



CIGIREACHT AN GHARDA SÍOCHÁNA
GARDA SÍOCHÁNA INSPECTORATE

Garda Síochána Inspectorate

Inspection and Non-Inspection Related 2024 Work Plan

The objective of the Garda Síochána Inspectorate is:

‘To ensure that the resources available to the Garda Síochána are used so as to achieve and maintain the highest levels of efficiency and effectiveness in its operation and administration, as measured by reference to the best standards of comparable police services.’

About us

The Garda Síochána Inspectorate is a statutory body, independent in its operation, set up under the Garda Síochána Act 2005, to ensure that the resources available to the Garda Síochána are used efficiently and effectively.

This is achieved by carrying out inspections and measuring the performance of the Garda Síochána by reference to the best standards of comparable police services. Inspections are either self-initiated, or requested by the Minister for Justice or the Policing Authority.

The Chief Inspector has overall management responsibility for the administration of the Inspectorate to ensure that the Inspectorate's statutory and administrative governance obligations are fully discharged. In discharging these responsibilities, the Chief Inspector is supported by a team of administrative staff provided by the Department of Justice.

The Inspectorate has an Executive Team comprising the Chief Inspector, two Deputy Chief Inspectors and a Head of Corporate Affairs. The Executive Team sets the strategic direction of the Inspectorate and is responsible for the allocation of its resources to ensure efficiency and effectiveness in the manner in which the Inspectorate performs its functions.

Development of our Work Plan

The General Scheme of the Policing Security and Community Safety Bill provides for the establishment of a new Policing and Community Safety Authority (PCSA) to supersede the Inspectorate and the Policing Authority. At the time of developing this Work Plan, arrangements are being advanced to establish the new Authority in 2024. As such, this plan covers the first six months of 2024 and allows for any inspection that commences in this period to be carried over to the PCSA. The plan is sufficiently flexible to cater for any change to the commencement date for the PCSA.

The ever-changing policing environment, accelerated by COVID-19 has greatly impacted on crime and offending patterns. As such, inspection activity must be adaptive to react to these types of changes. In response, the Inspectorate decided to move from a three-year work plan to an annual plan, with activity that addresses relevant and high-risk areas. The first annual plan was put in place in 2022.

This new plan for 2024 sets out in detail a significant amount of work to be undertaken in the lead up to the establishment of the Policing and Community Safety Authority. It also builds on the 2023 Work Plan, which was created following consultation with key stakeholders and takes into account

a number of factors including the level of risk to human rights and public safety, as well as public confidence in the Garda Síochána.

The two inspections currently under way commenced in 2022 and are now carried over into this plan. Both inspections are now well advanced and will be completed in Q1 and Q2 of 2024 respectively.

Following engagement on the Work Plan, the Policing Authority intends to request that the Inspectorate conduct an inspection in early 2024 on a topic to be confirmed. While the Inspectorate will lead the inspection, it will provide an opportunity for joint working and involvement of Policing Authority staff in the inspection process. Subject to the commencement date for the new legislation, it is intended that this inspection would be completed prior to the establishment of the PCSA.

Other work under way includes the ongoing assessment of the progress of recommendations from previous Inspectorate reports. In addition, and subject to capacity, the Inspectorate is conducting post implementation reviews of previously implemented recommendations. This process will verify if these recommendations are fully implemented and achieving the intended outcome(s). Once both of these pieces of work are completed, the Inspectorate will prepare a schedule of progress to brief the new Policing and Community Safety Authority. This will help the Authority to consider if further monitoring of previous Inspectorate report recommendations is necessary.

During 2024, the Inspectorate will also work with the Department of Justice and the Policing Authority to efficiently manage the transition of the Inspectorate and its inspection function to the Policing and Community Safety Authority, and on arrangements for its establishment.

The Chief Inspector may vary the Work Plan at any time should circumstances change, including requests made by the Minister for Justice or the Policing Authority.

Public Sector Equality and Human Rights Duty

The Inspectorate is committed to its duties under Section 42 of the Irish Human Rights and Equality Commission Act 2014. The Act sets out a positive duty on public bodies to have, in the performance of their functions, regard to the need to eliminate discrimination; promote equality of opportunity; and protect the human rights of staff and the persons to whom services are provided.

In line with this commitment, the Inspectorate will assess the Garda Síochána's performance in fulfilling its Public Sector Equality and Human Rights Duty, when carrying out an inspection on any aspect of the operation or administration of the Garda Síochána.

To ensure that the Inspectorate meets its duties under section 42 of the Irish Human Rights and Equality Commission Act 2014, this document has been screened to confirm that human rights standards are met and that the principles of legality, necessity, proportionality, accountability, equality and non-discrimination underpin the application of the document. This certifies that human rights and equality issues are fully considered in all Inspectorate policies and procedures.

2024 Work Plan

| Inspection Related Activity | Objective | Target Date |
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| <p>Transnational Organised Crime.</p> <p>A Review of the Structures, Strategies and Processes in the Garda Síochána</p> | <p>The primary aim of the inspection is to establish how effective the Garda Síochána are at preventing transnational crime, and disrupting and dismantling transnational organised crime groups. The inspection has examined how the Garda Síochána protect communities from the impacts of transnational crime and ensure that their rights are upheld. It also includes a review of the safeguards and oversight arrangements that are in place.</p> | <p>To be completed by Q1 2024</p> |
| <p>The Garda Síochána response to reports of domestic abuse</p> | <p>The inspection has examined the Garda Síochána approach to tackling domestic abuse, both at strategic and operational levels, with reference to the best standards of comparable police services. It has adopted a victim-centred focus and has engaged directly with victims of domestic abuse and organisations that work with them, as well as with relevant garda personnel.</p> | <p>To be completed by Q2 2024</p> |
| <p>Joint working with the Policing Authority on an inspection topic to be decided.</p> | <p>The Inspectorate has engaged with the Policing Authority to discuss the possibility of initiating an inspection in early 2024, prior to the establishment of the PCSA. While the Inspectorate will lead the inspection, it provides an opportunity for joint working and involvement of Policing Authority staff in the inspection process. Subject to the commencement of the inspection, it would be completed within six months. The topic will be decided shortly.</p> | <p>To be confirmed</p> |
| <p>A review of the status and relevance of recommendations made in all previous Inspectorate reports</p> | <p>Work will continue with the Garda Síochána and other stakeholders to assess the current status of recommendations from all previous Inspectorate reports. This will assist with the transition of the Inspectorate's inspection function to the Policing and Community Safety Authority. The Inspectorate will prepare a draft schedule</p> | <p>To be completed by Q2 2024</p> |

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| | of outstanding recommendations for handover to the new Authority. | |
| Post Implementation Reviews | Subject to capacity, the Inspectorate will conduct post implementation reviews of recommendations selected from previous Inspectorate reports that have already been assessed as implemented. This process will verify if a recommendation was fully implemented and whether it is achieving the intended outcome(s). | To be completed by Q2 2024 |

| Non-Inspection Related Activity | Objective | Target Date |
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| Duties under Section 42 of the Irish Human Rights and Equality Commission Act 2014 | <p>The Inspectorate has an action plan in place to address the equality and human rights issues identified in an internal assessment completed in 2023. An appropriate implementation structure was also put in place to drive the implementation of the plan as part of the strategic planning process. Actions outlined in this plan include the development of a human rights screening framework to assess all organisational policies to ensure that human rights standards are met and the development of a human rights framework for engaging with external stakeholders during the course of inspections.</p> <p>In 2023, the Inspectorate commenced work with the Policing Authority to develop a human rights framework to inform ongoing and future work of the Policing and Community Safety Authority (PCSA). The human rights framework will provide the basis on which the PCSA will evaluate the Garda Síochána's compliance with its human rights obligations.</p> | <p>To be completed by Q2 2024</p> <p>To be completed by Q2 2024</p> |
| Transitional arrangements for the Policing and Community Safety Authority | The Inspectorate will complete all the necessary tasks associated with the transition of the Inspectorate into the Policing and Community Safety Authority. This includes the transfer of Inspectorate records, transfer of staff, and | Q2 2024 or the date that the PCSA is commenced |

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| | <p>decommissioning of the Inspectorate office accommodation.</p> <p>Throughout 2023, a considerable amount of work took place to prepare for the transition and this will continue into 2024 and up to the commencement date for the new authority.</p> <p>To prepare for the transition, the Inspectorate and the Policing Authority have established eight critical work streams and developed terms of reference and project plans to guide their work.</p> | |
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