



An Roinn Dlí agus Cirt
Department of Justice



CIGIREACHT AN GHARDA SÍOCHÁNA
GARDA SÍOCHÁNA INSPECTORATE

Department of Justice

Garda Síochána Inspectorate

Performance Delivery Agreement 2021

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 Garda Síochána Inspectorate will be measured in 2021. The ongoing supports that the Department of Justice will provide to the Inspectorate 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 Oversight Agreement 2020-21.

1.2 Inputs

1.2.1 Financial Inputs

The Inspectorate's budget allocation for 2021 is as follows:

Pay	€ 922,000
Non-Pay	€ 393,000
Total	€1,315,000

1.2.2 Staffing Resources

The following table sets out the Inspectorate's staffing levels as at 1st February 2021.

Chief Inspector	1
Deputy Chief Inspector*	1
Principal Officer	1
Assistant Principal Officer	2
Higher Executive Officer	2
Executive Officer	2
Clerical Officer	1
Service Officer	1
Total	11

** The Inspectorate currently has a vacancy at this level which is expected to be filled in the coming months*

2. Performance Targets

The following are the principal targets that will be referenced in 2021 to assess the Inspectorate's efficiency and productivity in using the resources allocated to it.

2.1 Quantitative targets

Output area or initiative	Metric	Associated Strategic Objective ¹	2021 Target	2020 Target	2020 Outturn	2019 Target	2019 Outturn
Inspection Reports	Inspection reports to be submitted to Minister in 2021: 1. Treatment of Persons in the Custody of the Garda Síochána (Q1) 2. The Policing of Transnational Crime (Q4) 3. The Garda Síochána response to reports of domestic abuse (Q4)	Objective #1 ²	3	2	1	1	1
Inspections Initiated	Number of inspections to be initiated in 2021: 1. The Policing of Transnational Crime (Q1) 2. The Garda Síochána response to reports of domestic abuse (Q2)	Objective #1	2	3	2	1	1

2.2 Other targets

Output area or initiative	Target	Associated Strategic Goal
Develop a new operating model to take account of the need to change our inspection, administrative, and corporate business processes to meet the challenges of fulfilling our statutory function in a COVID 19 environment	Continue consultation with AGS and other key stakeholders to agree new inspection practices that conform with public health restrictions and regulations (Q1) New operating model signed off by Executive and implemented (Q2)	To deliver our statutory function efficiently and effectively in a COVID 19 environment

¹ As set out in the Inspectorate's Corporate Strategy 2019-2021

² To deliver the organisation's work plan providing high quality reports and recommendations, as provided for under S117(2) of the Garda Síochána Act 2005, to the Policing Authority and the Minister for Justice in a timely manner as appropriate

Development of a formal staff training and development plan'	Identify appropriate CPD, set training objectives for all staff and monitor through PMDS -Ongoing throughout year	Ensure that our people have the skills necessary to do the challenging work we undertake
Fully implement the Inspectorate's Public Sector Equality and Human Rights Duty 2020-2021	<p>Put a structure in place to drive the implementation of the Inspectorate's Public Sector Equality and Human Rights Duty action plan (Q1)</p> <p>Integrate the assessment of obligations and any necessary action planning into the Inspectorate's strategic planning process (Q4)</p> <p>Develop staff capacity in relation to equality and human rights - ongoing throughout the year</p>	Embed the Public Sector Equality and Human Rights Duty into all aspects the work of the Inspectorate

2.3 Main Risks to Achievement of Targets

The main potential risks to achievement of the targets set out in this Agreement, and the corresponding mitigation/contingency measures, are as follows:

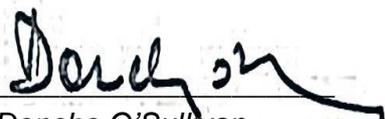
Risk Description	Mitigation Actions	Contingent Action
The risk that the COVID -19 pandemic will have a negative impact on the ability of GSI to discharge its statutory function effectively and efficiently	<p>Business Continuity Plan, COVID Response Plan and decision log in place outlining emergency measures and instructions in order to ensure continuity of operations according to the level of risk.</p> <p>Plans, actions and decisions are reviewed at a minimum of weekly intervals and are formally reviewed at Executive Team meetings.</p> <p>Engagement with other inspectorates to identify good/safe practices.</p> <p>Operating models for inspections, governance and administration are being reviewed including working with AGS to agree new protocols for inspection.</p> <p>Participation in the bi-weekly Criminal Justice Agencies conference call to share and identify good practice.</p>	A new business model is being developed which will take account of risk of Covid-19 to impact on the performance of the Inspectorate's key functions

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 with the other party with a view to agreeing any appropriate changes as soon as practicable.

3. Duration and Signatories to the Agreement

Doncha O'Sullivan, Assistant Secretary, Department of Justice, and Mark Toland, Chief Inspector, Garda Síochána Inspectorate, affirm that this Agreement shall be in effect from the date hereunder until 31st December 2021.



Doncha O'Sullivan
Assistant Secretary
Department of Justice



Mark Toland
Chief Inspector
Garda Síochána Inspectorate

Date: 08 March 2021