



# 2022 Garda Superintendents' Resilience Survey

Association of Garda Superintendents (AGS)  
&  
Association of Garda Chief Superintendents (AGCS)

# This is the **2<sup>nd</sup>** iteration of the Superintendents' Resilience Survey

Survey was open between the 3rd of May and the 6th of June

**2022**

**193**

usable responses were received

resulting in a response rate of approximately

**90%**

Seven percentage points higher than in 2019 (83%)

# AIMS AND OBJECTIVES

THE 2022 GARDA SUPERINTENDENTS'  
RESILIENCE SURVEY



## Survey Aims and Objectives

1. **Develop** a contemporary description (or profile) of Superintendents' experiences of demand, capacity, welfare, and resilience within the Garda.
2. **Benchmark** this profile against the **results from 2019** and, where available and appropriate, international policing populations and/or other comparable individuals (e.g. the general public or other large-scale public sector employee groups such as the armed forces and civil servants).
3. **Provide an evidence base** to support the AGCS & the AGS in its policy development and lobbying activities.

# RESPONDENT DEMOGRAPHICS

THE 2022 GARDÁ SUPERINTENDENTS'  
RESILIENCE SURVEY

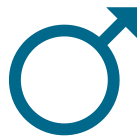


## Demographics: Who responded?

### Gender\*



17% of respondents identified as female



83% of respondents identified as male

### Rank

79%

of responses were from **Superintendents**

21%

of responses were from **Chief Superintendents**

The average (trimmed mean) age of respondents was 52, and average length of service was 30 years.

\* <1% identified as non-binary or in another way

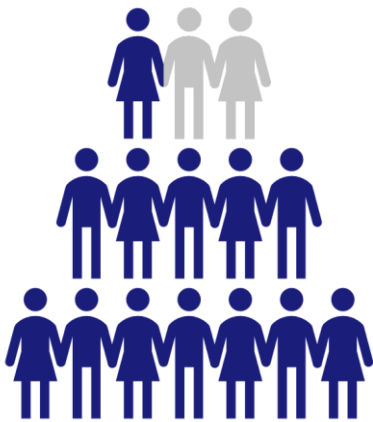
# KEY RESULTS

THE 2022 GARDA SUPERINTENDENTS'  
RESILIENCE SURVEY

# Workload & Demands



We asked how officers would rate their **workload** over the last **12 months**...



**84%**

Rated their workloads as **too high** or **much too high**; a similar proportion to 2019 (87%)



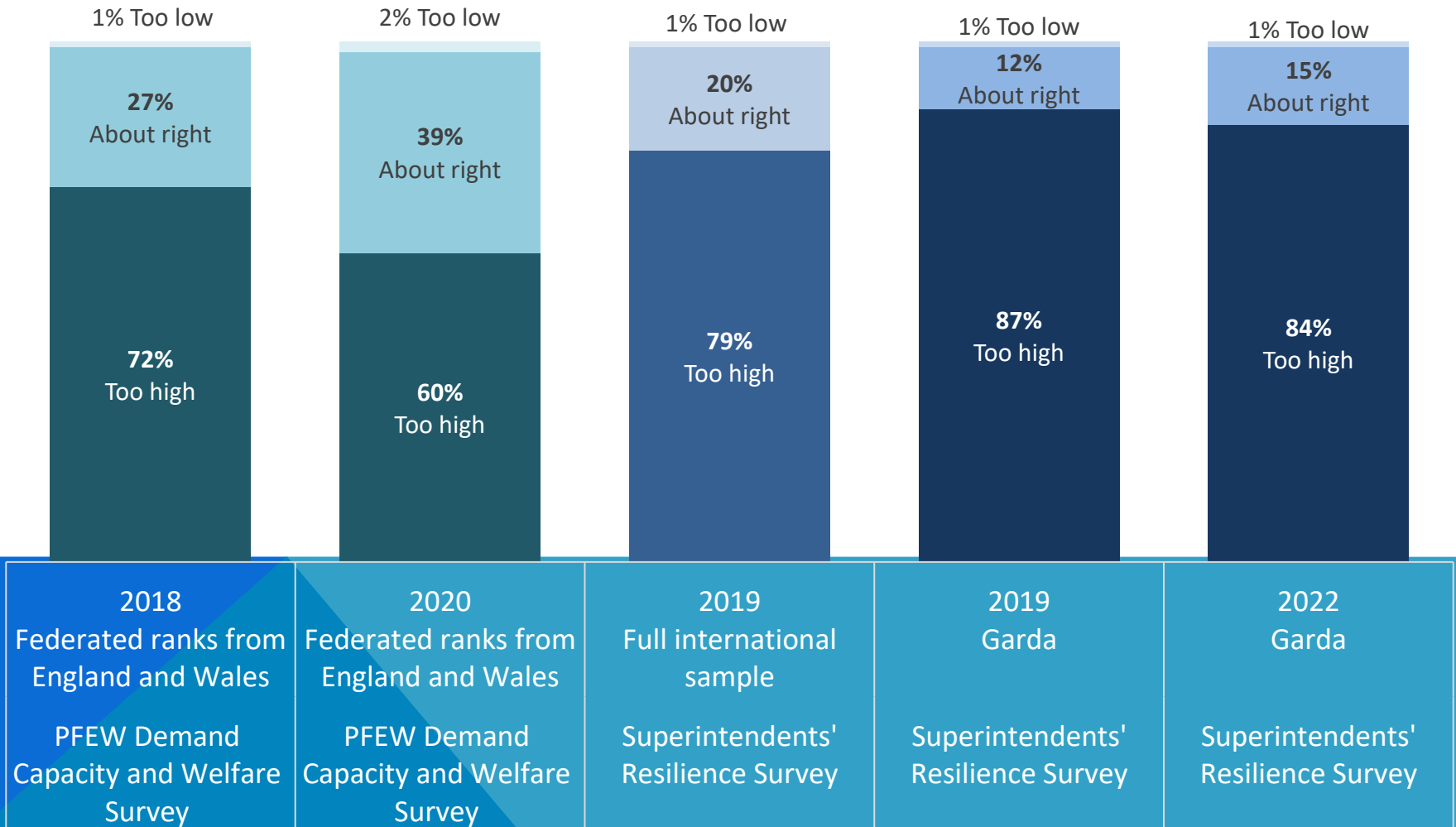
The average number of hours worked per week was **59 hours**. Again, this was similar to the findings from 2019 (60 hours).



# Workload & Demands



How would you rate your workload over the last 12 months?



# Workload & Demands



Whilst the results against the UK Health and Safety Executive's Management Standards Indicator Tool (HSE MSIT) indicate a level of improvement between 2019 and 2022, the results still demonstrate consistent perception of high demand.

## UK HSE's MSIT Survey Responses

Proportion of respondents indicating that they <i>'often'</i> or <i>'always'</i> ...	2019	2022
Have unachievable deadlines	63%	<b>53%</b>
Have to neglect tasks because of having too much to do	53%	<b>48%</b>
Are expected to work long hours	79%	<b>66%</b>
Have unrealistic time pressures	68%	<b>56%</b>

# Workload & Demands



Respondents were asked to select their greatest, and second greatest concerns from the following pre-designed list: Reduced promotion opportunities, Reduced career options, Level of taxation, Increased work demands, Reduced work resources, Levels of job satisfaction, Pension Contribution, Public trust in the Gardaí, and the portrayal of the Gardaí within public media.

## Most frequently selected concerns were...

**#1** Increased work demands

**#2** Reduced work resources

This echoes the results from the 2019 survey.

# Annual leave and rest days



Only **3%** of respondents had taken all of the **annual leave** they were entitled to over the previous 12 months; a similar proportion to 2019 (4%)



Only **30%** of respondents had taken their full **rest day** entitlement over the previous month; a similar proportion to 2019 (29%)

## Working Practices

# Working Culture

**Organisational Communication:** The responses indicate that the majority of respondents felt that internal communication may be lacking...



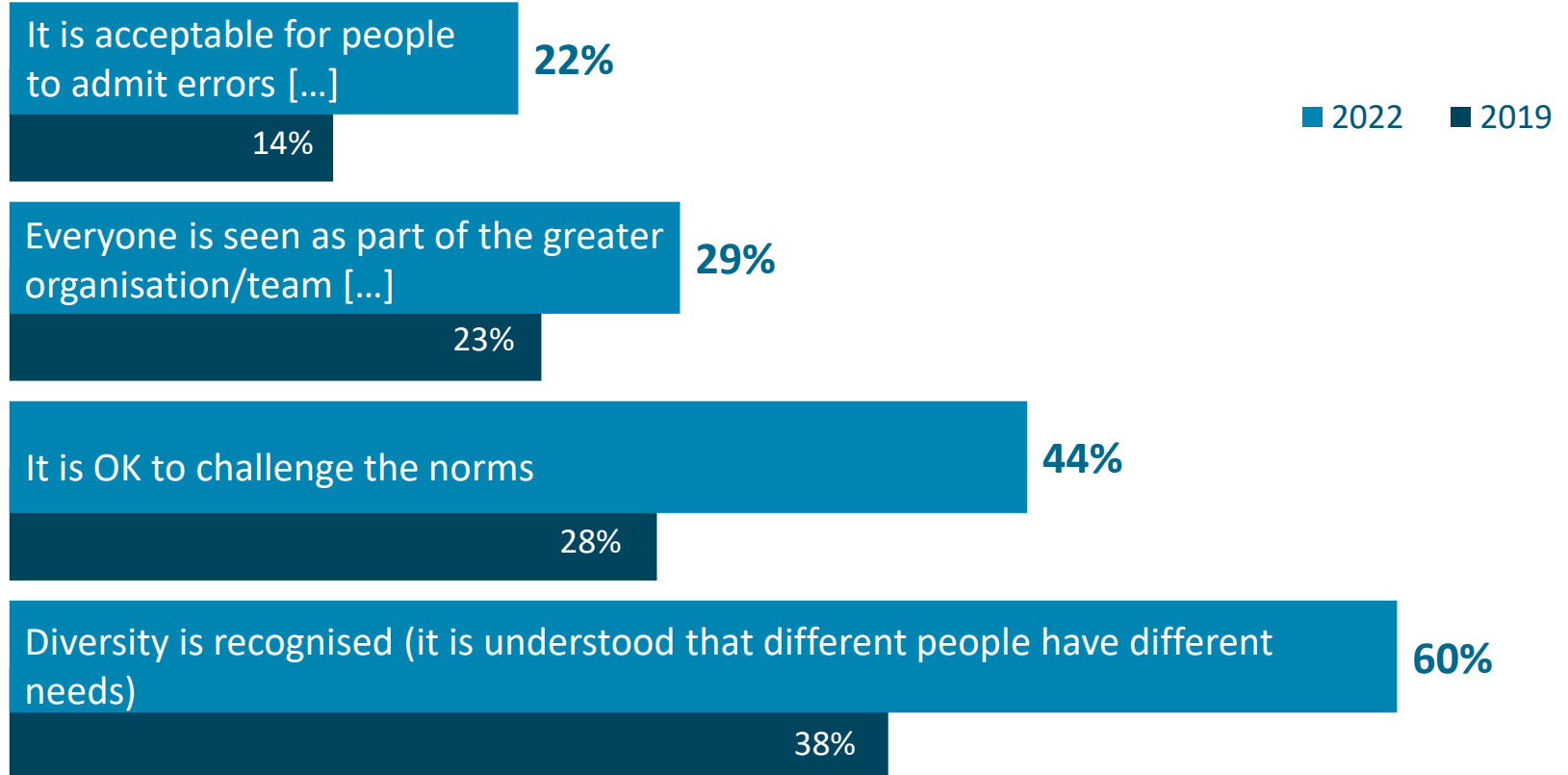
Only **13%** of respondents felt that information about important issues were communicated clearly by their organisation



Only **31%** of respondents reported that the content of external communications were shared internally before being released to the public/media

# Working Culture

**Cohesion and Support:** The responses to the following items indicate that there may have been a positive shift in perceptions relating to some elements of the working culture since 2019....

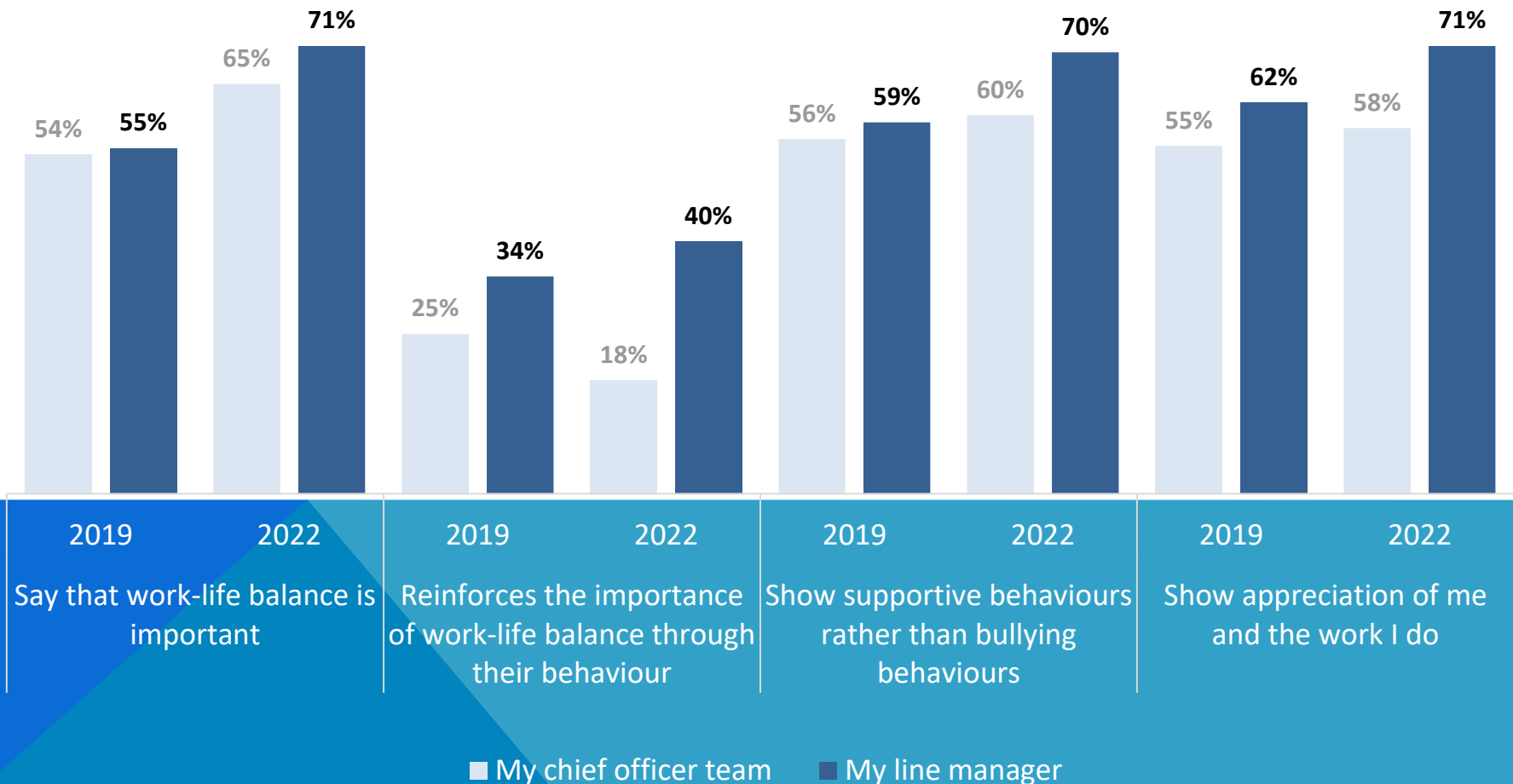


Proportion of respondents agreeing with the statements above


# Working Culture

**Attitudes and Behaviours:** Participants were asked about the attitudes and behaviours of their chief officer teams and line managers. The results were generally more positive in 2022 than in 2019, and larger proportions agreed with the statements when considering their line managers than their chief officer teams.

% of respondents that agree with the below statements about their chief officer teams and their line managers:



# Sickness and absence behaviours



**80%** of respondents reported their overall physical health to be good, or very good; a similar proportion to 2019 (77%).

Only **14%** of respondents reported one or more days of sickness absence; a similar proportion to 2019 (15%)

## Health and Wellbeing



# Presenteeism



# Leaveism

**50%**

Have attended work **despite feeling that they should have taken sick leave** due to their **physical health and wellbeing**.  
A much smaller proportion than in 2019 (81%)



**41%**

Have taken leave or used their rest days to avoid taking sick leave due to their **physical health and wellbeing**.  
A smaller proportion than in 2019 (55%)

**35%**

Have attended work **despite feeling that they should have taken sick leave** due to their **mental health and wellbeing**.  
A smaller proportion than in 2019 (48%)



**23%**

Have taken leave or used their rest days to avoid taking sick leave due to their **mental health and wellbeing**.  
A slightly smaller proportion than in 2019 (32%)

# Health and Wellbeing

# Overall life satisfaction

The average rating was **7.1** out of 10, with **21%** of respondents reporting a *very high satisfaction rating of 9 or 10*.

These results are very similar to the 2019 survey results; where the average score was **6.9**, and **20%** of respondents reported a *very high satisfaction rating of 9 or 10*.

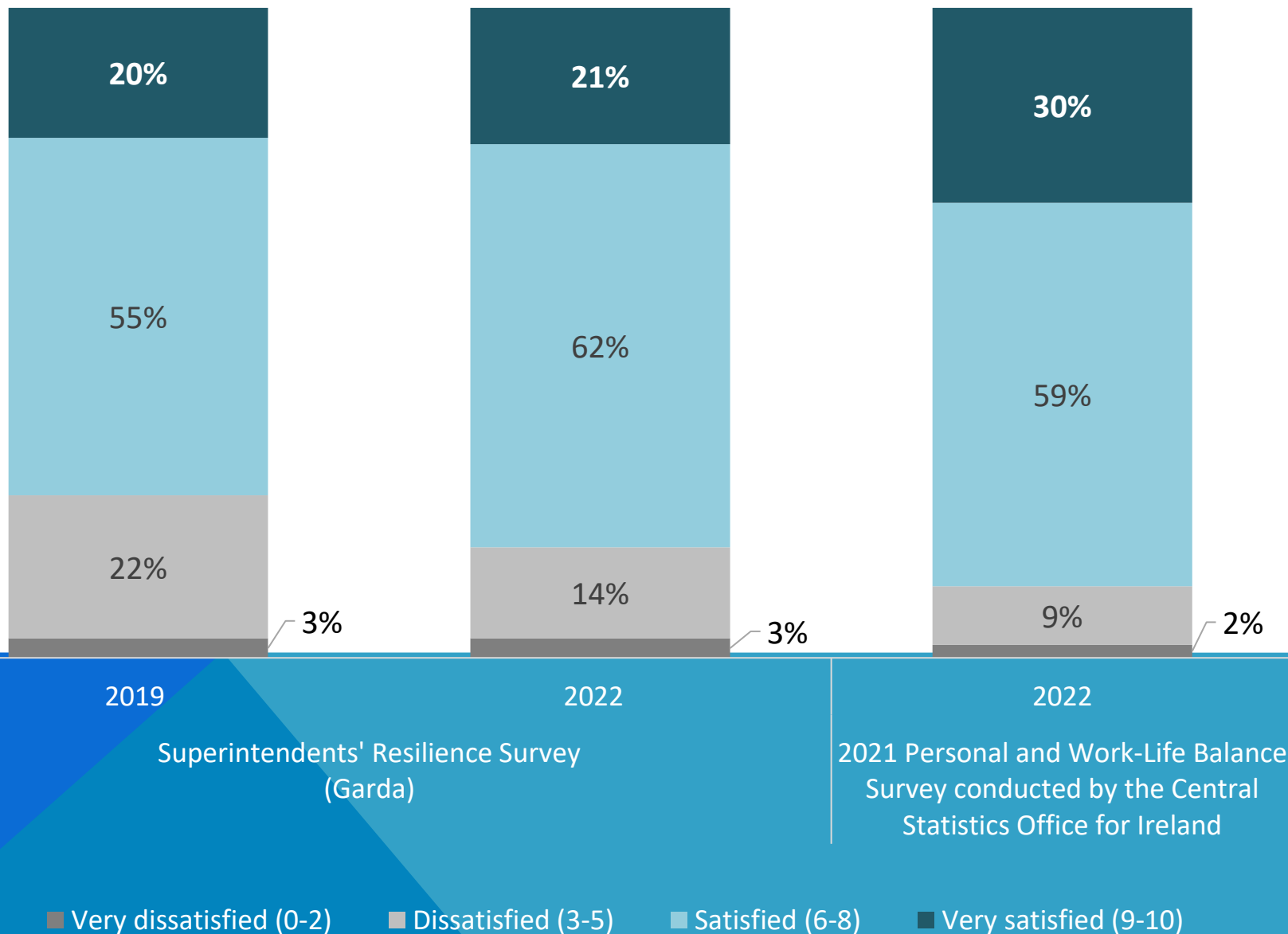


This item can also be compared to the results from the **2021 Personal and Work-Life Balance Survey** conducted by the Central Statistics Office for Ireland; where a slightly larger proportion of respondents (**30%**) reported a *very high satisfaction rating of 9 or 10*.



## Health and Wellbeing

# Overall life satisfaction





# Stress



of respondents reported a non-diagnostic case of **work-related Stress** (by rating their jobs as 'very' or 'extremely' stressful)

A slightly smaller proportion than in 2019 (37%)

# Health and Wellbeing

# Mental health



**44%** of respondents indicated that they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the previous 12 months.

Although this is a smaller proportion than in 2019 (54%), the majority of these respondents indicated that their psychological difficulties had been **caused, or made worse, by work (89%)**.

**4%** of respondents had **sought help** for these sorts of feelings within the previous 12 months; a similar proportion to 2019.

# Health and Wellbeing

# Organisational support



Only **<2%** are provided with health screening; the same proportion as in 2019



Only **13%** have easily accessible health advice; a similar proportion to 2019 (17%)

# Organisational Support

# Attitudes towards mental health

When compared to 2019, there was generally a **higher level of agreement** with the below statements...

**63%**

I believe my **colleagues would be supportive** if I experienced difficulties with my mental health and wellbeing; a slightly larger proportion than in 2019 (57%)



**64%**

I think my **line manager would be supportive** if I experienced difficulties with my mental health and wellbeing; a larger proportion than in 2019 (52%)



**24%**

There are **adequate in-house facilities** to support officers' mental health and wellbeing; a similar proportion than in 2019 (20%)



## Organisational Support

# Attitudes towards mental health

When compared to 2019, there was generally a **higher level of agreement** with the below statements...

**37%**

An Garda Síochána **encourages staff to talk openly** about mental health and wellbeing; a larger proportion than in 2019 (18%)

**21%**

I would feel **confident disclosing** any difficulties I might have with my mental health and wellbeing with my line manager; a slightly larger proportion than in 2019 (14%)



In addition, although **39%** of respondents felt that someone would be **treated differently (in a negative way)** if they disclosed difficulties with their mental health and wellbeing, this was a smaller proportion than in 2019 (53%).



## Organisational Support



## Defamation and False Accusations

This year's iteration of the Superintendents' Resilience Survey included additional items on false accusations and social media defamation



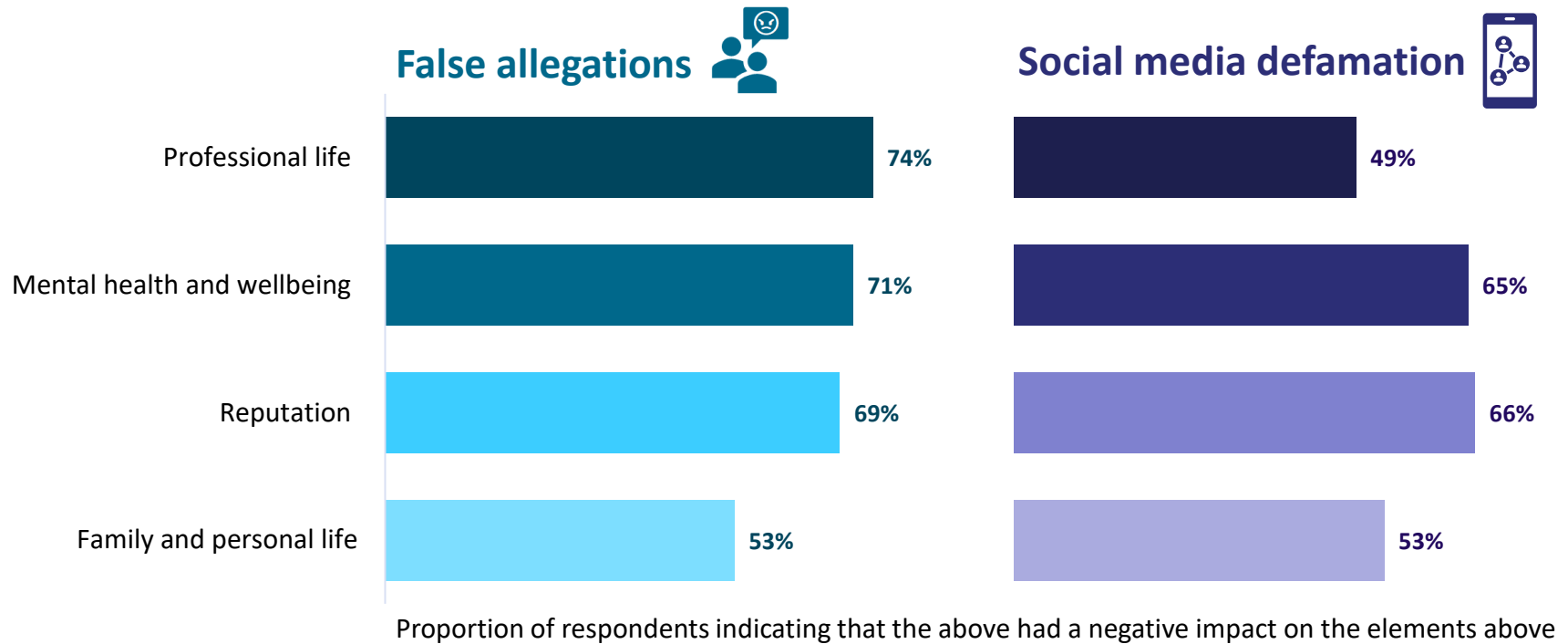
**48%** of respondents reported being the subject of false allegations that damaged their reputation



**30%** of respondents reported being subject to social media defamation

# Defamation and False Accusations

Those that reported being subject to defamation or false accusations were asked what, if any, impact this had on their professional life, mental health and wellbeing, reputation, and family and personal life.



# SUMMARY

THE 2022 GARDA SUPERINTENDENTS'  
RESILIENCE SURVEY

# Key messages:

## The good news



- Response rates have remained high.
- The proportion of respondents reporting good health has remained high.
- Average overall life satisfaction has remained good – however, the proportion that reported having a very high life satisfaction rating is slightly smaller than found in the general population.
- Both the proportion of respondents reporting one or more episodes of presenteeism, and the proportion reporting one or more episodes of leaveism, has reduced since 2019.

# Summary

# Key messages:

## The good news



- The proportion of respondents reporting a non-diagnostic case of work-related stress has decreased since 2019.
- Larger proportions of respondents have answered positively to a number of questions about the attitudes and culture around mental health and wellbeing in the Garda than in 2019.
- A much larger proportion of respondents report positive perceptions about the working culture relating to diversity, belonging, and challenging the norms than in 2019.

# Summary

# Key messages:

## The bad news



- The responses indicate that respondent workload remain high, and their working hours long.
- Annual leave and rest day entitlements remain underutilised, with the vast majority of respondents indicating that they have not taken their full entitlements.
- Almost half of respondents indicated that they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the previous 12 months; with the vast majority of these respondents indicating that work had caused these difficulties or made them worse.

# Summary

# Key messages:

## The bad news



- The proportion of respondents reporting that there are adequate in-house facilities to support their mental health and wellbeing remains low.
- The proportion of respondents receiving health screening, and the proportion reporting that they have easily accessible health advice, remains very small.
- Increased work demands and reduced work resources remained the most frequently identified concerns amongst respondents.
- Almost half of respondents report being the subject of false allegations, and nearly a third report being subject to social media defamation.

# Summary