



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



# DEPARTMENT OF JUSTICE AND EQUALITY ONEPLAN 2016 FULL YEAR REPORT FOR 2016



## **2016 ACHIEVEMENTS IN BRIEF:**

In 2016 the Department of Justice and Equality delivered a significant body of work towards achieving its objectives, as published in its Strategy Statements 2015-2017 and 2016-2019.

The Department:

- Developed a new Corporate Governance Framework for the Department that is compatible with the Civil Service-wide governance system.
- Updated, published and implemented the Department's Customer Service Action Plan and Charter.
- Implemented a process to integrate our new Values Charter into how we work as a Department with the goal of transforming the culture of the Department.
- Developed and implemented a Communications Strategy.
- Developed and implemented a new programme management system, which is a core element of oversight by the Management Board of the broad and complex nature of the Justice and Equality sector, including its Programme for Change and Integrated Reform Delivery Plan and which facilitates monitoring of progress and optimises overall performance.
- Continued to implement the Department's Communications, Information, Records & Data blueprint through the implementation of the eSubmissions, eJARC & Oursources pathfinder projects & the Justice and Equality Hub.
- Established Principal Officer led cross-grade Horizon groups to take a longer term view of key issues.
- Developed a HR Strategy including a Learning and Development Plan to implement reforms in people, leadership and talent management.
- Implemented the Department's change programme, including Civil Service Renewal initiatives, to help the Department to achieve its objectives
- Published a Second National Action Plan to Combat & Prevent Human Trafficking in Ireland.
- Finalised the work of the Expert Group established to review the Proceeds of Crime legislation including development of proposals for further consultation with the Office of the Attorney General.
- Delivered the 2016 work programme of the Criminal Justice Strategic Committee, involving a range of shared projects designed to improve outcomes across the criminal justice system, including in relation to victims, data needs, exhibits management, alternatives to prosecution, international criminal justice cooperation and youth justice.
- Continued actions to promote national security and to support An Garda Síochána in tackling crime, including combating terrorism of all kinds as well as serious and organised crime.
- Supported the development and implementation of proposals to address the legacy of the troubles, in particular, through the ICLVR and the Stormont House Agreement.
- Strengthened & developed North/South co-operation on security & criminal justice, including implementation of the Joint Agency Task Force to tackle cross-border organised crime established under the Fresh Start Agreement.
- Developed an approach to minimise the impact of Brexit in the areas under the Department's remit and prepare a sector approach to address legislative/operational issues arising therefrom.
- Supported reform across all areas of administration and operations in An Garda Síochána in the context of the Garda Commissioner's Strategic Transformation Plan.
- Continued to support the new Independent Policing Authority as the new public oversight body for policing in Ireland
- Proceeded to implement the EU Victims Directive through the development of the Criminal Justice (Victims of Crime) Bill.
- Established monitoring structures and commenced monitoring and implementation of the National Strategy on Domestic, Sexual and Gender-based Violence.
- Developed victim support services including Garda Victim Support Offices as a single point of contact in accessing support and information.
- Drafted and published a reformed and consolidated Domestic Violence Bill, to introduce certain reforms and consolidate the legislation in this area.
- Developed and managed legislative proposals for civil and criminal law in accordance with the Government's programme, including:
  - Commencement of the Legal Services Regulation Act, 2015.
  - Commencement of certain provisions of the Assisted Decision-Making (Capacity) Act 2015.
  - Drafting of the Civil Liability (Amendment) Bill 2017.
  - Drafting of the Mediation Bill.
  - Publication of the Criminal Law (Sexual Offences) Bill which completed Committee Stage in December 2016.
  - Publication of the Criminal Justice (Offences Relating to Information Systems).
  - Publication of the Bail (Amendment) Bill 2016.
  - Publication of the Criminal Justice (Suspended Sentences of Imprisonment) Bill 2016.
  - Commencement of the Commission of Investigation (Irish Bank Resolution Corporation) Bill 2016.
  - Commencement of the Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016.
  - Drafting of the General Scheme of the Independent Reporting Commission Bill.
- Continued to support and prioritise community crime prevention schemes including Neighbourhood Watch and Text Alert. Doubled funding to support community crime prevention and established a rebate scheme to provide a flat rate payment of €100 to all Text Alert schemes.
- Introduced National Regional support officers in conjunction with An Garda Síochána.
- Prepared and presented the UPR National Report (Universal Periodic Review) to the Human Rights Committee.
- Prepared a CEDAW Report (Convention on the Elimination of Discrimination against Women) and submitted it to the United Nations (UN).
- Implemented the Government decision to introduce 2 weeks Paternity leave.
- Established an advisory group to assess sectoral implications of the EU Accessibility Directive. Negotiated Ireland's position on this proposed directive at EU level and coordinated Ireland's position across all relevant Department and agencies.
- Ratified the UN Convention on the Rights of Persons with Disabilities.
- Commenced the Bankruptcy (Amendment) Act 2015.
- Implemented the Government Decision to establish a scheme of independent expert aid and advice (legal and financial) for those in home mortgage arrears.
- Established a new national service to advise borrowers in mortgage arrears, with powers and resources needed to assess, negotiate and recommend solutions.
- Implemented the International Protection Act.
- Developed the Legal Panel for Processing Subsidiary Protection and Leave to Remain cases.
- Implemented the new enforcement and deportation provisions in the International Protection Act 2015 to target abuses of our migration system.

Minor Delivery Issue

means that there has been an over-run of less than 3 months at report date.

Significant Delivery Issue

means that there has been a delay of more than 3 months in completing the project or that an objective is likely to remain outside of benchmark target timeframe.

## 2.1A LEADERSHIP IN AND OVERSIGHT OF JUSTICE AND EQUALITY POLICY AND DELIVERY

Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.1.1.1	We will provide ongoing management and support to the Minister, the Secretary General and the Management Board to deliver the broad range of policy and operational objectives for Justice and Equality.	Assistant Secretary Corporate Affairs	2016 objectives Completed	Q1 - Q4+	Structures and systems have been put in place to provide effective, high quality support to the Minister, the Secretary General and the Management Board. These include a system to provide enhanced cohesive oversight of the Department's strategic programmes, establishment of a corporate governance framework as well as governance frameworks/agreements with most of the Department's agencies, an eSubmissions system between divisions, the Secretary General and the Minister, development of a communications strategy and a customer service action plan, provision of information and support for the implementation of key priorities.
2.1.1.2	We will manage the relationships and support the statutory responsibilities as between the Minister and An Garda Síochána and support the political accountability of the Minister on core objectives of national security, crime prevention and public safety. We will manage and support other critical relationships.	Assistant Secretary Corporate Affairs	2016 objectives Completed	Q1 - Q4+	This has been a challenging year both nationally and internationally in terms of national security issues, gangland crime and public safety. The Department has provided effective ongoing policy and operational support to the Minister and the Criminal Justice sector in addressing these issues. We have managed and supported critical relationships to ensure optimal performance within the Justice and Equality Sector and with stakeholders.
2.1.2.1	We will work to transform the culture of the Department by integrating our new Values Charter into how we work as a Department.	Assistant Secretary Corporate Affairs	2016 objectives Completed	Q1 - Q4+	Work is ongoing. Culture and values are now integrated into induction and development programmes for new staff. Themed months to promote the Department's values will continue throughout 2017.
2.1.2.2	We will develop and publish a revised Strategy Statement covering the period 2016 to 2019 following the formation of the new Government.	Assistant Secretary Corporate Affairs	Completed	Q4	The Department's new Strategy Statement 2016-19 was approved by the Tánaiste in December 2016 and published in early 2017.
2.1.2.3	We will develop and implement a new programme management system, which will form the core of oversight by the Management Board of the broad and complex nature of the Justice and Equality sector in order to monitor and optimise overall performance.	Assistant Secretary Corporate Affairs	Completed	Q1	The OnePlan system, which went live from April 2016, provides a monthly update report that facilitates overview by the Management Board of its entire strategy programme and focussed discussion of key strategic issues. The system also facilitated production of half-yearly and annual progress reports.
2.1.3.1	We will agree and allocate budgets for the Justice & Equality Sector, monitor expenditure and will provide monthly reports to the Department of Public Expenditure. We will support the Minister in presenting the Estimates before the Dáil Committee and will finalise Budget Day estimates for Sector.	Assistant Secretary Corporate Affairs	Completed	Q1 - Q4	Budgets were agreed and allocated to the various votes and expenditure was monitored, with reports provided to the Department of Public Expenditure and Reform each month. Revised estimates for 2017 were published on December 15th.
2.1.3.2	We will ensure effective financial management of the Department of Justice Vote and maintain budgetary control.	Assistant Secretary Corporate Affairs	Completed	Q1 - Q4	Budgets were devolved to all cost centres and subhead items to support managers in decision making and monthly expenditure reports were issued to managers on a monthly basis to support resource management. There was ongoing monthly expenditure reporting to the Department's Financial Management Committee(FMC). The final outturn on the Justice vote resulted in a saving of 25m at 2016 year end, which was partly utilised in allowing for greater Garda expenditure on combatting gangland crime.
2.1.3.3	We will oversee and monitor expenditure on Justice and Equality Sector Capital Projects.	Assistant Secretary Corporate Affairs	2016 Objectives Completed	Q1 - Q4+	Capital projects are broadly on track, although there were some delays, which contributed to an overall underspend of €13m on the 2016 capital allocation.
2.1.3.4	We will update, publish and implement the Department's Customer Service Action Plan and Charter.	Assistant Secretary Corporate Affairs	Completed	Q3	The Customer Service Action Plan and Customer Service Charter were published on the Department's website and are available to the public and staff alike. The documents reflect the feedback from staff, public and our stakeholders.
2.1.3.5	We will merge the Property Registration Authority, Ordnance Survey Ireland and the Valuation Office through the legal establishment of a new body, Tailte Éireann.	Assistant Secretary Corporate Affairs	Minor Delivery Issue	Q4	Policy issues have been agreed. The Department will engage with the Office of the Parliamentary Counsel with a view to progressing the required legislation in 2017.
2.1.4.2	We will develop a new Corporate Governance Framework for the Department that is compatible with the Civil Service-wide governance system.	Assistant Secretary Corporate Affairs	Completed	Q1	The Department's Corporate Governance Framework was published on 21 April 2016. The Framework will be reviewed Annually by the Management Board.
2.1.4.3	We will agree Performance Agreements/Frameworks with Agencies and implement a schedule of governance meetings with each of the Agencies.	Assistant Secretary Corporate Affairs	Minor Delivery Issue	Q4	There was significant progress during 2016 in putting in place new Governance agreements / frameworks with Statutory Bodies under the aegis of the Department, with a total of 24 Agreements in place at year end.

## 2.1 B IMPLEMENT A PROGRAMME OF FUNDAMENTAL AND SUSTAINED ORGANISATIONAL CHANGE



Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.1.5.1	We will develop and implement a Communications Strategy, including media relations.	Assistant Secretary Corporate Affairs	2016 Objectives Completed	Q1 -Q4+	The Communications Strategy was published in July 2016. This Strategy is a living document and the actions will be kept under review to ensure the Department is best placed to take advantage of new opportunities arising. The Department has established a Communications Network, which has representatives drawn from across the Department, with a view to ongoing engagement with staff and customers and be responsive in implementing the Strategy.
2.1.5.2	We will continue to implement the Department's Communications, Information, Records & Data blueprint through the development & implementation of eSubmissions, eJARC & Oursources pathfinder projects & the Justice and Equality Hub. *	Assistant Secretary Corporate Affairs	2016 Objectives Completed	Q4 (Hub Business Plan)	Three pathfinder projects - eSubmissions, OurSources and eJARC - were successfully implemented. The vision for the Justice and Equality Hub was approved by the Management Board. The development of the Hub is aligned with Public Service ICT Strategy pillars to enable exchanges of data for efficiency, to support collaboration and the use of timely data and statistics to inform policy and resource allocation.
2.1.5.3	We will develop an Irish Government Economic Evaluation Service (IGEES) Work Programme and a Research Programme.	Assistant Secretary Corporate Affairs	Minor Delivery Issue	Q4	The first iteration of the end-to-end model for criminal justice has been presented to various stakeholders. The first estimates of the cost of crime model have been presented. Document on the evidence base in the criminal justice sector has been drafted and a presentation on the proposed model was delivered in December. A proposal on funding research is being developed.
2.1.5.4	We will establish Principal Officer led cross-grade Horizon groups to take a longer term view of certain issues and report within 12 months.	PO with responsibility for coordination of Horizon Groups	Completed	Q2	Two Horizon Groups were established in June 2016. The initial work of both groups has been completed and both Groups reported to the PO forum in December. A report for the Management Board is being drafted.
2.1.6.1	We will develop a HR Strategy including a Learning and Development Plan that will implement reforms in people, leadership and talent management	Assistant Secretary Corporate Affairs	Completed	Q2	A draft HR Strategy has been developed and is due to be finalised in 2017
2.1.7.1	We will lead on the change programme, including Civil Service Renewal, so that it is supporting all parts of the Department to achieve the objectives set out in the Strategy. We will coordinate and report to the Management Board on the Department's Programme for Change and Integrated Reform Delivery Plan as part of the OnePlan	Assistant Secretary Corporate Affairs	2016 objectives Completed	Q1 - Q4+	<p>The Department's Change Programme was included as a separate pillar in its Strategy Statement 2015-2017 and included significant reform measures. The Department's Annual Strategic Implementation Plan (the OnePlan) incorporated the change programme actions as well as measures to support the Civil Service Renewal plan and Integrated Reform Delivery actions, with monthly and quarterly reports reviewed by the Management Board.</p> <p>In addition to the actions described in this section of the report, the Department continues to participate in and support the development of the joint common financial management system and completed transfer of the Garda Pensioner and Revenue Commissioner payroll operations from FSS to PSSC (circa 17,000 payees in total) in 2016.</p> <p>The Department is communicating with and engaging staff and stakeholders in the Civil Service Renewal Programme. A presentation on the CSR Plan is given to new staff as part of induction training and renewal was also themed in the Justice and Equality Sector Leadership Conference. Four teams from the Justice and Equality Sector were shortlisted for the Civil Service Excellence and Innovation Awards.</p> <p>The Department continues support and work with the OGP, operating an OGP first policy, with procurement processes being undertaken where they are not in scope for OGP.</p> <p>The Department continues to actively engage with the OPW and with property holding agencies under the aegis of the Department on the implementation of the Property Asset Management Delivery Plan and continues to be represented on the Steering Group.</p>

## 2.2 A SAFE, SECURE IRELAND



Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.2.1.1	We will 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, including Implementation of '3rd Payment Option'.	Assistant Secretary Crime and Security	Minor Delivery Issue	Q4	<p>The Criminal Justice (FCPS) Committee continues to monitor implementation of the Inspectorate Report recommendations a significant proportion of which have now been implemented. The first annual report of the Independent Oversight Authority for the Garda Fixed Charge Processing System (FCPS) was published in January 2016. In his report, Judge Deery concluded that he is satisfied that there has been substantial compliance with the revised FCPS policy.</p> <p>The Road Traffic Act 2016 was signed into law in December 2016. The Courts (No. 2 Bill) was published in December 2016 with a view to its enactment in early 2017, in advance of the 1st June 2017 go-live date for the third payment option.</p>
2.2.1.2	We will take forward the recommendations in the Garda Inspectorate Report on Crime Investigation and will liaise with the CSO regarding issues raised.	Assistant Secretary Crime and Security	Minor Delivery Issue	Q4	<p>Implementation by An Garda Síochána of the recommendations continues under the supervision of the Garda Strategic Transformation Office. The compilation of a comprehensive report on the implementation of the various recommendations by the Garda authorities is at an advanced stage.</p> <p>Work is continuing to outline relevant steps to be taken in relation to recommendations addressed to DJE – with a view to preparing scoping papers in some instances where the establishment of further expert groups may be required.</p> <p>The preparation of a report of the Expert Panel chaired by the CSO is well advanced, and will address a number of GSI recommendations including in relation to the possibility of developing new crime counting and detection rules. It is anticipated that the Expert Panel Report will be finalised and published by the end of the first quarter of 2017.</p>
2.2.1.3	We will publish a Second National Action Plan to Combat & Prevent Human Trafficking in Ireland.	Assistant Secretary Crime and Security	Completed	Q3	The 2nd National Action Plan was published and launched by the Tánaiste on 17th October which coincided with the week of EU Anti Human Trafficking Day. Work is underway to implement the actions contained in the Plan
2.2.1.4	We will finalise the work of the Expert Group established to review the Proceeds of Crime legislation including development of proposals for further consultation with the Office of the Attorney General.		2016 Objectives Completed	Q4+	<p>The Proceeds of Crime (Amendment) Act 2016 came into operation in August 2016 and has further strengthened the proceeds of crime legislative framework. It provides Bureau Officers with the power to seize property which they reasonably suspect to be the proceeds of crime and detain it for 24 hours. This 24 hour period will allow for preliminary enquires to be made.</p> <p>The Chief Bureau Officer can authorise its detention for a further 21 days. This period will allow CAB to prepare an application to the High Court for an interim restraining order and prevent the disposal or dissipation of the property in the meantime. The Act provides for a reduction in the threshold value of property which can be pursued by CAB under the Proceeds of Crime Act 1996 from €13,000 to €5,000. This provision supports the work of the Bureau in targeting the proceeds of crime held by middle to lower level actors in localised organised crime activity. The legislative framework, along with the resources made available to the Bureau, continue to be kept under review.</p>
2.2.1.5	We will implement a package of measures as part of the reform of firearms licensing.	Assistant Secretary Crime and Security	Minor Delivery Issue	Q4	<p>Work under the terms of reference of the re-established Firearms Consultative Panel continued in 2016.</p> <p>Proposals for a Firearms Assessment and Appeals Authority are being developed for consultation with relevant stakeholders.</p> <p>Draft heads for a legislative ban on semi automatic centre fire rifles together with other firearms-related Heads have been sent to Criminal Law Reform Division for assistance in identifying an appropriate legislative vehicle. The heads have been revised to take account of Advisory Counsel comments.</p>
2.2.1.7	We will support the Joint Strategy between Irish Prison Service and Probation Service, which sets out an integrated response to offender management and aims to help reduce the risk of reoffending, through proactive sentence management and the provision of prisoner resettlement programmes. It includes implementation of the Women's Strategy and co-operation in collation and publication of data.	Assistant Secretary Prisons and Probation	Minor Delivery Issue	Q1 - Q4	The 4th recidivism study (2010 cohort of offenders) was published in November 2016. Work is ongoing on the commission of a Research study as part of the joint women's strategy by the Probation Service and the Irish Prison Service; the implementation of the women's strategy and the issue of potential sites for step down facilities and longer term supported accommodation for women leaving prison or in the criminal justice system.
2.2.1.8	We will collaborate with the Probation Service and the Irish Prison Service on the extension of the Joint Agency Response to crime (J-ARC) pilot programme.	Assistant Secretary Crime and Security	Minor Delivery Issue	Q4	<p>The project was monitored by the High Level Group throughout 2016 and will continue to be so monitored in 2017. The extension to 3 additional locations (Dundalk, Waterford and Limerick) is underway.</p> <p>Evaluations have been completed and a first year report has been finalised on Strive project, while an initial report on ACER has also been completed. The Bridge project evaluation will continue its development. A proposal to commence Youth J-ARC has been significantly progressed and will be ready for commencement by mid-2017.</p> <p>Regarding the eJ-ARC IT system, phase 1 is operational and is being evaluated. Further technical enhancements are planned to allow for more automation and extension to more Divisions. eJ-ARC is the pathfinder for the much larger Criminal Justice Operational Hub project, which will have its first Board meeting in mid January.</p>

2.2.1.9	We will deliver the 2016 work programme of the Criminal Justice Strategic Committee, which has identified a range of shared projects, some of which are long term in nature, that are designed to improve outcomes across the criminal justice system, including in relation to victims, data needs, exhibits management, alternatives to prosecution, international criminal justice cooperation and youth justice.	Assistant Secretary Crime and Security	2016 milestones Completed	Q4+	The Strategic Committee on Criminal Justice met on three occasions during 2016. Its annual Work Programme is implemented by a range of dedicated subgroups comprising representatives across the criminal justice sector. A total of nine such subgroups were active in 2016, with four of the groups completing substantive reports to the Strategic Committee. These reports contained proposals on, respectively: a leadership programme for the criminal justice sector; enhancements to the current schemes for alternatives to Prosecution; nationwide research into serious youth crime; and the development of a central hub for automated data exchange across the sector. Arising from these reports, the Strategic Committee in 2016 approved a number of significant inter-agency initiatives which are now at various stages of implementation.
2.2.1.12	Strengthen the supervision of prolific repeat offenders post release to reduce the risk of reoffending.	Assistant Secretary Prisons and Probation	Minor Delivery Issue	Q4	The J-ARC initiative has been established in the three additional areas of Dundalk, Waterford and Limerick Cities. It is planned they will become operational in January 2017.
2.2.2.1	We will continue actions to promote national security and to support An Garda Síochána in tackling crime, including combating terrorism of all kinds and serious and organised crime.	Assistant Secretary Crime and Security	2016 objectives Completed	Q1 - Q4	The Government approved in July the drafting of a Bill to amend investigatory powers in relation to communications and covert surveillance and work is ongoing in that regard. Certain provisions of the Offences Against the State and Criminal Justice Acts were renewed by the Oireachtas on 14 and 15 June and will remain in force up to the 30 June 2017. There has been continued involvement in EU level security developments including attendance at meetings abroad. The cross border Joint Agency Task Force is continuing its work since its establishment in January and has been carrying out targeted operations based on the strategic priorities identified.
2.2.2.2	We will 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	2016 objectives Completed	Q4	Work is continuing to support the work of the ICLVR. A Commissioners' meeting in June assessed developments with open cases and the Commissioners also met with relatives of the Disappeared at the offices of WAVE trauma centre in Belfast to update them on progress. Work is continuing with the Department of Foreign Affairs and Trade and the British Government officials with regard to the legacy commitments of the Stormont House Agreement and measures included in the Fresh Start Agreement.  An ICLVR Commissioner's meeting on 7 December reviewed progress in 2016 and planned activity for 2017. There is continued engagement with the UK authorities on establishing the legacy institutions under the SHA. The General Scheme of the Independent Reporting Commission Bill was published on the 15th December 2016.
2.2.2.3	We will strengthen and develop North/South co-operation on security and criminal justice, including the implementation of the Joint Agency Task Force to tackle cross-border organised crime established under the Fresh Start Agreement.	Assistant Secretary Crime and Security	2016 objectives Completed	Q1 - Q4	There is ongoing cross border cooperation in criminal justice matters within the framework of the IGA. The cross border policing strategy has been revised. The Joint Agency Task Force has been established to enhance efforts to tackle cross border organised crime in line with the priorities set by Ministers. The JATF provided its first report to the North and South Justice Ministers meeting on 4 July.  IGA working group of officials met on 9 November 2016 to review progress on 2016/2017 Work Programme. The Justice Ministers met on 23 November to review progress on IGA work programme and to receive the report of the Joint Agency Task Force.
2.2.3.1	We will continue to deal with requests for mutual legal assistance in criminal investigations, European arrest warrants and extradition requests as speedily as possible.	Assistant Secretary Crime and Security	Significant Delivery Issue	Q1 - Q4+	The processing time for MLA requests has increased due to an increasing case volume. The increasing volume of requests is being carefully monitored and every effort is being made to progress sensitive cases as quickly as possible. Processing turnaround time for EAWs has been maintained, i.e., warrants examined and progressed (application made to High Court for endorsement / returned to issuing judicial authority for remedial action/transmitted to other Member State) within 3 to 5 working days save in exceptional cases. The working group tasked to examine the State's approach to Mutual Legal Assistance, chaired by the DPP, is due to report in the second quarter of 2017.
2.2.3.2	Develop an approach to minimise the impact of Brexit in the areas under the Department's remit and prepare a sector approach to address legislative/operational issues arising therefrom	Assistant Secretary Prisons and Probation	2016 objectives Completed	Q4 +	The reports of the two Sectoral Workgroups chaired by Justice on (i) the Common Travel Area and (ii) Justice and Security have been finalised and were submitted to the Department of the Taoiseach in advance of the Cabinet Committee on Brexit meeting of 12 December. Legal advice has been sought on certain legal issues raised in the Common Travel Area Report.  The Departmental Group established to examine Brexit implications for the Department's areas of responsibility held its 4th meeting on 12 December 2016. The Department has also participated in engagement with EU Commission officials on preparations for Brexit negotiations, led by the Department of the Taoiseach.

2.2.4.1	We will support reform across all areas of administration and operations in An Garda Síochána having regard to the Garda Commissioner's Strategic Transformation Plan and the outcome of the Haddington Road Review of An Garda Síochána	Assistant Secretary Policing Division	2016 objectives Completed	Q1 - Q4+	<p>The Government Decision of 19 July 2016 approved a Five Year Reform and High-level Workforce Plan for An Garda Síochána. The plan addresses the implementation of both the agreed recommendations of the Garda Inspectorate report 'Changing Policing in Ireland' (part of the Haddington Road Review of An Garda Síochána) and the commitments in the Programme for Government aimed at increasing Garda visibility. The headline reforms in the plan are the setting of a medium term target of 20% civilians by 2021 to bring Ireland more into line with international norms and the rollout of the Divisional model of policing. The 20% target for civilians will be achieved by a twin-track approach - a "civilian by default policy" and the redeployment of Gardaí from administrative/technical duties to the front-line with the posts backfilled by suitably qualified civilians. The "civilian by default" policy means that the default position will be that all new posts, other than operational policing posts, and non-operational policing posts that become vacant will be filled by civilians.</p> <p>The Garda Commissioner's Modernisation and Renewal Programme 2016-2021 (MRP) is the vehicle for the implementation of the agreed recommendations of the Inspectorate report aimed at her organisation. The Policing Authority have been requested by the Tánaiste to monitor and assess the implementation of the reform initiatives by An Garda Síochána and to report progress on a quarterly basis.</p> <p>The other aspect of the Haddington Road Review, a review of the remuneration and conditions of service of members of An Garda Síochána and the appropriate structures and mechanism for the future resolution of matters relating to pay/industrial relations conducted by Mr John Horgan, former Chair of the Labour Court, was published on 12 December 2016. The review will be considered in the context of the development of legislation to provide access to the WRC/Labour Court to the Garda associations as agreed by Government in December.</p>
2.2.4.2	We will continue to support the new Independent Policing Authority as the new public oversight body for policing in Ireland	Assistant Secretary Policing Division	2016 objectives Completed	Q1 - Q4+	<p>The Policing Authority met frequently with the Commissioner and her senior team with 13 authority meetings held in 2016, five of which were held in public.</p> <p>A Governance Framework Agreement was completed and the Policing Authority Strategy Statement was presented to the Tánaiste and laid before the Houses. The first liaison meeting under the Governance Framework was held between the Department and the Policing Authority on 5 October.</p> <p>In terms of fulfilling its statutory functions, the Authority has approved a three-year Strategy for An Garda Síochána. It has also determined the policing priorities for 2017 which informed the content of the 2017 Policing Plan. It has reviewed and issued recommendations on the Garda Protected Disclosure policy and also published a Code of Ethics that includes standards of conduct and practice for Garda members.</p> <p>The Tánaiste signed the commencement order for the sections of the Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015 necessary to transfer the appointment and removal functions for the senior ranks of Assistant Garda Commissioner, Chief Superintendent and Superintendent to the Policing Authority on 20 December 2016, to take effect from 1 January 2017. This completes the transfer of all intended functions to the Authority.</p>
2.2.5.1	We will proceed to implement the EU Victims Directive in full through the development of the Criminal Justice (Victims of Crime) Bill.	Assistant Secretary Criminal Law Reform	2016 objectives Completed	Q3	The Criminal Justice (Victims of Crime) Bill was published on 29 December 2016.
2.2.5.2	We will implement in full the Istanbul Convention on tackling domestic violence.	Assistant Secretary Crime and Security	Minor Delivery Issue	Q4	<p>The 18 actions agreed by Government to enable Ireland to ratify the Istanbul Convention have been incorporated into the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021. Work is underway in implementing the actions.</p> <p>The overall position at the mid-year review stage in respect of the 18 actions required for ratification was:</p> <ul style="list-style-type: none"> <li>i) 8 actions were on target</li> <li>ii) 2 actions were completed (establishment of a Strategic Oversight Committee and the removal of reasonable chastisement as a common law offence)</li> <li>iii) 4 actions are delayed less than six months (the Domestic Violence Bill covers 3 of these actions, the other action is in the Victims Bill)</li> <li>iv) 4 actions have yet to commence (2 of these actions do not arise until the Convention is ratified - amendment of Mutual Assistance Act and the provision of information by the Irish Human Rights and Equality Commission;</li> </ul> <p>A review of implementation of the Strategy for the year ended December 2016 is being finalised.</p>
2.2.5.3	Following publication of the National Strategy on Domestic, Sexual and Gender-based Violence by Government, we will establish monitoring structures and commence monitoring and implementation of the Strategy.	Assistant Secretary Crime and Security	Completed	Q4	The Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 was published in January 2016. Monitoring of the strategy is underway - the monitoring committee met three times in 2016 and the Strategy Oversight Committee met in September 2016. An annual report on the monitoring exercise will be available in quarter 2 2017.

2.2.5.5	We will develop victim support services including Garda Victim Support Offices as a single point of contact in accessing support and information.	Assistant Secretary Crime and Security	Completed	Q4	<p>The Department provided funding, which is administered by the Victims of Crime office, totalling €1.462 million to 54 organisations supporting victims of crime in 2016. The funding allocation being made available to these services this year represents a 21% increase in funding for services to victims of crime compared with the 2015 allocation.</p> <p>Overall victim support services continue to provide important information and support to victims of crime, including emotional support, court accompaniment, accompaniment to Garda interviews, accompaniment to sexual assault treatment units, counselling and referral to other services.</p> <p>Garda Victim Liaison Offices are now in place in all 28 Garda Divisions across the State and new Garda Protective Service Units are also being put in place by An Garda Síochána across all Garda Divisions to provide a more specialist policing service in catering for victims of domestic abuse and sexual crime. Three such Bureaux in the Cork, Louth and Dublin Metropolitan West Divisions, which will work under the direction of the Garda National Services Protective Bureau, are being currently rolled out as pilot initiatives in this regard.</p>
2.2.5.6	We will draft and publish a reformed and consolidated Domestic Violence Bill, which will introduce some reforms and consolidate the legislation in this area.	Assistant Secretary Civil Law Reform	Completed	Q3	The Domestic Violence Bill 2017 was published on 3 February 2017.
2.2.8.1	We will develop and manage legislative proposals for criminal law in accordance with the Government's programme.	Assistant Secretary Criminal Law Reform	Completed	Q1 - Q4+	<p>The Criminal Law (Sexual Offences) Bill Committee Stage completed on 7 December 2016.</p> <p>The Corruption Bill is currently being drafted by the Office of the Parliamentary Counsel and a final draft is awaited.</p> <p>The Criminal Justice (Offences Relating to Information Systems) Bill, which was published in January 2016, will give effect to an EU Directive and is currently at 2nd Stage in Dáil Éireann.</p> <p>The Bail (Amendment) Bill 2016 was published on 8 December 2016.</p> <p>The Criminal Justice (Suspended Sentences of Imprisonment) Bill 2016 was published on 22 July, 2016 and completed all Stages in the Seanad on 30 November 2016 and is currently at Second Stage in Dáil Éireann.</p> <p>The Commission of Investigation (Irish Bank Resolution Corporation) Bill 2016 commenced on 1 August 2016.</p> <p>The Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016 commenced in full on 29 April 2016</p> <p>The General Scheme of the Independent Reporting Commission Bill has been approved by Government and was published on 15 December 2016.</p>
2.2.10.1	We will progress the Programme for Government commitments to accelerate recruitment to bring Garda numbers to 15,000, double the Garda reserve to support local patrols and crime reduction initiatives and further increase civilianisation to free up more Gardaí to focus on frontline policing services (delegating court attendances and release from desk work)	Assistant Secretary Policing Division	Minor Delivery Issue	Q2 - Q4+	<p>The Government's Five Year Reform and High-Level Workforce Plan was agreed in the Government decision of 19 July 2016. The Plan envisages an overall Garda workforce of 21,000 by 2021 comprising 15,000 Garda members, 4,000 civilians (to achieve the medium term target of 20% civilians) and 2,000 Reserves.</p> <p>651 trainee Gardaí entered the Garda College in 2016. Some 393 attested and were assigned to stations nationwide. Under the Five Year Reform and High-Level Workforce Plan, 800 Gardaí and 300 Reserves will be recruited annually from 2017. The Garda Commissioner, in conjunction with the Policing Authority, has been requested to develop a five year plan as soon as possible for reaching the target of 20% civilians in the organisation by 2021.</p> <p>Budget 2017 provided funding for the recruitment of 800 Gardaí, 300 Reserves and up to 500 civilians in 2017. The civilians positions will facilitate the Commissioner in addressing capacity and critical skills gaps across the organisation including in corporate supports, change management, human resources and financial management at the national, regional and Divisional level. These appointments are intended to facilitate deeper civilianisation in the coming years. Garda management has indicated that some 30% of the 500 civilians to be recruited in 2017 will lead to redeployment opportunities.</p>
2.2.12.3	Continue to support and prioritise community crime prevention schemes including Neighbourhood Watch and Text Alert. Strive for consistency in supports for community groups and examine direct funding opportunities for community schemes and groups. Introduction of National Regional support officers in conjunction with An Garda Síochána	Assistant Secretary Crime and Security	Completed	Q4	<p>Funding to support community crime prevention measures was doubled in the 2016 Estimates. The Department and An Garda Síochána engaged with Community Alert and Crimestoppers in relation to the application of this funding and future strategic direction for funding support in this area.</p> <p>Following approval by the Tánaiste, a rebate scheme to provide a flat rate payment of €100 to all Text Alert schemes has been established. This represents 25% of the average annual cost of running a Text Alert Group. It will be administered by Muntir na Tíre and funded from the Department's crime prevention budget.</p> <p>Additional funding has also been provided to support core Community Alert functions and to relaunch a Crime Prevention Ambassador scheme.</p>

## 2.3 ACCESS TO JUSTICE FOR ALL



Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.3.1.3	The Courts Service will proceed with the development of the Dublin Family Court facility at Hammond Lane and will continue development of the Courts infrastructure (the "Courts PPP Bundle").	Assistant Secretary Civil Law Reform	2016 objectives Completed	Q1 - Q4+	A Project Board is overseeing the development of a business case for the Hammond Lane project. The OPW State Architect and his team are working with stakeholders and have engaged with Dublin City Council in regard to planning issues.  Courts PPP Bundle: Progress reports from each of the 7 sites (Drogheda, Letterkenny, Wexford, Limerick, Waterford, Mullingar and Cork) indicate that construction is on schedule. Current completion dates indicate that projects will be ready from April 2017 to December 2017, providing nothing unforeseen arises.
2.3.1.5	The Courts Service will extend the Courts Service online (CSOL) programme to provide for the management and administration of all licensing applications to the Circuit and District Court including online public access to a nationwide Licensing Register.	Assistant Secretary Civil Law Reform	Minor Delivery Issue	Q4	During the course of July/August the eLicensing system was implemented in 6 pilot offices, Donegal, Sligo, Carrick on Shannon, Dundalk, Bray and Wexford. In the meantime work is progressing on the preparation of a further 6 offices for live implementation, Letterkenny, Castlebar, Ballina, Cavan, Monaghan and Waterford. It is expected that the system will be operational in these offices by end March 2017.
2.3.2.1	We will establish a Judicial Council through the Judicial Council Bill, which will, among other things, provide for a mechanism aimed at dealing with complaints against judges.	Assistant Secretary Civil Law Reform	Minor Delivery Issue	Q4	A further draft of the Judicial Council Bill was received from the Attorney General's Office and furnished to the Chief Justice for comment on 24 November 2016. The Chief Justice provided initial comments in December.
2.3.2.2	We will introduce legislation to replace the Judicial Appointments Advisory Board with a new Judicial Appointments Commission and reform the Judicial Appointments process. The new Chair of Judicial Appointments Commission to attend the relevant Oireachtas Committee annually.	Assistant Secretary Civil Law Reform	Minor Delivery Issue	Q4	Scheme was submitted to Government in December and referred to the Joint Committee for pre legislative scrutiny. Discussions have taken place with the Office of the Parliamentary Counsel and the Office of the Attorney General in relation to drafting of the Bill and good progress is being made.
2.3.3.2	We will progress legislation to reform the Legal Aid system through the Criminal Legal Aid Bill.	Assistant Secretary Civil Law Reform	Minor Delivery Issue	Q4	A submission to the Tánaiste will be made in Q1 2017.
2.3.3.3	We will examine the feasibility of a new public defender system.	Assistant Secretary Civil Law Reform	Minor Delivery Issue	Q4	Examination is proceeding and a consultation process has commenced.

## 2.4 AN EQUAL AND INCLUSIVE SOCIETY



Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.4.1.1	We will prepare and present the UPR National Report to the Human Rights Committee.	Assistant Secretary Asylum Services, Integration & Equality	Completed	Q4	The Universal Periodic Review Addendum was submitted by the State on time. On 23 September 2016 the Human Rights Council considered and adopted the outcome of Ireland's Review.
2.4.2.2	We will prepare a CEDAW Report (Convention on the Elimination of Discrimination against Women) and submit to UN.	Assistant Secretary Asylum Services, Integration & Equality	Completed	Q3	The Convention on the Elimination of Discrimination against Women Report was agreed by Government and submitted to the United Nations (UN) on 16 September 2016.
2.4.2.3	We will prepare legislation to give effect to the Government decision to introduce 2 weeks Paternity leave.	Assistant Secretary Asylum Services, Integration & Equality	Completed	Q3	The Paternity Leave and Benefit Act 2016 commenced on September 1 2016
2.4.2.5	We will prepare a CERD Report (Convention on the Elimination of Racial Discrimination) and submit to UN.	Assistant Secretary Asylum Services, Integration & Equality	Completion expected Q3 2017	Q4	Ireland's Fifth to Seventh periodic report to the UN on the Convention on the Elimination of Racial Discrimination has been drafted and is ready for public consultation.
2.4.3.1	We will develop a new Traveller and Roma Inclusion Strategy.	Assistant Secretary Asylum Services, Integration & Equality	Completion expected Q1 2017	Q2	A draft Strategy has been developed following an extensive consultation process with stakeholders including the public and other departments. The strategy will be reviewed by the Senior Officials Group and the Cabinet Committee. A Memo to Government will then be prepared with publication expected in Q1 2017.
2.4.4.1	We will establish an advisory group to assess sectoral implications of the EU Accessibility Directive. We will negotiate Ireland's position on this proposed directive at EU level and coordinate Ireland's position across all relevant Department and agencies.	Assistant Secretary Asylum Services, Integration & Equality	2016 Objectives Completed	Q4+	An Advisory Group has been established. The work of the Advisory Group is ongoing as the Directive is still under discussion at EU level.
2.4.4.2	We will develop a new Disability Inclusion Strategy.	Assistant Secretary Asylum Services, Integration & Equality	Minor Delivery Issue	Q4	A draft Strategy has been developed following an extensive consultation process with stakeholders including the public and other departments. The strategy will be reviewed by the Senior Officials Group and the Cabinet Committee. A Memo to Government will then be prepared , with publication expected by mid-year.
2.4.4.3	We will proceed with ratification of the UN Convention on the Rights of Persons with Disabilities.	Assistant Secretary Asylum Services, Integration & Equality	Completed	Q4	The Disability (Miscellaneous Provisions) Bill was published in December 2016.
2.4.5.1	New Integration Strategy / Support and facilitate the integration of legally resident migrants into Irish Society.	Assistant Secretary Asylum Services, Integration & Equality	Completed	Q4	The Integration Strategy was finalised and approved by Government on 20 December 2016.
2.4.6.1	We will develop and manage legislative proposals for civil law in accordance with the Government's programme.	Assistant Secretary Civil Law Reform	2016 Objectives Completed	Q1 - Q4+	<p>Commencement/Implementation of the Legal Services Regulation Act, 2015: Following a Government decision in September members and a Chairperson were appointed to the Regulatory Authority. An Establishment Day Order for 1 October 2016 was signed by the Tánaiste. Sections 118-120 of 2015 Act were commenced on 5 December 2016 in support of public consultations on Legal Practices and Multi- Disciplinary Practices. An Interim CEO was appointed for a 4 month period from 1 January 2017.</p> <p>The Assisted Decision-Making (Capacity) Act 2015 (Commencement of Certain Provisions) Order 2016 (S.I. No. 515 of 2016) brought some provisions of Part 1 and Part 9 of the Act into operation on 17 October 2016. The Minister for Health, under the Assisted Decision-Making (Capacity) Act 2015 (Commencement of Certain Provisions) (No. 2) Order 2016 (S.I. No. 517 of 2016), brought into operation on 17 October 2016 some provisions of Part 8 of the Act relating to the establishment by the Minister for Health of a multidisciplinary group to advise in relation to codes of practice on advance healthcare directives.</p> <p>The Civil Liability (Amendment) Bill 2017 was published on 13 January 2017.</p> <p>The Mediation Bill has been drafted and a Memorandum for Government circulated to all Departments on 6 January 2017. It is intended to seek Government approval for publication in Q1 2017.</p>
2.4.7.1	We will commence the Bankruptcy (Amendment) Act 2015, subject to any necessary changes to the Rules of Court.	Assistant Secretary Civil Law Reform	Completed	Q1	Commencement of the Bankruptcy (Amendment) Act 2015 was completed with the making of Regulations through Statutory Instrument 34/2016 with effect from 29/01/2016 and Statutory Instrument 253/2016 on 1 June 2016.
2.4.7.2	We will implement the Government Decision of 17 November 2015 authorising a scheme of independent expert aid and advice (legal and financial) for those in home mortgage arrears.	Assistant Secretary Civil Law Reform	Completed	Q4	This Scheme was merged into the new Mortgage Arrears Resolution Service (Abhaile).
2.4.7.4	We will establish a new national service to standardise the supports available to borrowers in mortgage arrears, with powers and resources needed to advise, assess, negotiate and recommend solutions. We will establish a new dedicated court to sensitively and expeditiously handle mortgage arrears and other personal insolvency cases, including through imposing solutions, including those recommended by the new Debt Resolution Service. PHASE 1: Assess options and prepare memo for Government.	Assistant Secretary Civil Law Reform	Completed	Q3 (Phase 1)	The new national resolution service 'Abhaile' was formally launched on 3 October by the Tánaiste and the Minister for Social Protection.

## 2.5 AN EFFICIENT, RESPONSIVE AND FAIR IMMIGRATION, ASYLUM AND CITIZENSHIP SYSTEM



Project ID	Project	Senior Responsible Owner	Project Status	Planned End Date	Progress
2.5.2.1	We will implement the International Protection Act.	Assistant Secretary INIS	Completed	Q4	The International Protection Act successfully commenced December 31st 2016. Nine Statutory Instruments were signed by Minister to give effect to commencement of the Act.
2.5.2.2	We will offer a safe haven under EU and UN resettlement and relocation programmes and promote integration of refugees in our communities	Assistant Secretary Asylum Services, Integration & Equality	Minor Delivery Issue	Q1 - Q4+	240 asylum seekers were relocated from Greece in 2016. 519 Programme refugees have been admitted from Lebanon between August 2015 and December 2016. Issues relating to the ability of Member States to undertake security assessment in Italy of migrants under the relocation programme have delayed commencement of that programme. Intensive efforts are ongoing to resolve this.
2.5.2.3	We will develop the Legal Panel for Processing Subsidiary Protection and Leave to Remain cases	Assistant Secretary INIS	Completed	Q1	Legal Panel has been established and is operating.
2.5.2.4	We will reform the direct provision system, with particular focus on families and children.	Assistant Secretary Asylum Services, Integration & Equality	On Track	Q3 - Q4+	<p>Following a series of internal discussions with operational staff, a number of centres have been identified on which efforts will be focussed to increase the living space available to each family and to introduce communal or self catering facilities.</p> <p>Work is proceeding with the installation of facilities and systems in some centres to manage the provision and distribution of fresh food to residents. This is expected to come on stream in January 2017.</p> <p>In other centres, work is ongoing to ensure that families have their own living space, which requires some re-configuration of existing accommodation and progress on this will be visible in early 2017.</p>
2.5.2.6	Implement the new enforcement and deportation provisions in the recently enacted International Protection Act 2015 to get tougher on abuses of our migration system.	Assistant Secretary INIS	Completed	Q4	Legislation has been commenced and is being implemented as cases progress through the system.
2.5.3.1	We will civilianise border posts to free up Garda resources for operational duties.	Assistant Secretary INIS	Minor Delivery Issue	Q4	The Public Appointments Service competition for appointment of Immigration Control Officers received 1,500 applications. 60 successful candidates are in the security clearance process, with the intake of the initial group expected at the end of February 2017.
2.5.3.5	We will extend the use of Commercial Visa Application Centres as part of the British-Irish Visa Scheme (BIVS)	Assistant Secretary INIS	Minor Delivery Issue	Q4	Work is ongoing in conjunction with UK partners to finalise the evaluation of the scheme as it is operating in China and India. Once the evaluation has been finalised, extension to other locations will be progressed. In the meantime, agreement has been secured from the UK to share a further 3 Visa Application Centres in China, and the required permission of the Chinese authorities is currently being sought. This will increase the number of such Centres from 12 to 15.