



An Roinn Dlí agus Cirt  
Department of Justice



AN TÚDARÁS PÓILÍNEACHTA  
POLICING AUTHORITY

**Department of Justice**

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**Policing Authority**

**Performance Delivery Agreement 2023**

## 1. Background and context

### 1.1 Objectives of this Agreement

The purpose of this Agreement is to define, in the context of the resource inputs provided, the targets by which the performance of the Policing Authority will be measured in 2023. The ongoing supports that the Department of Justice will provide to the Authority in this regard, and the mechanisms for monitoring and appraising performance, form part of the overall governance arrangements between the two parties and as such are set out in the separate but complementary multiannual Oversight Agreement.

### 1.2 Inputs

#### 1.2.1 Financial Inputs

The Authority's gross budget allocation for 2023 is as follows:

- Pay	€	2.566m
- Non-Pay	€	1.580m
- <b>Total</b>	<b>€</b>	<b>3.926m</b>

#### 1.2.2 Staffing Resources

The following shows the Authority's sanctioned and actual staffing levels as at 24 January 2023:

<b>Grade</b>	<b>Authorised</b>	<b>Actual</b>
Chief Executive	1	1
Principal Officer	3	3
Assistant Principal Officer	8	7
Higher Executive Officer / Administrative Officer	11	11
Executive Officer	10	10
Clerical Officer	6	6
Services Officer	0	0
<b>Total</b>	<b>39</b>	<b>38</b>

## 2. Performance Targets

Sections 2.1 and 2.2 below set out the principal targets that will be referenced in 2023 to assess the Authority's efficiency and productivity in using the resources allocated to it. These targets variously relate to the four strategic themes set out in the Authority's forthcoming Statement of Strategy 2022-24, as follows:

<i>Community Focused Policing</i>	<i>Policing serves the needs and secures the confidence of the Community in all its diversity</i>
<i>Effective Policing</i>	<i>Policing is effective in preventing and detecting crime and is consistently delivered through the effective use of resources</i>
<i>Garda Integrity and Human Rights</i>	<i>Ethical policing that vindicates the human rights of all who engage with the service and those who are affected by it</i>
<i>Leading through Change</i>	<i>The Authority has influenced and is prepared for the future policing oversight arrangements and its transition to become the Policing and Community Safety Authority</i>

<i>Informed Oversight that Engages the Public on Policing Matters</i>	<i>The Authority through research and active listening seeks out a diversity of perspectives on the experience of policing and uses this knowledge to challenge the Garda Síochána to improve policing continually</i>
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## 2.1 Quantitative targets

Output area or initiative	2023 Target	2022 Target	2022 Outturn to date	2021 Target	2021 Outturn
Meetings of the Policing Authority with the Garda Commissioner:					
• in private	6	6	6	6	8
• in public	5	5	5	5	5
Authority Committee meetings	15	20	22	20	20
Engagement with Joint Policing Committee Chairs	1	1	1	1	1
Selection Competitions for senior ranks in the Garda Síochána	2	3	3	3	1
Research publications emanating from the Policing Authority bursary scheme (Q4)	1	2	0	2	2

## 2.2 Other targets

Output Area or initiative	Target
Develop a new competency framework to support selection competitions for the ranks of Superintendent, Chief Superintendent and Assistant Commissioner	Competency framework in place (Q3)
Three meetings of the Authority held outside Dublin to facilitate engagement with local communities on the topic of local policing performance and promote awareness of policing matters	Meeting 1 (Q2) Meeting 2 (Q3) Meeting 3 (Q4)
Regional networking events for Joint Policing Committees (JPC) to share information/experience on the community initiatives and practices that are working well and contributing to community safety.	Will be delivered in Q3
Joint research Bursary launched in conjunction with An Garda Síochána.	Bursary launched and operational (Q3)
Advance the development of a national survey to assess public awareness of the work of the Garda Síochána	Grounding research conducted to inform the most appropriate methodological approach and the

Output Area or initiative	Target
	development of a request for tender (Q4)
Transition to the Policing and Community Safety Authority, including to ensure the effective handover of the Appointments function to the Garda Síochána and certain oversight activity to the Department of Justice.	Policies, processes, resources and structures in place to give effect to the establishment of the PCSA (Q4)

### 2.3 Risks to achievement of targets

Risk management and the documented risk register is a live process which is assessed on a weekly basis and the top risks are reviewed monthly by the Authority. The Authority will provide the Department with its full risk register including all mitigations on a quarterly basis.

### 2.4 Amendment of targets

In exceptional circumstances it may become necessary to amend one or more targets over the course of this Agreement. Where either party believes this may be necessary, they shall consult the other party with a view to agreeing any appropriate changes as soon as practicable.

## 3. Duration and signatories to the Agreement

Carole Sullivan, Acting Assistant Secretary, Department of Justice, and Helen Hall, Chief Executive, Policing Authority, affirm that this Agreement will be in effect until 31<sup>st</sup> December 2023.



*Carole Sullivan*

*Assistant Secretary (Acting)  
Department of Justice*



*Helen Hall*

*Chief Executive  
Policing Authority*

**Date: 24<sup>th</sup> January 2023**