommodate the two bureaus before the end of December 2022. Interim accommodation has been sourced for the bureaus.
- **J Block, Garda HQ:** The main contractor has commenced on-site to embark on the full refurbishment of J Block, to provide enhanced office accommodation and associated facilities. The contract programme is due for completion in Q3 2023.

## 2. Human Resources and People Development

### Key Human Resources & People Development Highlights

#### Equality, Diversity & Inclusion

- The Equality, Diversity & Inclusion Strategy 2023-2025 is at the final stages of completion.
- The graduation ceremony for the Internship Programme 2021/2022 took place on 12 October 2022.

#### Resourcing

- The Sergeant to Inspector promotion competition is continuing. 104 candidates were provided in the first two batches by the Public Appointments Service (PAS). 102 successful candidates have been promoted and allocated to date, with one withdrawal and one remaining in the clearance process. The next dates are currently under consideration.
- The Garda to Sergeant promotion competition is also continuing. 419 candidates were provided in the first three batches by the PAS. 400 successful candidates have been promoted and allocated to date, with one withdrawal and 18 remaining in the clearance process. PAS has provided a further panel (batch 4) of 55 Gardaí for promotion to Sergeant, pending the promotion clearance process.
- Under the Garda Reassignment Initiative, at 31 October 2022, 877.5 Garda members have been reassigned to operational roles and their previous roles assigned to Garda Staff, inclusive of 34 this year.
- Garda Trainees recruitment is in progress. At present, there are 361 candidates in An Garda Síochána processes of physical competency test, medical and/or vetting, following successful interview. The first intake from the 2022 competition will commence in the Garda College on 28 November 2022. 14 of those candidates came through the Irish stream of the competition.
- There are currently 27 national, three regional, three overseas and 70 divisional member competitions underway.
- There are currently 29 Garda Staff internal and open recruitment competitions in progress across the organisation.
- Offers are ongoing from the Executive Officer (EO) promotion competition batch 1 panel. EO batch 2 interviews will commence in mid-November 2022.
- Stage 2 of the Assistant Principal (AP) competition (online testing) concluded on Friday, 7 October 2022. Interviews are currently ongoing.
- The HR candidate management system is in the final stages of testing. A test competition will be launched towards the end of November to trial all aspects of the system.
- Work continues on resourcing additional and new Garda Staff posts based upon prior sanctions for recruitment received from the Policing Authority.

## Human Resources & People Development Analytics/Data

As at 31 October 2022, the Garda strength stood at 14,211 (14,167.5 WTE) and Garda Staff strength at 3,331 (3,123.2 WTE). A full breakdown by rank, grade and gender is outlined as follows.

### 2.1 Garda Member Strengths

Rank	At 31 October 2022	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	39	85	7	15	46
Superintendent	168	140	83	28	17	168
Inspector	468	379	81	89	19	468
Sergeant	2,082	1,578	76	504	24	2,080.5
Garda	11,436	8,066	70	3,370	30	11,394
<b>Total</b>	<b>14,211</b>	<b>10,207</b>	<b>72</b>	<b>4,004</b>	<b>28</b>	<b>14,167.5</b>

Of which	At 31 October 2022	Male	%	Female	%
Career Breaks (incl. ICB)	61	38	62	23	38
Work-sharing *	43	1.5	3	41.5	97
Secondments (Overseas etc.)	51	31	61	20	39
Maternity Leave	41	0	0	41	100
Unpaid Maternity Leave	42	0	0	42	100
Paternity Leave	15	15	100	0	0
<b>Available Strength</b>	<b>13,958</b>	<b>10,121.5</b>	<b>73</b>	<b>3,836.5</b>	<b>27</b>

\*Equates to 86 full-time members

### Garda Reserves Strength

Garda Reserves Strength at 31 October 2022	Total*	Male	%	Female	%
	<b>381</b>	287	75	94	25

### 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
Executive Director	4	4	2	50	2	50	0	0
CMO	1	1	1	100	0	0	0	0
Director	2	2	1	50	1	50	0	0
PO	26	26	14	54	12	46	0	0
AP	70	69.5	30	43	40	57	0	0
HEO	206	204.6	86	42	120	58	0	0
AO	23	23	11	48	12	52	0	0
EO	702	694	187	27	515	73	0	0
CO	1,900	1,825.6	467	24.4	1,432	75.5	1	0.1
<b>Total</b>	<b>2,935</b>	<b>2,850.7</b>	<b>800</b>	<b>27.2</b>	<b>2,134</b>	<b>72.7</b>	<b>1</b>	<b>0.1</b>

	Total	WTE*	Male	%	Female	%	Undisclosed	%
Professional/Technical (including CMO)	59	58.2	35	59	24	41	0	0
Administrative **	2,934	2,849.7	799	27.23	2,134	72.73	1	0.04
Industrial/Non Industrial	338	215.3	110	33	228	67	0	0
<b>Total</b>	<b>3,331</b>	<b>3,123.2</b>	<b>944</b>	<b>28.34</b>	<b>2,386</b>	<b>71.63</b>	<b>1</b>	<b>0.03</b>

Of which	Total	WTE*	Male	%	Female	%	Undisclosed	%
Maternity Leave	23	23	0	0	23	100	0	0
Unpaid Maternity Leave	15	15	0	0	15	100	0	0
Paternity Leave	0	0	0	0	0	0	0	0
<b>Available Total</b>	<b>3,293</b>	<b>3,085.2</b>	<b>944</b>	<b>28.67</b>	<b>2,348</b>	<b>71.3</b>	<b>1</b>	<b>0.03</b>

\* 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	%
	288	85.1	6	2	282	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	6	13	40	87	0	0

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

#### Parental Leave

01.10.2022 – 31.10.2022	Garda Members	Garda Staff
	112	95

#### Garda Staff assigned and commenced – as at 31 October 2022

Month	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Total number of vacancies filled since 01/01/2022	59	40	36	43	43	52	46	42	53	33			447

\*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

<b>Total*</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>119</b>	109	91.5	10	8.4

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

### Garda Staff transfers out of An Garda Síochána for 2022 (up to 31 October 2022)

<b>Type</b>	<b>2022 up to 31 October 2022</b>	<b>2021 Full Year</b>	<b>2020 Full Year</b>
<b>Mobility</b>	101	42	7
<b>Transfer out on promotion</b>	55	47	13
<b>Total</b>	156	89	20

### 3. Information and Communications Technology

#### ICT Support

As outlined in previous reports, An Garda Síochána ICT continues to provide support to personnel across the organisation, both in the workplace and working remotely, to deliver solutions to enable An Garda Síochána personnel to access Garda information systems in a secure manner.

#### Schengen Information System (SIS Recast)

The RAG status has been upgraded to red. As reported previously, the live date for SIS Recast was deferred to 22 November 2022, but this date has now been postponed to 2023 and all key stakeholders have been advised. A re-planning exercise is ongoing to agree new dates. The EU Commission is not in a position to adopt the decision on the start of operation in 2022, as Entry into Operation (EiO) can only be achieved when all member states have declared technical readiness. Ireland has already declared technical readiness but one member state has now advised it will not be ready in time. Developments will be reported following a SIS Management Board meeting and EiO rehearsal during November 2022. At time of writing, confirmation of dates is awaited from eu-LISA.

#### Computer Aided Dispatch 2 (CAD 2)

As previously reported, the RAG status remains at amber based on the revised go-live date set for February 2023 and a move to green is dependent on maintaining tangible progress on milestones in the revised plan to the end of 2022. Minimal contingency remains. The rollout plan has been revised with the first planned go-live now to take place in the North Western Region control room in Galway. On-site functional testing continued in October 2022 but with limited test cases to execute as many of those remaining relate to radio and telephony, neither of which are ready as yet, and voice recording which is just nearing completion. Non-functional testing (NFT) is progressing and includes telephony NFT and radio NFT. It also includes load and performance testing to verify how the solution copes with peak demands. This test phase is scheduled to run until 18 November 2022. Tech Test environment build documentation has been approved which was a prerequisite for both non-functional test commencement and production environment build commencement. Production environment build is in progress and on track and due to be complete by 16 December 2022. Training material preparation is in progress and on track for completion by 16 December 2022.

#### Roster Duty Management System Deployment (RDMS Deployment)

As reported last month, the rollout of RDMS to DMR West was rescheduled to 7 November 2022. The rollout to the Clare/Tipperary Division is temporarily postponed due to issues surrounding RDMS training. As previously provided, the table below details the future rollout schedule.

Clare/Tipperary	(postponed – revised date to be agreed)
DMR West	07/11/2022
Wexford/Wicklow	28/11/2022
DMR North	Q1 2023
OSC	Q2 2023

Work is progressing on RDMS integration with CAD and mapping data between both systems.

## Garda Diversity Internship

In 2022 ICT participated in the Garda Diversity Internship Programme. Three interns were assigned to ICT, working in a number of support areas. On 12 October 2022, the first cohort of the Garda Internship celebrated their graduation from the programme. The Minister for Justice, the Commissioner, Deputy Commissioner Strategy, Governance and Performance and Acting Executive Director, Human Resources and People Development spoke at the event, and congratulated the 28 interns for their achievement, recognising their contribution to An Garda Síochána.

Pictured below are *Wael Al Sakka*, *Cianán Power* and *Reece O'Neill*, interns assigned to ICT at the Diversity Internship Graduation.



The graduation ceremony not only signalled an important opportunity to applaud the first Garda interns on their successful completion, but also offers sincere thanks to the many personnel across the organisation, particularly the line managers, who made the programme possible. With the success of the Diversity Internship Programme, ICT has registered for participation in the 2023 programme.

## Civil Service ICT Apprenticeship Programme

An ICT Apprenticeship Programme campaign was launched in October 2022 by Public Jobs. Garda ICT has registered for participation in the programme and plans to take a number of candidates across three disciplines. The two-year programme offers an exciting opportunity for people to be part of the Government's transformation programme, offering opportunities for candidates to develop a career in ICT. Those who successfully complete all elements will be given the opportunity to apply to join the Civil Service as an ICT Specialist (EO level). The closing date for applications was 3 November 2022.

## Investigation Management System Deployment (IMS Deployment)

IMS was deployed successfully to the Meath/Westmeath Division on 4 and 5 October 2022 as scheduled. IMS is now live in Waterford, Wexford, Kilkenny/Carlow, Tipperary, Clare, Wicklow, Meath/Westmeath. Discussions around planning for 2023 are ongoing. Associated statistics for IMS and PEMS to end September 2022 are as follows:

- Total investigations: 154,610
- (IMS) Total jobs: 1,331,691
- (PEMS2) Objects created: 1,585,408

### Mobile Device Deployment

The RAG status remains green. Planning for deployments in the Eastern and DMR Divisions is continuing. Two deployments have taken place in the Meath/Westmeath Division, with over 300 devices to align with IMS rollouts. As reported last month, the first phase of a campaign to replace End of Life (EOL) s10 devices is complete. The next phase of the campaign will move to regional, with five different locations around the country. The campaign to recover and redeploy devices which have been inactive for more than 60 days is also continuing. As reported previously, ongoing investment is required to support devices that have been deployed, including significant licencing renewal costs and investment in backend infrastructure.

### Overall Device Deployment Figures

At 27 October 2022	Frontline Active Mobility Devices	Standard Active Mobility Devices	Tablet Active Mobility Devices	Total Devices
Enrolled in MDM*	5,509	4,361	67	9,937

\*Enrolled in Mobile Device Management (MDM): actual turned on device.

### Operating Model - ICT Workstream to enable and support the Operating Model

As reported last month, enablement of the Operating Model for the DMR South Central Division is planned for 4 December 2022. Preparatory activities are ongoing.

### PULSE Development

The RAG status remains green. PULSE R7.8.1 is continuing in system test with a set go-live date of 27 November 2022. The release will include changes to support the new 'Drugwipe 6S' saliva detection drug testing device with effect from 1 December 2022, which will replace the current Dragger drug testing device. The development of the next PULSE release 7.8.2. is currently underway.

## 4. Corporate Communications

### European Cyber Security Month 2022

A press release issued highlighting the public awareness campaign co-ordinated through the Garda National Economic Crime Bureau and the Office of Corporate Communications. The campaign centred on areas including romance fraud, phishing and phone scams. The Office of Corporate Communications developed a series of social media graphics for external and internal use.



### Halloween Bank Holiday Weekend and Operation Tombola

An Garda Síochána launched its Road Safety Appeal ahead of the October Bank Holiday weekend urging drivers to slow down and heed weather warnings. Superintendent Sean Fallon, Garda National Roads Policing Bureau (GNRPB) spoke to media. As part of Operation Tombola and the activity aimed at preventing the supply and use of fireworks, Deputy Commissioner Policing and Security took part in a joint press briefing held at Garda Headquarters involving the Minister for Justice, Dublin Fire Brigade and the ISPCA. This was also publicised on our social media channels.

### Media Briefings and Interviews

A large number of local and national media interviews were facilitated during October, including:

- Detective Superintendent Michael Cryan from the Garda National Economic Crime Bureau (GNECB) provided interviews on Safe At College, money mules campaign.

- Detective Superintendent Cryan also hosted a media briefing at Garda Headquarters on Operation Skein and Operation Jackal with Executive Director of INTERPOL Police Services, Stephen Kavanagh.

## Press Office

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

- The issuing of press releases related to organised crime, including drug, cigarettes and cash seizures, including cannabis valued at €360,000 in Carlow, cocaine valued at €1.26m in Dublin Port, cigarettes and tobacco valued at €1.36m in Tallaght, cannabis valued at €765,000 at Rosslare Europort and drugs valued at €1m in Sandyford.
- Approximately 40 missing person appeals and 37 updates were issued to the public throughout the month.
- Over 20 witness appeals were issued.
- Arranging upcoming media events and briefings on behalf of the organisation.
- Ongoing maintenance of data and statistics on Garda.ie, including road fatality statistics.
- Social media communications highlighting the ongoing day-to-day duties and community engagement carried out by Gardaí, including traffic plans in place around the Dublin Marathon, traffic restrictions following the explosion in Creeslough, road traffic incidents, Met Éireann weather warnings and public awareness around tyre safety, cybercrime, burglary prevention, money mule crimes and email based scams.

## 'Keeping people safe' – Key activities/advice in October 2022

- October was cybercrime awareness month and An Garda Síochána highlighted specific topics each week. The themes for this year were ransomware and phishing, and in particular their impact on SME businesses and the elderly.



- An Garda Síochána communicated a campaign #SafeAtCollege to highlight money mule scams aimed at college students. The communications defined money mules, outlined who is targeted, what penalties may be applied, the warning signs to look out for and advice on what to do if you think you are being targeted.

The infographic is divided into two main sections. The left section features a large yellow square with the text '#SafeAtCollege' in bold black letters, and below it, 'Keeping People Safe - Money Mules' in teal. The right section has a teal header 'WHAT IS A MONEY MULE?' with a money bag icon containing a Euro symbol. Below this, it defines a money mule as 'A person who allows their bank account to be used for the transfer of illegally-gotten money on behalf of others'. It further explains that they may receive money into their bank account to withdraw and wire overseas, and that even if they didn't generate the money, they are acting illegally by laundering the proceeds of crime. A yellow box states 'Students are common targets for this type of crime!'. The bottom of the infographic includes the #SafeAtCollege hashtag and the An Garda Síochána logo and website.

- A continued focus was placed on communicating road safety messaging throughout the month of October 2022, following the increase in road deaths countrywide in 2022. Campaign infographics are regularly posted to social media channels as a stark reminder of the number of road fatalities to date.

The infographic has a dark blue background with yellow and white text. It displays the following statistics: '127 grieving families', '127 lost lives', and '127 deaths on Irish roads so far this year'. Below these statistics is the hashtag '#SlowDown' in large yellow letters. At the bottom, it features the text 'An Garda Síochána www.garda.ie' and the An Garda Síochána logo.

## Internal Communications

The Internal Communications team continued to issue Newsbeat twice a week during the month of October 2022. Readership has stayed consistently high at approximately 60% of personnel per edition.

### Key updates delivered to personnel this month included:

- Information on the free flu vaccine available for all members and staff.
- Shortlisting of An Garda Síochána for Age Friendly Ireland's Recognition and Achievement Awards 2022.
- Useful articles about staying safe online in conjunction with European Cybersecurity Month and Garda ICT.
- Availability of community engagement resources in the lead up to Halloween.
- Continuation of our centenary celebration with medal presentations to all personnel both in Ireland and abroad.



- A feature on the Diversity Internship Graduation.
- Shortlisting of 'The Guardians' in the Best Irish Published Book of the Year category of the An Post Irish Book Awards.
- An Garda Síochána partnership with the Central Statistics Office (CSO) on an innovative initiative to help us gain a greater understanding and knowledge of the diversity of our workforce.
- A reminder on the operational support service available for searches 24/7.
- Information on help, advice and training in relation to any aspect of the Irish language.
- Uniform safety reminder: reminder to wear the correct high visibility jacket.
- A message of congratulations to Garda Christina Desmond who won a silver medal at the European Championships for light middleweight boxing.
- Reminders to personnel of the importance of continuing to follow public health measures in the prevention of COVID-19.



**Other topics included:**

- A reminder to complete PALF.
- Helpful information on the use of committal orders.
- Informational update on the relocation of a number of our national bureaus from Harcourt Square.
- New videos showcasing the benefits of using information-led technologies to help keep people safe.
- An advertisement for the upcoming Eastern Regional Women's Network Event.
- Community policing incentives from around the country.
- Key updates on the Operating Model implementation.
- Detail of all HQ Directives published.
- Forensic Science Ireland updates.
- Health and wellbeing, focused on breast cancer awareness and mental health supports available.
- Continuation of our series of 'explainers' on An Garda Síochána human rights principles.

**Screensavers and Portal Banners**

The Garda Portal and our screensavers continued to be updated with new content on a regular basis. Key updates delivered to personnel included:

- Information on the Mapping App.
- Mental health services contact number.
- Highlighting the principles of our human rights based approach to policing.
- Highlighting our Code of Ethics.

## 5. Implementation of Cultural Change

### Culture Reform Programme

- In-depth analysis of the data from the Culture Audit of An Garda Síochána was conducted throughout October 2022. Regional and sectional data was then disseminated to each Assistant Commissioner and Executive Director, with the offer of a presentation to each Assistant Commissioner and Executive Director in relation to their specific results.
- A costings analysis was conducted by the Garda Ethics and Culture Bureau, in relation to 'Supportive Leadership Workshops'. It is proposed that this training will be provided to all supervisors at the rank of Sergeant and Inspector, and the grade of Executive Officer and Higher Executive Officer. A draft business case for the rollout of proposed Supportive Leadership Workshops has been prepared.

### Enhancing Professional Conduct

- The third meeting of the Lessons Learned Working Group took place on 14 October 2022. This working group comprises the Garda Ethics and Culture Bureau, the Garda Anti-Corruption Unit, Internal Affairs and the Garda Professional Standards Unit. The theme for the first publication was confirmed. The next meeting is scheduled for 9 November 2022.
- A HQ Directive in relation to signing the declaration for the Code of Ethics has been drafted by the Garda Ethics and Culture Bureau.

### Other

- Superintendent, Garda Ethics and Culture Bureau, presented on the Code of Ethics at the Higher Executive Officer Development Programme on 19 and 26 October 2022.
- Superintendent, Garda Ethics and Culture Bureau, attended a meeting with the Police Service of Northern Ireland to discuss the Culture Audit on 24 October 2022.
- Policing Plan 2023 targets and milestones for the Garda Ethics and Culture Bureau were agreed with the Strategic Transformation Office.

## 6. Risk Management

An Garda Síochána Corporate Risk Register captures eight principal risks currently facing the organisation. 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).

- The last meeting of the RPGB took place on 4 October 2022. Significant developments at this meeting included;
  - De-escalation of Corporate Risk “CRR1/17: Cybercrime Investigation Capacity and Garda National Cybercrime Bureau (GNCCB) Backlog” from the Corporate Risk Register for continued management at regional level.
  - Reduction in risk rating for Corporate Risk ‘CRR2/17: Capacity and Capability to Implement the Programme Related to A Policing Service For Our Future” (APSFF) from a <sup>1</sup> ‘Very High’ (20) to a ‘High’ (16).
- Compliance rates for Q2, 2022 remained consistently high at 90%. Compliance rates for Q3, 2022 are currently being collated.

### **During the month of October 2022, the Garda Risk Management Unit;**

- Conducted two ‘Corporate Risk Register Development Workshops’ on the following areas;
  - Implementation of CAD2 (Garda Safe) in An Garda Síochána.
  - “CRR1/18: Capacity to Effectively Resource An Garda Síochána”.
- Held one-to-one meetings with all Corporate Risk Owners and support staff to assist in the review and update of their risk registers.
- Issued a ‘Risk Champion Network’ bulletin.
- Commenced the rollout of an initiative to improve and embed risk management under the Performance Assurance Functional Area in the Operating Model divisions. Under this initiative, GRMU conducted risk management refresher training and risk register development workshops with Operating Model divisions in Kerry, Galway, Cork and Sligo;
- Attended the Criminal Assets Bureau Audit and Risk Committee meeting representing An Garda Síochána.
- Commenced engagement with the Strategic Transformation Office in relation to risk assessing the Draft National Policing Plan 2023.
- Attended a meeting with members of a ‘High Level Review Group examining Bail and Pulse’, to advise on the development of a risk matrix for bail management.
- Continue to engage with the Strategic Transformation Office (STO) surrounding the APSFF project to implement recommendations to enhance the ‘Risk Management Framework’ as per Mazars Review 2020. The review contains 17 recommendations and GRMU are focusing on the five high-priority recommendations and two of the medium-priority recommendations, with progress being made in these areas. The main focus as per Mazars Review 2020 is on the development of an eRisk IT system. In relation to this, an impact assessment document has been approved which will advance to the build of the IT system.

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<sup>1</sup> Very High Risk Score 20 -25: Unacceptable level of risk exposure that requires immediate mitigating action – at least monthly monitoring.

High Risk Score: 10 -16: Unacceptable level of risk which requires actions/controls to be put in place – at least monthly monitoring.

- Continue to engage with STO in terms of the review of governance arrangements and structures under the 'Governance and Accountability' area and Operating Model.
- Continue to provide support and guidance to risk managers and support staff via Microsoft Teams, teleconferencing, phone, email and face to face meetings.

## 7. Use of Force

An Garda Síochána conducted a comparison of two data sets of use of force statistics for September and October 2022.

**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	Sept-22	Oct-22	Increase/ Decrease	% Change
Total use of force (UOF) for month	932	1070	138	15%
Civilians injured	31	30	-1	-3%
Garda members injured	22	24	2	9%
Pepper spray deployed	76	68	-8	-11%
Batons	20	20	0	0%
Handcuffs	794	928	134	17%
Anti-spit guard	2	1	-1	-50%
Unarmed restraint	218	171	-47	-22%
Taser	5	2	-3	-60%
Non-lethal firearm	2	0	-2	-100%
Firearm	0	0	0	0%
Gender subject to force - male	703	860	157	22%
Gender subject to force - female	105	101	-4	-4%
Drugs involved	212	285	73	34%
Alcohol involved	519	616	97	19%
Division with highest level UOF - DMR South Central	11%	9%	-2	-2%
Percentage of UOF deployments occurring Friday, Saturday & Sunday	50%	53%	3	3%

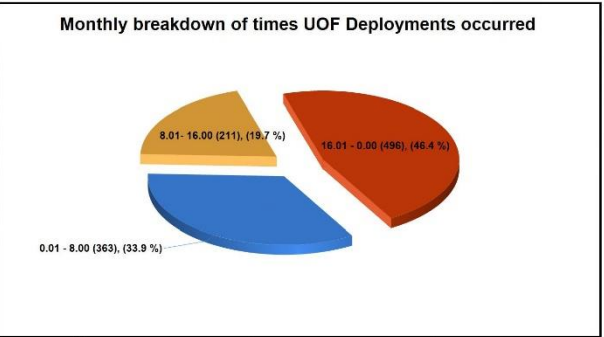
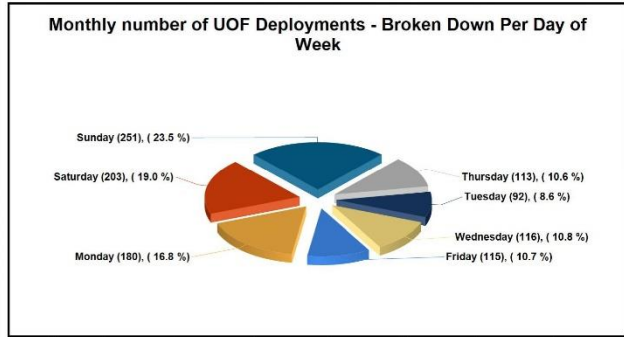


# Reported Use of Force

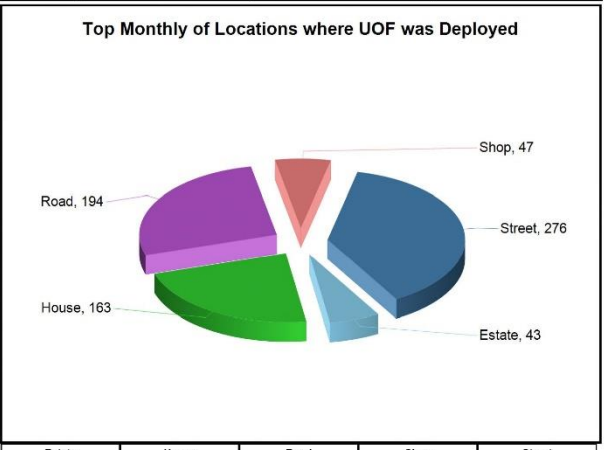
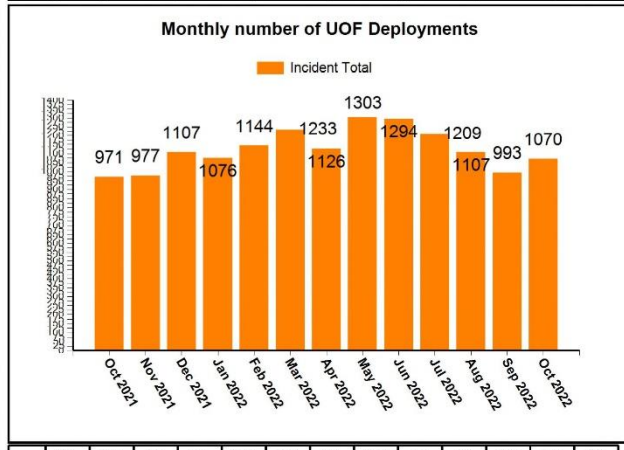
## October 2022

THIS DOCUMENT IS SELF CONTAINED AND SHOULD NOT BE COMPARED OR LINKED TO OTHER SOURCES. THE INFORMATION IS CORRECT AS OF November 2, 2022 at 21:36:34. 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..

<b>TOTAL RECORDED USE OF FORCE (INCIDENTS)</b>	<b>Month</b>	<b>998</b>	<b>YTD</b>	<b>10,812</b>
<b>TOTAL RECORDED USE OF FORCE (DEPLOYMENTS)</b>	<b>Month</b>	<b>1070</b>	<b>YTD</b>	<b>11555</b>
<b>Number of Incidents on PULSE</b>	<b>Month</b>	<b>112,098</b>	<b>YTD</b>	<b>1,164,753</b>
<b>% of Incidents involving Use of Force</b>	<b>Month</b>	<b>0.8903%</b>	<b>YTD</b>	<b>0.9283%</b>

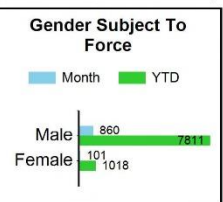
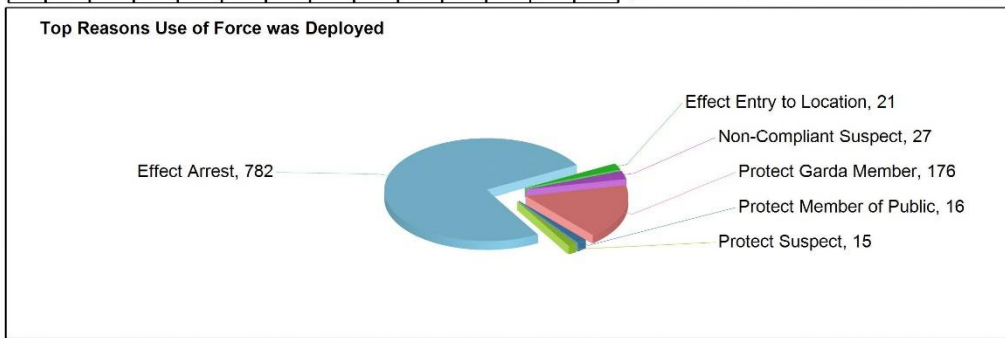


	Sun	Mon	Tue	Wed	Thu	Fri	Sat	00.01 to 8.00 YTD	8.01 to 16.00 YTD	16.01 to 0.00 YTD
2022 YTD	2362	1428	1286	1356	1409	1604	2110	3665	2371	5519
2021 YTD	725	499	466	505	548	577	722	1180	891	1991

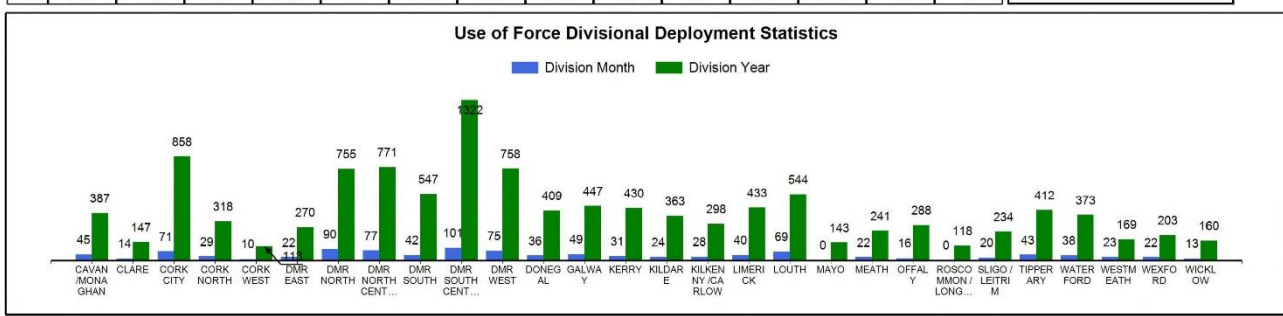


	Oct 2021	Nov 2021	Dec 2021	Jan 2022	Feb 2022	Mar 2022	Apr 2022	May 2022	Jun 2022	Jul 2022	Aug 2022	Sep 2022	Oct 2022
Total	971	977	1107	1076	1144	1233	1126	1303	1294	1209	1107	993	1070

	Estate	House	Road	Shop	Street
Total	43	163	194	47	276



	Effect Arrest	Protect Garda Member	Non-Compliant Suspect	Effect Entry to Location	Protect Member of Public	Protect Suspect	Prevent Escape	Carry Out Search	Armed Suspect	Other	Protect Property	Covid-19	Vehicle Falling to Stop
Month	782	176	27	21	16	15	9	9	6	4	2	0	0
YTD	8438	1876	293	262	173	132	115	124	48	42	12	1	7



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)

	CAVAN/MONAGHAN	CLARE	CORK CITY	CORK NORTH	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	TIPPERARY	WATERFORD	WESTMIDLANDS	WEXFORD	WICKLOW
Month	45	14	71	29	10	22	90	77	42	101	75	36	49	31	24	28	40	69	0	22	16	0	20	43	38	23	22	13
YTD	387	147	858	318	113	270	755	771	547	1322	758	409	447	430	363	298	433	544	143	241	288	118	234	412	373	169	203	160
AVG	38.70	14.70	85.80	31.80	11.30	27.00	75.50	77.10	54.70	132.20	75.80	40.90	44.70	43.00	36.30	29.80	43.30	54.40	14.30	24.10	28.80	11.80	23.40	41.20	37.30	16.90	20.30	16.00

## 8. Data Quality and Crime Trends

### Information Led Policing: Data in support of policy development and performance monitoring

The 2021 Public Attitudes Survey report is pending final formatting. It is expected to be published during November 2022. Garda standard vetting times have remained stable since before 2020, with turnaround times 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.

It is still planned to publish aggregate data from the Galway pilot of non-detection crime outcomes during November 2022. The pilot has identified 31 non-detection outcome types (similar to the experience in other jurisdictions). National rollout will proceed late in 2023 following PULSE changes to streamline the process.

### Data Quality and Operational Value of Data

The Garda Data Hub is now being used to directly support individual criminal investigations and has led to reduced investigation times in these cases. The technology is also being used to develop the PULSE data quality dashboard, which is expected to be complete by early 2023.

The October 2022 data quality metrics are available at the link below:

<https://www.garda.ie/en/information-centre/statistics/ags-crime-incident-data-quality-metrics-to-the-end-of-october-2022.pdf>

### Data Quality Assurance

The review of the PULSE Data Quality Framework by KPMG is continuing. A report is expected by the end of 2022.

### 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. In 2021, there were upward trends in most types of crime throughout the year, with levels of reported crime in the latter half of the year being similar to pre-pandemic levels. An exception to this is property crime, which has taken longer to return to pre-pandemic levels and burglary in particular has remained low compared to pre-pandemic levels.

**COVID-19:** As outlined in previous reports, 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.

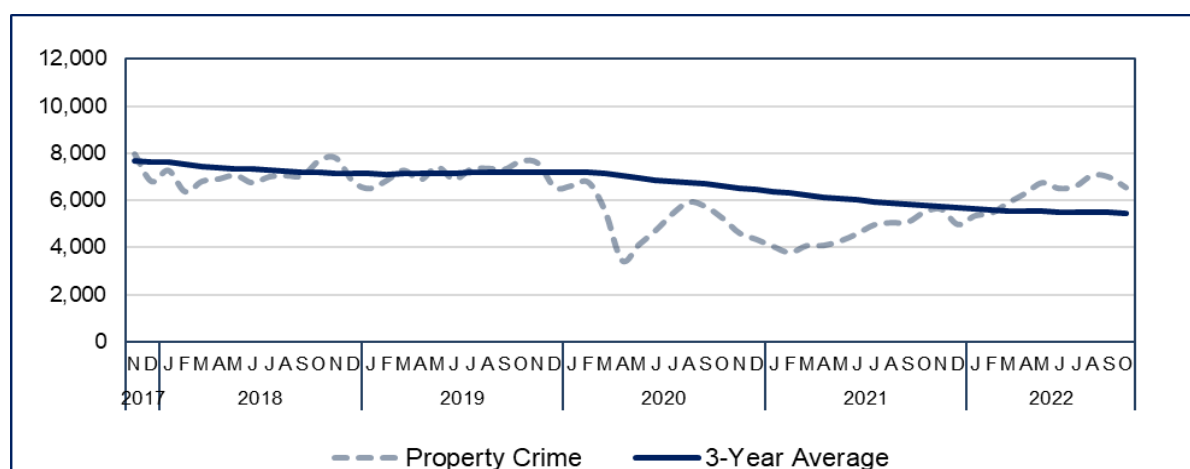
**Note:** GSAS closely monitors crime trends and disseminates analysis on a regional and divisional basis. This feeds directly into planning operational activities aimed at reducing and preventing crime.

**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.**

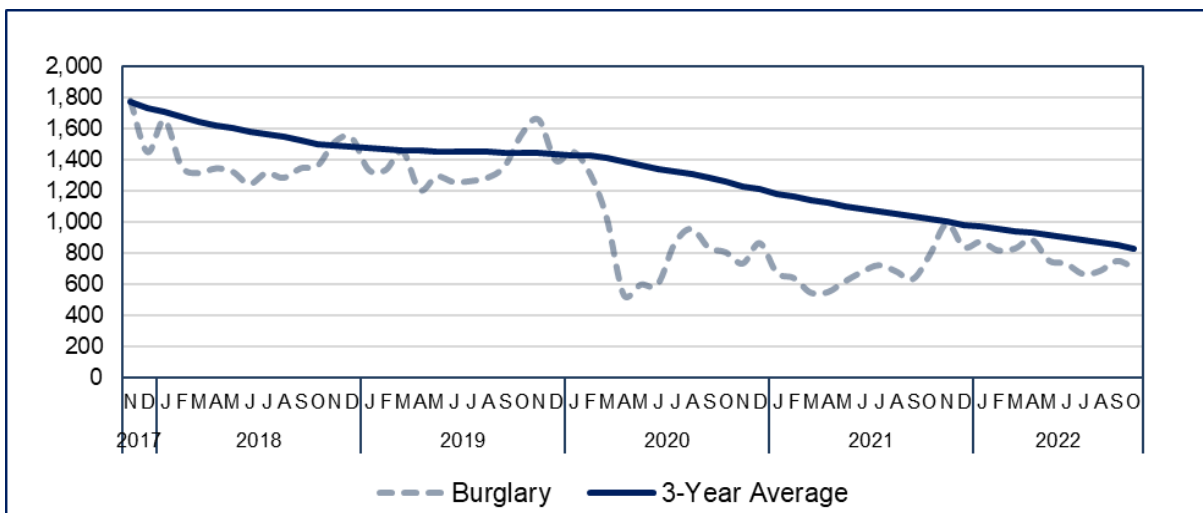
**Chart 1: Total Property Crime – 5 Year Trend**

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 36% was observed in the 12 months to October 2022 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, there has been a 43% increase in theft from shop and a 60% increase in theft of other property in the 12 months to October 2022, compared with 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 17% higher compared to the same period in 2019.



**Chart 2: Burglary – 5 Year Trend**

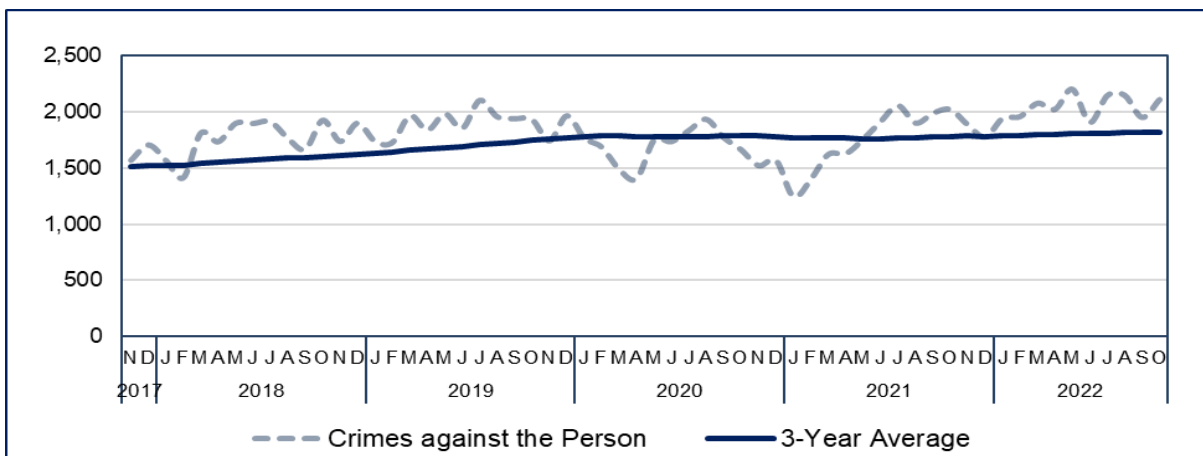
Burglary has been trending downwards, particularly since the commencement of Operation Thor in November 2015. Residential burglary was up 15% and burglary occurring elsewhere was up 25% in the 12 months to October 2022, compared with the 12 months previous. Residential burglary typically accounts for approximately 75% of all burglary and tends to be higher in winter, whereas burglary elsewhere does not follow a seasonal trend. In June and 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 (Nov 2021 – Apr 2022) and has decreased in recent months, which is an indication of a resumption of the expected seasonal trend, although overall levels are still approximately 40% lower than pre-pandemic levels. It is expected that reported burglary, particularly residential burglary, will increase over the coming months in accordance with seasonal patterns.





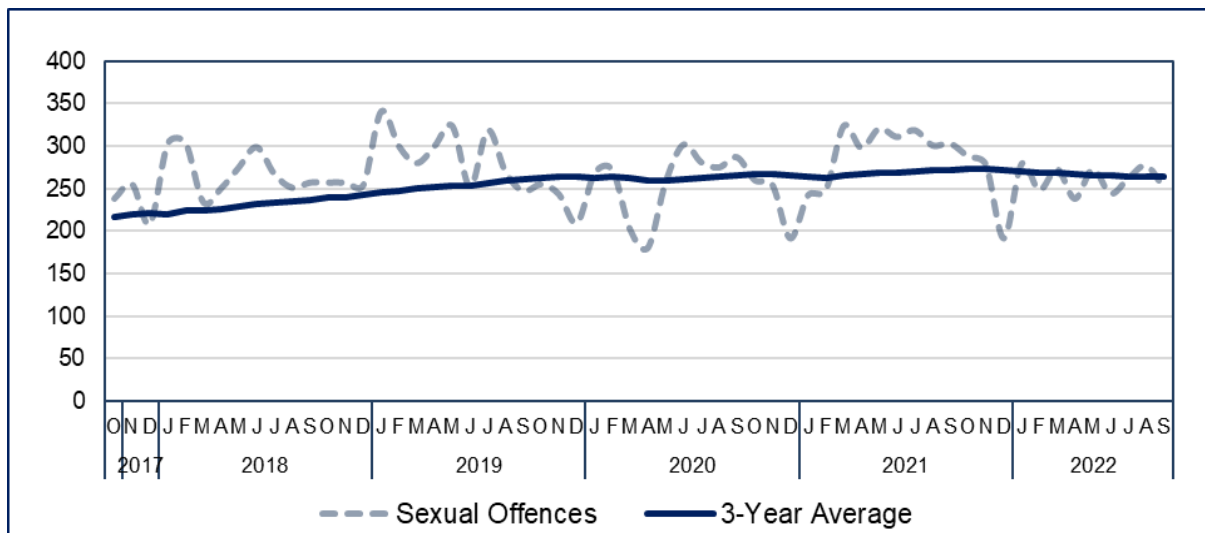
**Chart 3: Crimes against the person - 5 Year Trend**

Crimes against the person plateaued in 2020, following a gradual rise over the preceding 3 years. The reported level of crimes against the person was 17% higher in the 12 months to October 2022 compared with the 12 months previous. Reported incidents during COVID-19 decreased in accordance with periods of heightened restrictions (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 have been 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 assault 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 33% in the 12 months to October 2022 compared with the 12 months previous, while assault in residences has increased by 6% during this time.



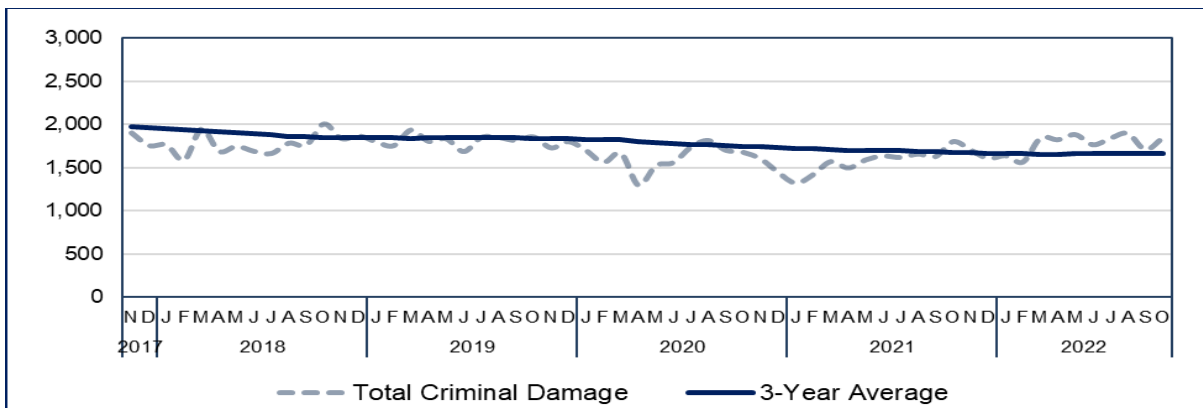
**Chart 4: Sexual Offences - 5 Year Trend (to August 2022)**

As previously reported, 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 September 2022, there has been a 7% decrease in reported sexual offences compared to the 12 months prior. 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.



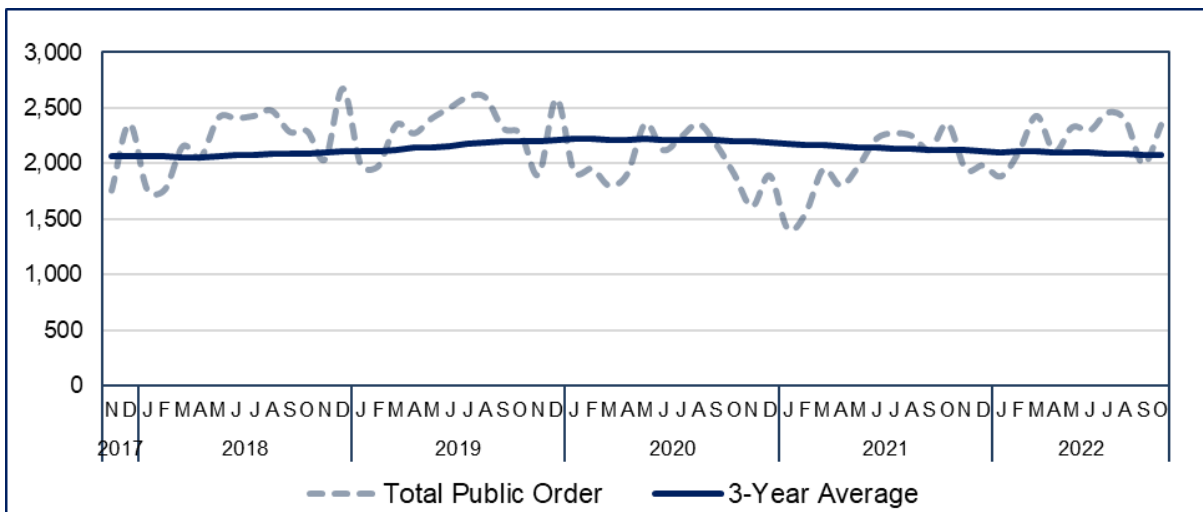
**Chart 5: Total Criminal Damage - 5 Year Trend**

Criminal damage incidents trended downwards from 2015 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 an increase of 13% in the 12 months to October 2022 compared with the 12 months previous. 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. Average reported criminal damage per month in 2022 has been similar to pre-pandemic levels (2018-2019).



**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 11% in the 12 months to October 2022 compared with the 12 months previous. Public order offences during this period were up 7%, while drunkenness offences over the same period increased by 22%. Public order tends to be higher in summer and also tends to spike at Christmas. The Christmas spike was not observed in 2021, which is likely due to restrictions placed on the night-time economy during this time.



## 9. Policing Successes

Throughout the month of October 2022, 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 and supported by specialist personnel from national units. A synopsis of some of those incidents that occurred throughout the month of October 2022 are set out hereunder:

On 4 October 2022, Gardaí responded to a report from the Coast Guard regarding the activation of a distress alarm. A person sailing solo across the Atlantic Ocean who was due to arrive in Galway later that day raised the alarm and the Coast Guard was unable to contact them. Gardaí were provided with the activation location and immediately attended the scene. With the use of local knowledge to search the shoreline, Gardaí located the person and assisted them to safety, following which they were removed to hospital.

On 9 October 2022, members from the Garda Dog Unit, assisted the search of a missing person who was suffering with dementia. Following receipt of a possible sighting through a social media appeal, Gardaí attended the location and a short time later, a Garda dog returned the missing person's shoe. The dog was cast again and proceeded to lead the member of the Garda Dog Unit to the missing person, who was lying in deep undergrowth, unresponsive. Gardaí immediately rendered first aid and managed to bring the missing person to a conscious state. Paramedics attended the scene and transported the person to the local hospital for further treatment.

On 10 October 2022, as part of an ongoing intelligence led operation targeting the importation and sale of drugs, personnel attached to the Garda National Drugs and Organised Crime Bureau (GNDOCB), assisted by Revenue and the Customs Service, searched a vehicle entering in Dublin Port and located 18kg of cocaine, with an estimated street value of €1,260,000. Two suspects were arrested and detained, with one charged in respect of alleged drug related offences.

On 13 October 2022, as part of an ongoing intelligence led operation, targeting the activities of an organised crime group, personnel attached to GNDOCB effected a stop and search of a vehicle. During a follow up search at a premises, 33kg of cannabis resin, 1.5kg of cannabis herb and 200g of cocaine with a combined value of €242,000, were recovered. One suspect was arrested, detained and later released from custody pending the submission of a file to the DPP.

On 17 October 2022, Gardaí received a report of an assault by two suspects. A short time later, a second report of assault was received. Gardaí obtained a description of the suspects and conducted an extensive search of the area, resulting in the location and arrest of both suspects. Both suspects were charged with attempted robbery, assault and possessing an offensive weapon, and were brought before the courts, where one suspect was remanded in custody and the second suspect was released on bail. A file is currently being prepared for the DPP.

On 25 October 2022, in the course of an ongoing intelligence led operation targeting serious organised crime activity and the distribution of controlled drugs, Gardaí conducted a co-ordinated search of a residential property. During the course of the search, heroin and cocaine, with a combined estimated value of €1,050,000 was seized. Two suspects were arrested and one was subsequently charged with offences contrary to Sections 3 and 15 of the Misuse of Drugs Act, 1977. The second suspect was released pending submission of a file to the DPP.

Also on 25 October 2022, Garda members in co-operation with, Revenue Inspectors, Social Protection Inspectors, Dog Wardens, ESB Networks, the National TransFrontier Shipment Office and a waste management enforcement body, took part in a multi-agency operation. Gardaí collaborated with the agencies to conduct a number of environmental inspections, which focused on the detection, investigation and prevention of organised crime. During the operation, the Garda Dog Unit located and seized a quantity of controlled drugs with an estimated street value of €30,000. The operation was also deemed successful with the other participating agencies as it prompted them to commence further investigations and instigate preventative measures to issues they were dealing with.

During October 2022, members from the Garda National Cyber Crime Bureau (GNCCB) Investigations Unit gave assistance to an ongoing investigation into insider trading by gaining access to and examining a number of high-level smart phone devices.

In addition, GNCCB's recent access to the International Child Sexual Exploitation (ICSE) database has significantly enhanced the bureau's capability in the identification of victims and suspects associated with child sexual exploitation. From 9 September 2022 to 31 October 2022, GNCCB has significantly enhanced the contribution of An Garda Síochána to the ICSE database, by uploading 4,280 previously unseen images and 875 previously unseen videos. Furthermore, in the aforementioned short timeframe, nine Irish victims and nine offenders have been identified.

#### **Criminal Assets Bureau**

During October 2022, the Criminal Assets Bureau secured two orders pursuant to Section 3 of the Proceeds of Crime Act 1996, as amended, in respect of a residential property, along with €234,780 in cash, three Rolex watches and €41,052 held in financial accounts. The Criminal Assets Bureau also conducted two search operations as part of investigations into the assets of persons involved in criminal activity with the most significant resulting in the seizure €115,950 in cash and two Rolex watches.

## 10. Community Engagement and Organisational Initiatives

### Road Traffic Collision Lifesaver Project

On 4 and 5 October 2022, Midleton Community Policing, in co-operation with the Cork County Fire Brigade and the National Ambulance Service, arranged and participated in a two-day Road Traffic Collision Lifesaver Project event, which took place at the local fire station. Members from Divisional Roads Policing Units gave presentations on the importance of road safety. The event was attended by over 700 transition year students from various schools across the district, who provided positive feedback following the event.

### Internship Programme Graduation Ceremony

On 12 October 2022, An Garda Síochána held its Internship Programme Graduation Ceremony in Garda Headquarters, in recognition of the valuable work the graduates from the Internship Programme had achieved. The graduates were from communities that have been traditionally under-represented within An Garda Síochána and showed through their work over the last year that they were an immense support for delivering a community policing service. The occasion was celebrated with the Commissioner and the Minister for Justice.



### Road Safety Authority Annual Conference

On 26 October 2022, An Garda Síochána attended the Road Safety Authority Annual Conference to announce the increases to fines in certain Fixed Charge Notice offences. Superintendent, Garda National Roads Policing Bureau addressed the conference regarding the announcement of these increases, and highlighted the ongoing safety operations and strategies being deployed by An Garda Síochána.

## Let's all work together to have a safe and fun Halloween

Throughout the month of October 2022, the Garda National Community Policing Unit assisted Community Gardaí to promote An Garda Síochána Halloween safety schools campaign, 'Let's all work together to have a safe and fun Halloween'. Halloween materials for primary schools were developed, focusing on keeping children safe at Halloween and pointed out that everyone, including Gardaí, has a role to play in making Halloween safe for everyone. In addition, a Halloween safety video was produced by An Garda Síochána, in partnership with Dublin Fire Brigade and Temple Street Children's Hospital, to inform children about the law regarding fireworks and the dangers of handling fireworks. The video provided fire safety advice and, with the help of the Garda Dog Unit, explained the distress experienced by animals at Halloween.



## **Go-Safe**

From 27 October to 2 November 2022, an intelligence-led operational policing plan was put in place on a national basis, targeting lifesaver offences. The operation was supported by an increased mobile safety camera presence on the roads operated by Go-Safe. There was also a proactive social media messaging strategy on road safety and detection rates operated by the Garda Press Office.

## **11. Update on Mother and Baby Homes Investigations**

The Garda National Protective Services Bureau (GNPSB) continues to engage with persons impacted by issues associated with Mother and Baby Homes. As of 3 November 2022, the number of complaints received at GNPSB (all-sources) is 89.

Since the previous report, no new referrals have been received and one referral has been closed, as the victim no longer wished to engage with Gardaí.

Overall, of the total 89 reports received to date, 70 cases have been closed and 19 cases remain open, and are subject to further engagement or investigation, if warranted.



## **12. Operating Model**

### **Crime and Community Engagement Functional Areas:**

The Cork City, Kerry, Galway, Limerick, and Mayo/Roscommon/Longford Divisions are now operating in the Functional Area structure. The Dublin Metropolitan Region (DMR) South Central Division will be the next division to introduce these changes. Ongoing support is being provided to the division by the Operating Model team pre go-live on 4 December 2022. These changes will be delivered in collaboration with the national sections and headquarter functions.

### **Business Services and Performance Assurance Functional Areas**

Implementation of the Business Services and Performance Assurance Functional Areas continues. A total of 17 divisions have commenced the implementation of the Business Services Functional Area, with five of these divisions having fully implemented the standardised processes. The Waterford/Kilkenny/Carlow Division is currently planning for the implementation of their final Business Services process waves on 21 November 2022. Five divisions have commenced the implementation of the Performance Assurance Functional Area standardised processes (Kerry, Cork City, Galway, Limerick, and Mayo/Roscommon/Longford), with the DMR South Central Division next to go live.

### **Regional Office Implementation**

Regional office implementation planning has commenced. To date, approximately 130 standardised regional office processes have been identified and documented. These processes, once implemented, will ensure the Operating Model alignment of divisions and regions. Quality assurance of these processes will commence on 18 November 2022 in the DMR Region. A regional Chief Superintendent, Governance and Performance Assurance has been appointed for each of the four regions. The regional office implementation will be supported by these regional Chief Superintendents.

### **Operating Model Planning 2023**

Detailed implementation planning for 2023 has commenced. Next steps include the continued implementation of Divisional Functional Areas and processes, and the commencement of regional office implementation.

**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.												
	2022												<i>Total to end 2022</i>
	Jan	Feb	Mar	April	May	June	July	August	Sept	Oct	Nov	Dec	
<b>Assistant Commissioner</b>	0	0	1	0	1	1	0	1	0	2	0	0	<b>6</b>
<b>Chief Superintendent</b>	0	0	1	0	0	0	1	0	2	1	1	1	<b>7</b>
<b>Superintendent</b>	3	2	2	1	0	3	1	1	0	0	0	1	<b>14</b>
<b>Total</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>27</b>

**Appendix B – Numbers and vacancies in specified ranks**

<i>Data as at the end of October 2022</i>													
Rank	ECF	Position at end of last month Sept 2022	Appointed in Month – October 2022	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					
<b>Assistant Commissioner</b>	8	10	0	0	0	0	1	1	0	0	-2	<b>8</b>	<b>0</b>
<b>Chief Superintendent</b>	47	39	8	0	0	0	1	0	0	0	7	<b>46</b>	<b>1</b>
<b>Superintendent</b>	168	168	8	0	0	0	0	0	0	8	0	<b>168</b>	<b>0</b>
<b>Total</b>	<b>223</b>	<b>217</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>222</b>	<b>1</b>

\*ECF for AC rank temporarily increased to 10 to facilitate promotion on 12/09/2022 of two Assistant Commissioners, subsequently reverted back to 8 when 2 retirements took effect (on 02/10/22 – voluntary and 05/10/22 – compulsory).

\*\*8 consequential Superintendent vacancies due to 8 promotions to Chief Superintendent.

**Appendix C – Breakdown of Garda Leave – Garda Members**

As at 31.10.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Paternity Leave	Parental Leave	SWY	Carers
Garda	Male	2	36	0	0	13	20	1	2
	Female	82	23	36	39	0	83	3	8
Sergeant	Male	1	2	0	0	2	4	0	0
	Female	1	0	5	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
	<b>Total Male</b>	<b>3</b>	<b>38</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>24</b>	<b>1</b>	<b>2</b>
	<b>Total Female</b>	<b>83</b>	<b>23</b>	<b>41</b>	<b>42</b>	<b>0</b>	<b>88</b>	<b>3</b>	<b>9</b>
	<b>Total</b>	<b>86</b>	<b>61</b>	<b>41</b>	<b>42</b>	<b>15</b>	<b>112</b>	<b>4</b>	<b>11</b>

**Appendix D – Breakdown of Garda Leave – Garda Staff**

As at 31.10.22	Gender	Work Share	Career Break	Maternity Leave	Unpaid Maternity	Parental Leave	Paternity Leave	SWY	Carers
CO	Male	5	5	0	0	2	0	0	0
	Female	231	21	13	10	55	0	0	2
EO	Male	1	0	0	0	1	0	0	0
	Female	37	15	6	3	29	0	0	4
AO	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	1	0	0	0	0
HEO	Male	0	1	0	0	0	0	0	0
	Female	5	2	4	1	5	0	0	0
AP	Male	0	0	0	0	1	0	0	0
	Female	1	1	0	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	1	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	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
	<b>Total Male</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>Total Female</b>	<b>282</b>	<b>40</b>	<b>23</b>	<b>15</b>	<b>90</b>	<b>0</b>	<b>0</b>	<b>6</b>
	<b>Total</b>	<b>288</b>	<b>46</b>	<b>23</b>	<b>15</b>	<b>95</b>	<b>0</b>	<b>0</b>	<b>6</b>

## 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
<b>Oct 2022</b>	<b>1,701</b>	<b>170</b>	<b>126</b>	<b>11</b>	<b>18</b>	<b>2</b>	<b>1,845</b>	<b>183</b>
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
Dec 2021	1,377	189	130	17	12	1	1,519	207
Nov 2021	1,559	181	135	15	6	1	1,700	197
Oct 2021	1,492	167	130	15	10	2	1,632	184

### Garda Members – Instances of Absence

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Oct 2022</b>	<b>1,816</b>	<b>171</b>	<b>135</b>	<b>11</b>	<b>18</b>	<b>2</b>	<b>1,969</b>	<b>184</b>
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

<b>Feb 2022</b>	1,401	193	116	15	15	1	<b>1,532</b>	<b>209</b>
<b>Jan 2022</b>	1,178	191	106	15	9	1	<b>1,293</b>	<b>207</b>
<b>Dec 2021</b>	1,462	190	137	17	12	1	<b>1,611</b>	<b>208</b>
<b>Nov 2021</b>	1,662	182	146	16	6	1	<b>1,814</b>	<b>199</b>
<b>Oct 2021</b>	1,585	170	139	15	10	2	<b>1,734</b>	<b>187</b>

#### Garda Members – Number of Days Absent

	Garda		Sergeant		Inspector and above		Total	
	OI	IOD	OI	IOD	OI	IOD	OI	IOD
<b>Oct 2022</b>	<b>16,900.5</b>	<b>4,980.5</b>	<b>1,299.5</b>	<b>274</b>	<b>303</b>	<b>62</b>	<b>18,503</b>	<b>5,316.5</b>
<b>Sept 2022</b>	14,825	4,986.5	1,414	240	302	30	<b>16,541</b>	<b>5,256.5</b>
<b>Aug 2022</b>	13,782	5,258.5	1,516.5	254	207	31	<b>15,505.5</b>	<b>5,543.5</b>
<b>July 2022</b>	14,104.5	5,071	1,683.5	348	263.5	31	<b>16,051.5</b>	<b>5,450</b>
<b>June 2022</b>	12,461	5,195.5	1,480.5	304	212	30	<b>14,153.5</b>	<b>5,529.5</b>
<b>May 2022</b>	13,567	5,435.5	1,313	351.5	160	31	<b>15,040</b>	<b>5,818</b>
<b>Apr 2022</b>	13,185.5	5,108	1,185	335	241	30	<b>14,611.5</b>	<b>5,473</b>
<b>Mar 2022</b>	13,719.5	5,220	1,282	370.5	193.5	31	<b>15,195</b>	<b>5,621.5</b>
<b>Feb 2022</b>	11,239	4,990	1,106.5	393	196	28	<b>12,541.5</b>	<b>5,411</b>
<b>Jan 2022</b>	11,109	5,519.5	1,083.5	446	147	31	<b>12,339.5</b>	<b>5,996.5</b>
<b>Dec 2021</b>	13,453.5	5,546.5	1,498	504	213	31	<b>15,164.5</b>	<b>6,081.5</b>
<b>Nov 2021</b>	13,390	5,059	1,319	451	131	30	<b>14,840</b>	<b>5,540</b>
<b>Oct 2021</b>	13,511	4,828	1,374	465	134	62	<b>15,019</b>	<b>5,355</b>

#### Garda Members – Ordinary Illness

Month	No. of Days Absent	Variance	% Variance
<b>Oct 2022</b>	<b>18,503.00</b>	<b>1,962.00</b>	<b>11.86%</b>
<b>Sept 2022</b>	16,541.00	1,035.5	6.68%
<b>Aug 2022</b>	15,505.50	-546.00	-3.40%
<b>July 2022</b>	16,051.50	1,898.00	13.41%
<b>June 2022</b>	14,153.50	-886.50	-5.89%
<b>May 2022</b>	15,040.00	428.50	2.93%

<b>Apr 2022</b>	14,611.50	-583.50	-3.84%
<b>Mar 2022</b>	15,195.00	2,653.50	21.15%
<b>Feb 2022</b>	12,541.50	202.00	1.63%
<b>Jan 2022</b>	12,339.50	-2,825.00	-18.63%
<b>Dec 2021</b>	15,164.50	324.50	2.19%
<b>Nov 2021</b>	14,840.00	-179.00	-1.19%
<b>Oct 2021</b>	15,019.00	1,699.50	12.76%

#### Garda Members – Injury on Duty

Month	No. of Days Absent	Variance	% Variance
<b>Oct 2022</b>	<b>5,316.50</b>	<b>60.00</b>	<b>1.14%</b>
<b>Sept 2022</b>	5,256.50	-287.00	-5.18%
<b>Aug 2022</b>	5,543.50	93.50	1.72%
<b>July 2022</b>	5,450.00	-79.50	-1.44%
<b>June 2022</b>	5,529.50	-288.50	-4.96%
<b>May 2022</b>	5,818.00	345.00	6.30%
<b>Apr 2022</b>	5,473.00	-148.50	-2.64%
<b>Mar 2022</b>	5,621.50	210.50	3.89%
<b>Feb 2022</b>	5,411.00	-585.50	-9.76%
<b>Jan 2022</b>	5,996.50	-85.00	-1.40%
<b>Dec 2021</b>	6,081.50	541.50	9.77%
<b>Nov 2021</b>	5,540.00	185.00	3.45%
<b>Oct 2021</b>	5,355.00	224.50	4.38%

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

Month	No. of Days Absent	LTR
<b>Oct 2022</b>	<b>18,503.00</b>	<b>4.89%</b>
<b>Sept 2022</b>	16,541.00	4.36%
<b>Aug 2022</b>	15,505.50	4.08%
<b>July 2022</b>	16,051.50	4.21%
<b>June 2022</b>	14,153.50	3.72%
<b>May 2022</b>	15,040.00	3.94%
<b>Apr 2022</b>	14,611.50	3.84%
<b>Mar 2022</b>	15,195.00	3.98%
<b>Feb 2022</b>	12,541.50	3.28%
<b>Jan 2022</b>	12,339.50	3.23%
<b>Dec 2021</b>	15,164.50	3.99%
<b>Nov 2021</b>	14,840.00	3.91%
<b>Oct 2021</b>	15,019.00	3.94%



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

Date	No.
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
Dec 2021	346
Nov 2021	415
Oct 2021	375

#### Garda Staff – Instances of Absence

Date	Administrative Grades	Technical and Professional	Total
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
Dec 2021	364	6	370
Nov 2021	433	11	444
Oct 2021	391	9	400

#### Garda Staff – Number of days absent

Date	Administrative Grades	Technical and Professional	No. of Days Absent	Monthly Variance	% Variance
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%

<b>June 2022</b>	3,370.00	42	3,412.00	-8.00	-0.23%
<b>May 2022</b>	3,363.00	57	3,420.00	-309.00	8.29%
<b>Apr 2022</b>	3,669.00	60	3,729.00	66.50	1.81%
<b>Mar 2022</b>	3,580.00	82.50	3,662.50	326.50	9.78%
<b>Feb 2022</b>	3,336.00	0	3,336.00	162.00	5.10%
<b>Jan 2022</b>	3,114.00	60	3,174.00	-350.50	-9.94%
<b>Dec 2021</b>	3,440.50	84	3,524.50	-652.00	-15.61%
<b>Nov 2021</b>	4,008.50	168	4,176.50	72.50	1.77%
<b>Oct 2021</b>	3,986.00	118	4,104.00	225.50	5.81%

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

<b>Date</b>	<b>Days Absent</b>	<b>LTR</b>
<b>Oct 2022</b>	<b>4,013.50</b>	<b>5.17%</b>
<b>Sept 2022</b>	3,508.00	4.52%
<b>Aug 2022</b>	3,457.00	4.55%
<b>July 2022</b>	3,751.00	4.83%
<b>June 2022</b>	3,412.00	4.40%
<b>May 2022</b>	3,420.00	4.40%
<b>Apr 2022</b>	3,729.00	4.78%
<b>Mar 2022</b>	3,662.50	4.67%
<b>Feb 2022</b>	3,336	4.23%
<b>Jan 2022</b>	3,174	4.03%
<b>Dec 2021</b>	3,524.50	4.48%
<b>Nov 2021</b>	4,176.50	5.29%
<b>Oct 2021</b>	4,104.00	5.21%

#### **Number of Garda Members absent due to mental health**

<b>Date</b>	<b>Number of Garda Members absent due to mental health</b>	<b>Number of days absent due to mental health</b>
<b>Oct 2022</b>	<b>22</b>	<b>579.5</b>
<b>Sept 2022</b>	23	478.5
<b>Aug 2022</b>	16	416
<b>July 2022</b>	18	493
<b>June 2022</b>	21	559
<b>May 2022</b>	21	544

<b>Apr 2022</b>	18	497
<b>Mar 2022</b>	18	523
<b>Feb 2022</b>	19	488
<b>Jan 2022</b>	18	451.5
<b>Dec 2021</b>	25	720
<b>Nov 2021</b>	18	452
<b>Oct 2021</b>	17	470

*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 – October 2022**

Sick absence days for both Garda members and Garda Staff reflect an increase in the last month. Likewise, instances of sick absence leave and the number of Garda members and Garda Staff availing of sick absence leave display an increase in comparison to the previous month. Comparing October 2022 to October 2021, year on year ordinary illness days have significantly increased for Garda members by 23.20%, however, they have decreased for Garda Staff by 2.21%.

Injury on duty sick absence shows a slight increase this month. However, comparing October 2022 to October 2021, year on year injury on duty has decreased by 0.72%. 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 an increase in the last month over the number of sick absence days at 1.14%. Instances of sick absence reflect a decrease of 3.16%. Likewise, the number of Garda members availing of sick absence leave, month on month, displays a decrease of 2.66%.

### **Ordinary Illness**

The number of sick absence days, month on month, shows an increase of 11.86% for Garda members and an increase of 14.41% for Garda Staff. The instances of sick absence, month on month, show a slight increase both for Garda members at 0.87% and for Garda Staff at 5.28%. The number of members availing of sick absence leave reflects a similar trajectory of a 0.93% increase for Garda members and a 6.36% increase 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 22, which reflects a 4.35% decrease from September 2022. The number of sick day absences for Garda members in October 2022 was 579.5 days, which shows an increase from September 2022 that can be seen at 21.11%.

### **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.