



AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS
DEPARTMENT OF JUSTICE AND EQUALITY

Strategic Business Plan 2015 –January to end June Progress Report

RAG Status:

- Red –** No tangible progress to date or progress is more than one quarter behind schedule
- Amber –** Progressing but will not meet target date (no more than one quarter behind schedule)
- Green –** Implementation complete or on schedule for delivery in line with timeline set out in Plan

Priority Area	Key Priorities/Actions for 2015 ⁱ	Senior Responsible Officer	Timeline ⁱⁱ	Progress at end June 2015	RAG Status
Organisational Development	Oversee a Programme of organisational change following the Toland Report - key actions under this Plan to be progressed during 2015 include:	Assistant Secretary, Corporate Affairs	Q1-Q4 2015 and Q1-Q4 2016		
	<ul style="list-style-type: none"> Conduct a climate survey of staff, analyse results and put in place a plan of action to address findings 	“	Q1/Q2	Climate Survey took place in March/April - conducted independently of the Department by a team of researchers from Dublin City University (DCU). The results have been analysed, and a report was prepared. The findings were presented to the Management Board in June and circulated to staff.	Green
	<ul style="list-style-type: none"> Review business planning and risk management processes and develop a new Strategy Statement (2015-2017) in consultation with stakeholders and an annual Plan setting out key priorities. Monitor progress on ongoing basis. 	“	Q1/Q2	New Strategy Statement approved by Govt. in Feb 2015 and published in April. Annual Strategic Business Plan developed and published that sets out key priorities for 2015. Ongoing monitoring by Management Board and publication of six month reports (this report shows progress under Plan to end Q2)	Green
	<ul style="list-style-type: none"> Put in place annual Performance Agreements/Frameworks with all specified statutory and non-statutory agencies and monitor these on ongoing basis 	“	By end Q2	Formal annual Performance Agreements have been signed off with a number of agencies and are being monitored regularly - this process is continuing with the aim of formalising and strengthening governance arrangements and two-way dialogue with agencies	Green
	<ul style="list-style-type: none"> Develop an Integrated Reform Delivery Plan for 2015 that draws together the major reforms across the justice and equality sector and monitor and report on implementation 	“	Q1 Q1-Q4	Integrated Reform Delivery Plan for 2015 developed and published on website. Ongoing monitoring of implementation and quarterly reports on progress prepared for Cabinet Committee on Social Policy & Public Sector Reform	Green
	<ul style="list-style-type: none"> Establish new structures for engagement with agencies – Criminal Justice Strategic Committee and similar group in respect of other agencies 	Deputy Secretary General / Assistant Secretary Corporate	Q1/Q2	Following a Roundtable consultation meeting with Heads of Agencies in November 2014, two new groups have now been established to improve coherence, communications and governance across the sector. The first meetings of these groups – the Criminal Justice Strategic Group and the Justice and Equality Leadership network - took place in Q1 and Q2 respectively and work programmes are currently	Green

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		Affairs		being developed.	
	<ul style="list-style-type: none"> Redevelop and launch a new improved website for the Department and strengthen communications both externally and internally 	Assistant Secretary, Corporate Affairs	Q2-Q4	New contemporary and user friendly website for the Department launched in early June. The website gives a comprehensive but accessible and up to date overview of the work of the Minister and Department. It also provides routine access to all replies to Parliamentary Questions as published in the Oireachtas Official Report as well as an online gallery and access to the Department's Twitter feed. Head of Communications appointed in Jan to strengthen external and internal communications.	Green
	<ul style="list-style-type: none"> Develop and consult on a new cultural model. 	“	Q2-Q4	Focus groups commenced with staff in June to consider current and future desired culture and will conclude in July.	Green
	<ul style="list-style-type: none"> Develop and implement a new HR Strategy and a Learning and Development Plan in consultation with staff 		By end Q4	Process has commenced.	Green
	<ul style="list-style-type: none"> Develop the leadership and management capability of the Management Board 		Q1 –Q4	The Department has engaged external expertise to assist in the change project.	Green
	<ul style="list-style-type: none"> Progress Communications, Information, Records and Data initiatives in liaison with OGCI0 	“	Q2-Q4 2015 and Q1-Q4 2016	In progress.	Green
	<ul style="list-style-type: none"> Develop Workforce Planning and prepare 2015 Workforce Plan 	“	Q2	2015 Workforce Plan being developed..	Amber
	<ul style="list-style-type: none"> Develop new Customer Service Action Plan and Customer Charter in consultation with staff and stakeholders 	“	Q3	A new Customer Service Charter and Action Plan has been prepared and is now undergoing a consultation process.	Green

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Resource Management	Management and control of Justice and Equality Vote and monitoring of budgets across the sector	Assistant Secretary, Corporate Affairs	Q1-Q4	Expenditure reviewed monthly by Group of Finance Officers and in liaison with D/PER	Green
	To secure additional staffing resources for the Charities Regulatory Authority, to support the Authority's current functions; and to allow for full commencement of the Charities Act 2009.	“	Q1-Q4	First tranche of additional staffing (10 wte) for CRA secured and recruitment underway. CRA has submitted business case for balance of staff required (16 wte).	Green
Equality	Develop and publish Child and Family Relationship Bill relating to the reform of family law and steer through Oireachtas to enactment. Put in place relevant regulations	Assistant Secretary, Civil Law and Courts	Q1	Children and Family Relationships Act 2015 passed by both Houses 29 March 2015, enacted 6 April 2015. Regulations being prepared.	Green
	Progress development of a new Integration Strategy in consultation with stakeholders and publish by end year	Assistant Secretary, Equality and Integration	Q4	The review of the State's strategy on Integration was further advanced in Q2 2015. Further consultations with key stakeholders will take place prior to publication.	Green
	Progress the National Women's Strategy 2007-2016 and commence preparation of a successor Strategy	“	Q4	The Monitoring Committee of the National Women's Strategy met twice in 2015 to review progress since 2013. A Memo for the Information of the Government is being prepared with the Progress Report on Implementation of the Strategy as of 1 May. A formal consultation process on a new strategy for the post 2016 period is being planned.	Green
	Review structures for engaging with the Traveller and Roma communities	“	Q4	New structures in place and phase 1 of consultation process re new national Traveller and Roma Inclusion Strategy commenced.	Amber
	Review and restructure engagement with stakeholders in advancing National Disability policy	“	Q4	New Disability Stakeholders group in place, phase 1 of consultation process re new National Disability Inclusion Strategy commenced.	Amber

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	Prepare CEDAW Report (Convention on the Elimination of Discrimination against Women) and submit to UN	“	Q4	Ireland notified the CEDAW Committee in February 2015 that we wish to avail of the simplified reporting procedure and the Committee has approved this request. We now await receipt of a list of issues from the Committee. Ireland’s replies to this list will constitute our combined 6th to 8th periodic reports under the Convention. The list has to be replied to within 6 months of its receipt and this will set the schedule for the delivery of this action.	Green
	Employment Equality (Amendment) (No. 2) Bill 2013 to protect LGBTI people from discrimination in publicly funded education and medical posts	“	Q3	Government amendments approved and to be published week beginning 5 July 2015.	Green
Garda Reforms	Publish a Policing Authority Bill and steer through Oireachtas to enactment	Assistant Secretary, Garda Division	Q2 (Bill)	Garda Síochána (Policing Authority and Miscellaneous Provisions) Bill 2015 was published in May 2015. It has been passed by Seanad Éireann and is currently before the Dáil.	Green
	Establish the Policing Authority and support interim arrangements and preparations pending enactment of the Bill	“	Q4	The Government designated Ms. Josephine Feehily as the first Chairperson of the new Policing Authority. The selection process for the eight ordinary members of the Authority is being undertaken by the Public Appointments Service in line with the passage of the Bill through Dáil Éireann.	Green
	Support the Garda Síochána Inspectorate and Garda Síochána Ombudsman Commission (GSOC) in their roles	“	Q1-Q4	Interaction with both bodies ongoing.	Green
	Strengthen the powers and remit of GSOC through enactment of the Garda Síochána (Amendment) (No.3) Bill	“	Q2	The Garda Síochána (Amendment) (No. 3) Bill 2014 was enacted in March 2015 and has been brought fully into force. The Act enhances the powers of the Garda Síochána Ombudsman Commission (GSOC) in criminal investigations and enables GSOC to carry out its functions with greater capacity and autonomy.	Green

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Garda Reforms (cont)	Finalise the work of the Independent Review Mechanism process for consideration of allegations received by Government	“	Q2	In June, the Minister announced the appointment of retired High Court Judge Roderick Murphy to oversee the preparation of notification letters to complainants in the Independent Review Mechanism. Issuing of letters has commenced and will continue over the coming period.	Green
	Fully participate in and work with the various Commissions of Investigation and inquiries arising from the Guerin and other reports	Assistant Secretary, Garda Division	Q4	On going cooperation with the various enquiries etc including the recently announced enquiry under S 109 of the Garda Síochána Act 2005.	Green
	Contribute to the review of the Garda Síochána under the Haddington Road Agreement and incorporate the outcome into the Garda reform process	“	Q3/Q4	Garda Inspectorate element is being finalised.	Amber
	Support continued Garda recruitment	“	Q1-Q4	In April, the Minister announced plans for a further 250 recruits to enter the Garda College in 2015. Due to increased fall offs and other security and logistical issues, this target may not be met. If it is met, the additional recruitment will bring to 550 the total number of Gardaí that will have been recruited between September 2014 and end 2015.	Amber
	Review and support capital investment to improve Garda ICT, having regard to the Garda Síochána Inspectorate Report on Crime Investigation	“	Q1/Q4	Ongoing engagement with the relevant parties	Green
	Work with An Garda Síochána and OPW on a programme of development and refurbishment of Garda Stations and facilities	“	Q1-Q4	Ongoing engagement with the relevant parties	Green

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Immigration	Contribute and support the independent Working Group on the Protection Process and take forward actions following Government approval	DG INIS	Q2/Q4	Report to Government submitted by Chairman to the Minister and Minister for State on 23 rd June and published on 30 th June. Proposals for implementing the recommendations will be considered further by Government.	Green
	Publish the International Protection Bill and put in place operational procedures to implement the Single Procedure following enactment of the legislation	Assistant Secretary, Civil Law and Courts and DG INIS	Q2/Q4	Scheme approved and published by Government in March 2015. Meetings held with OPC. Draft Bill to be completed, approved and published. Bill to complete Dáil and Seanad Stages for enactment by year end 2015. Implementation plans under preparation	Green
	Complete the civilianisation of immigration functions at Dublin Airport	DG INIS	Q4	Staff recruited and trained. 24 x 7 full implementation at Terminal 1 completed on target – 23 rd June.	Green
	Continue the roll-out of the British-Irish Visa Scheme, in agreement with the UK Home Office	“	Q4	Rollout in India completed in February. Plan for resolution of some initial technical matters in place and progressing well. Preparations for evaluation of the scheme with UK Home Office underway to feed into considerations by both Governments for further rollout of the scheme.	Green
	Re-entry visas on-line appointments system	“	Q3	Analysis and business process work completed. ICT solution in test for early deployment.	Green
	Continue operational work, including progressing legal cases, in order to maintain integrity of immigration system	“	Q1/Q4	Ongoing. Judicial Review cases managed in conjunction with the CSSO / AG’s Office. Impacts of any negative court judgements actively managed.	Green
	Implement the new rules for student migration and for colleges operating in the sector (in conjunction with the Department of Education and Science)	“	Q1-Q4	Revised Rules for governance of the sector taking into account outcome of High Court Judgement in January were published in May setting out the strategic and implementation roadmap. Implementation commenced and on target.	Green
	Maintain integrity of immigration system, continue front line operational work, including processing of applications across a wide range of immigration and protection related areas, including applications for naturalisation and	“	Q1/Q4	Processing ongoing. Major increases in volumes of asylum and EU Treaty Rights cases are leading to significant resource pressures increasing timelines for decisions.	Amber

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	the holding of Citizenship ceremonies. Active management of legal cases, etc.				
Crime and Security	Continue actions to promote national security and to support An Garda Síochána in tackling crime, including combating terrorism and serious and organised crime	Assistant Secretary, Crime and Security	Q1/Q4	Extensive engagement takes place with An Garda Síochána and other relevant agencies in relation to crime trends and the development of criminal justice system responses, including with respect to combating terrorism and organised crime. Advice and analysis is provided on an ongoing basis to the Minister on a broad range of crime and security issues.	Green
	Continue to enhance and develop North/South co-operation on security and criminal justice	“	Q1/Q4	There is continuing close co-operation with counterparts in the Northern Ireland Office in respect of countering the threat posed by paramilitary groups. The 2015-16 work programme for North-South criminal justice co-operation was agreed in June and actions under the programme will be brought forward by cross-Border sectoral groups.	Green
	Continue to deal with requests for mutual legal assistance in criminal investigations, European arrest warrants and extradition requests as speedily as possible	“	Q1/Q4	Requests are dealt with as speedily as possible subject to available resources, case complexity and volume of requests received.	Green
	Take forward recommendations in the Garda Inspectorate Report on the Fixed Charge Processing System (Penalty Points) and related measures in the field of road safety	“	Q1/Q4	The Criminal Justice (FCPS) Working Group established to take forward the Inspectorate's recommendations made its 2 nd Progress Reports to Ministers in June. A substantial number of the Report's recommendations have been fully implemented. The Group is continuing to study implementation of the remaining recommendations, which are in the main longer term in nature.	Green
	Publish Second National Action Plan to Prevent & Combat Human Trafficking in Ireland	“	Q2/Q3	A draft of the second National Action Plan to Prevent and Combat Human Trafficking in Ireland was issued for consultation to stake-holders on 10 June 2015. Responses to this consultation process are to be received by 31 July.	Green

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Crime and Security (cont)	Finalise work of the Expert Group established to Review the Proceeds of Crime legislation.	“	Q4	The Expert Group has concluded an initial scoping exercise identifying a number of proposals. Work is now underway in developing those proposals for further consultation with the Office of the Attorney General	Green
	Take forward the recommendations in the Garda Inspectorate Report on Crime Investigation, including liaising with the CSO with regard to their review of the issues raised	“	Q1/Q4	A Garda Implementation Steering Group and a Strategic Transformation Office have been established, and immediate implementation measures are underway. A Criminal Justice Strategic Committee has been established, as part of the overall justice sector reform programme, and as also recommended by the Inspectorate. An Expert Group on Crime Statistics, chaired by the CSO, has been established and has commenced its examination of the relevant recommendations in the Inspectorate Report. The CSO recommended publication of recorded crime statistics at end June 2015, together with a detailed analysis of how the issues raised by the Garda Inspectorate impact on the quality of crime data. An Garda Síochána is implementing a range of measures to address the issues identified by Inspectorate & CSO.	Green
	Support coordination of Minister's initiative in relation to burglary crime	“	Q1/Q4	Engagement is taking place with relevant agencies on measures to tackle burglary. Specific funding has been made available for new specialised vehicles to support an enhanced operational response by Gardaí to offences being committed by highly-mobile gangs.	Green
	Strengthen the laws on corruption and sexual offences- Criminal Justice (Corruption) Bill and Criminal law (sexual Offences) Bill	Assistant Secretary, Criminal Law	Q3	Drafting of the Criminal Justice (Corruption) Bill is at an advanced stage. It is hoped that the Bill can be finalised and ready for Government approval and publication in the Autumn. The Criminal Law (Sexual Offences) Bill is being drafted and progress has been made.	Green
	Publication of a Criminal Justice (Burglary of a Dwelling) Bill	“	Q2	The scheme of the Bill was approved by Government on 15 April. Drafting of the Bill was at an advanced stage at the end of June (and has now been approved for publication).	Amber

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Criminal Law -Other Legislative Priorities	Criminal Justice (Terrorist Offences) (Amendment) Bill 2014 - enactment	“	Q2	The Criminal Justice (Terrorist Offences) (Amendment) Act 2015 was signed by the President on 1 June, 2015 and came into operation one week later.	Green
	Criminal Justice (Mutual Recognition of Decisions on Supervision Measures) Bill – publication	“	Q2	The Bill is currently being drafted.	Amber
	Bail Bill – submission of General Scheme to Government	“	Q2	The preparation of the General Scheme of the Bail Bill was at a very advanced stage at the end of June (and was published in July).	Amber
	Criminal Justice (Mutual Recognition of Probation Judgments and Decisions) Bill – publication	“	Q2	The Bill is currently being drafted.	Amber
	Progress Review on Firearms licensing to enhance public safety	Executive Director, Crime Division	Q2	Responses to the public consultation process were considered, as was the interim report from the Oireachtas Committee on Justice, Equality and Defence. The Minister has met the key interest groups to discuss their concerns on 29 April 2015. The Minister will address immediate issues regarding the upcoming firearms renewal cycle shortly.	Green
	Criminal Justice (Mutual Assistance) (Amendment) Bill 2014 - enactment	Assistant Secretary, Criminal Law	Q3	The Bill was passed by the Seanad in November 2014. Dáil Second Stage completed 24 June 2015.	Green
	Criminal Justice (Spent Convictions) Bill 2012 - enactment	“	Q3	Amendments to the Vetting Act and consequential amendments to the Spent Convictions Bill should be finalised within two weeks. The Bill will require re-committal to Committee Stage in the Dáil. Following Report Stage in the Dáil it will require referral to the Seanad.	Green
	Criminal Procedure Bill – scheme of Bill finalised and sent for drafting	“	Q3	Revised Heads for the Criminal Procedure Bill were approved by Government on 9 June 2015. Scheme was published and later revised following pre-legislative scrutiny consultation.	Green

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Criminal Law -Other Legislative Priorities (cont)	Criminal Justice (Offences Relating to Information Systems) Bill -publication	“	Q3	Pending resolution of issues relating to the data preservation provisions of the Convention the Bill will now deal with the transposition of the EU Directive only. Publication is expected in Autumn 2015.	Green
	Prisons Bill –publication	“	Q4	Heads approved by Government for priority drafting on 31 March 2015. Publication of the Bill is expected in the Autumn	Green
	Criminal Records Information Systems Bill - publication	“	Q4	The Criminal Records Information Systems Bill is being drafted.	Green
	Transfer of Sentenced Persons and Transfer of Execution of Sentences Bill -publication	“	Q4	The Transfer of Sentenced Persons and Transfer of Execution of Sentences Bill is being drafted.	Green
	Criminal Justice (Freezing and Confiscation) Bill – prepare legislative provisions to transpose Directive	“	Q4	Transposition requirements are being analysed.	Green
	Inspection of Places of Detention Bill – submission of General Scheme to Government	“	Q4	Work on an Inspection of Detention of Places of Inspection Bill has been postponed while consideration is given to the establishment of a Criminal Justice Inspectorate	Deferred
Victims	Implement the EU Victims Directive in full – development and enactment of Criminal Justice (Victims of Crime) Bill	Assistant Secretary, Criminal Law	Q4	Work on the General Scheme was at an advanced stage at the end of June. The Minister has consulted with a range of interested parties and the Scheme was published in July.	Green
	Reformed and Consolidated Domestic Violence Bill-publication	Assistant Secretary, Civil Law and Courts	Q3	The General Scheme has been circulated for observations and it is intended to bring it to Government on 14 July seeking approval for pre-legislative scrutiny and approval for drafting.	Amber
	Develop a new Strategy on Domestic, Sexual and Gender-based Violence	Executive Director, Crime Division	Q3	A draft Strategy has been circulated to implementing agencies and discussions are in train to finalise the strategy, with a view to bringing it to Government for approval, following consultation with the community and voluntary sector.	Green

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Victims	Signature of Council of Europe Convention Preventing and Combating Violence against Women and Domestic Violence	“	Q3	Approval of a compliance analysis and answers to legal queries have been received from the Attorney General. Arising from this and in tandem with the draft Strategy (above) discussions are in train to finalise a multi-annual action plan to enable ratification of the Convention take place. Approval to sign the Convention and for the action plan will be sought from Government at the same time.	Green
	Support the development and implementation of proposals to address the legacy of the troubles, in particular, through the ICLVR and the Stormont House Agreement	Assistant Secretary, Crime and Security	Q1/Q4	Work is ongoing with colleagues in the Department of Foreign Affairs and Trade and counterparts in Northern Ireland in developing the framework to give effect to aspects of the Stormont House Agreement. The ICLVR is continuing its work in locating the remains of the Disappeared. The current search project in Co. Meath uncovered the remains of two persons at a site of interest in June.	Green
Penal Policy	Implement the recommendations of the Strategic Review of Penal Policy	Assistant Secretary, Prisons and Probation Policy	Q1/Q4	A Penal Policy Implementation Group has been established and is chaired by Dr Mary Rogan. This group will coordinate the reporting regarding the implementation status of each of the recommendations contained in the Report of the Penal Policy Review Group. It is intended that the Group will meet every five months and will report to the Minister every six months. The first formal meeting of the Group was held on 15 May, 2015 and Terms of Reference for the Group were agreed. The Group is scheduled to meet again on 16 October 2015. It is intended that the Group's first report on progress made will be presented to the Minister in November, 2015	Green
	Establish the Penal Policy consultative council	“	Q3	This recommendation has been under consideration in terms of how best to implement it.	Green

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Courts and Judiciary	Reform the Judicial Appointments system - Judicial Appointments Bill to be brought to pre-legislative scrutiny	Assistant Secretary, Civil Law and Courts	Q4	Draft nearing completion. Submission to Govt. Q4	Green
	Publish a Judicial Council Bill to provide a system for investigating claims of judicial misconduct	“	Q4	It remains the case that publication before the end of the year should be achievable	Green
	Support implementation of the Fines Act 2014 by the Courts Service	“	Q4	Courts Division has responsibility for drafting the necessary Regulations and the Commencement Order. The Department is also progressing the fines recovery element with the Revenue Sheriffs.	Green
Legal Services Reform	Progress the Legal Services Regulation Bill 2011	Assistant Secretary, Civil Law and Courts	Q2	Completed Dáil Stages 22 April 2015. Completed Seanad Second Stage 13 May 2015 Consultations ongoing with stakeholders	Amber
	Implement the Legal Service Regulation Bill, on enactment	“	Q3/Q4	Discussions ongoing with D/PE&R on Establishment and Staffing.	Green
Civil Law - Other Legislative Priorities	Prepare Marriage Bill 2015 to make the legislative changes needed to enable same-sex couples to marry in the event that the referendum is passed.	Assistant Secretary, Civil Law and Courts	Q2/Q3	Substantial drafting work has been carried out on the Marriage Bill 2015. However, appeals relating to the referendum are currently before the courts, meaning the Bill cannot be brought to Government.	Amber
	To publish and seek enactment of the Personal Insolvency (Amendment) Bill and to support implementation of the Government's package of actions/reforms on mortgage arrears/personal insolvency	“	Q2	Personal Insolvency (Amendment) Bill already published and completed Committee Stage in Dail. Government amendments arising from Mortgage Arrears package: final text expected from OPC 3 July. To Government 7 July for decision approving amendments. Report Stage Dáil for 14-16 July, with Seanad as soon as may be after that.	Amber
	Hague Convention (Choice of Court) Bill – publication	“	Q2	The Bill was published on 26 June 2015	Green

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Civil Law - Other Legislative Priorities (cont)	Assisted Decision-Making (Capacity) Bill - enactment	“	Q3	The Assisted Decision-Making (Capacity) Bill 2013 passed Dáil Committee Stage on 17 June 2015. Preparations are currently being made to bring the Bill to the Dáil for Report Stage in Q3, with a view to enactment in Q4	Amber
	Mediation Bill –publication	“	Q3	No progress; awaiting draft from OPC	Red
	Family Court Bill –publication of General Scheme	“	Q3	Draft General Scheme has been completed and submitted to Minister.	Green
	Civil Debt (Procedures) Bill –enactment	“	Q3	Bill published 30 June 2015. Dáil second stage scheduled for 2 & 3 July 2015. Enactment expected by Summer recess.	Green
	International Recovery of Child Support (Hague Convention) Bill -publication	“	Q4	Progress subject to competing legislative priorities	Amber
	Tailte Éireann Bill -publication	“	Q4	The General Scheme of the Tailte Éireann Bill (which provides for the merger of the PRA, VO and OSI into a new organisation to be named Tailte Éireann) was published on 22 January 2015 and has been forwarded to the Office of the Attorney General for formal drafting. The Bill was discussed at the Joint Oireachtas Committee on Justice, Equality and Defence on 18 February 2015 and that Committee has now completed pre-legislative scrutiny. It is hoped, subject to progress on drafting, that the Bill will be published later this year.	Green
	Civil Liability (Amendment) Bill -enactment	“	Q4	General Scheme published. Oireachtas Committee undertaking pre-legislative scrutiny	Green
	Criminal Legal Aid Bill –finalise draft	“	Q4	Draft nearing completion. Submission to Govt. Q4	Green

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International Policy	Support the Minister and Department in discharging their EU responsibilities and in communicating and defending Ireland's interests at JHA Council, CATS and other fora, including Oireachtas, as required.	Assistant Secretary, International Policy Development	Q1-Q4	2015 has been a particularly busy year at an EU Level for this Department. Terrorism dominated the early part of the year following the attacks in Paris and elsewhere. Then in April, an additional JHA Council was scheduled at short notice to address the migration crisis and the loss of life in the Mediterranean. Migration, Terrorism and the Internal Security of the Union have been among the most prominent issues at Justice and Home Affairs Councils as well as at European Councils throughout the first half of the year. All relevant meetings have been serviced by Ministers and departmental staff.	Green

ⁱ Newly emerging priorities may affect sequencing in this Plan.

ⁱⁱ Timelines are indicative. In the case of legislation, timescales are subject to Office of Parliamentary Counsel and Oireachtas scheduling.