



An Roinn Dlí agus Cirt
Department of Justice



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Department of Justice

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 | € | 2.679m |
| - Non-Pay | € | 1.534m |
| - Total | € | 4.213m |

1.2.2 Staffing Resources

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

| Grade | Authorised | Actual |
|---|-------------------|---------------|
| 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 |
| Total | 39 | 38 |

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> |
|---|--|

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 31st December 2023.



Carole Sullivan

*Assistant Secretary (Acting)
Department of Justice*



Helen Hall

*Chief Executive
Policing Authority*

Date: 24th January 2023