



An Roinn Dlí agus Cirt
Department of Justice



AN TÚDARÁS PÓILÍNEACHTA
POLICING AUTHORITY

Department of Justice

Policing Authority

Performance Delivery Agreement 2021

1. Background and context

1.1 Objectives of this Agreement

The purpose of this Agreement is to define, in the context of the resource inputs provided, the targets by which the performance of the Policing Authority will be measured in 2021. The ongoing supports that the Department of Justice will provide to the Authority in this regard, and the mechanisms for monitoring and appraising performance, form part of the overall governance arrangements between the two parties and as such are set out in the separate but complementary Oversight Agreement 2020-21.

1.2 Inputs

1.2.1 Financial Inputs

The Authority's gross budget allocation for 2021 is as follows:

- Pay €2.247m
- Non-Pay €1.550m
- **Total €3.797m**

1.2.2 Staffing Resources

The following shows the Authority's sanctioned and actual staffing levels as at 1 March 2021:

Grade	Authorised	Actual
Chief Executive	1	1
Principal Officer	3	2
Assistant Principal Officer	8	8
Higher Executive Officer / Administrative Officer	11	10
Executive Officer	10	9
Clerical Officer	6	6
Services Officer	0	0
Total	39	36

2. Performance Targets

The following are the principal targets that will be referenced in 2021 to assess the Authority's efficiency and productivity in using the resources allocated to it. These targets variously relate to the four desired outcomes set out in the Authority's [Statement of Strategy 2019-21](#), as follows:

1. *Continuous improvement of policing in Ireland and public resources being used by the Garda Síochána in an efficient and effective way*
2. *A culture of high performance and strong ethical values throughout the Garda Síochána*
3. *Strong public awareness and engagement regarding policing matters*
4. *The Authority being a high performance, innovative, responsive and respected organisation focused on its vision and mission.*

2.1 Quantitative targets

Output area or initiative	2021 Target	2020 Target	2020 Outturn	2019 Outturn
Meetings of the Policing Authority with the Garda Commissioner:				
• in private	11	11	21	13
• in public	5	5	5	6
Authority Committee meetings	20	20	25	25
Engagement with Joint Policing Committee Chairs	1	1	1	1
Selection Competitions for senior ranks in the Garda Síochána	1	3	3	2
Public events live streamed	2	2	2	2
Publication of special reports on policing performance during COVID-19 crisis	5	N/A	10	N/A
Publication of Research emanating from the Policing Authority bursary scheme (Q4)	2	3	2	1

2.2 Other targets

Output Area or initiative	Target
Develop and agree the Authority's next three year strategy	The Authority's Statement of Strategy finalised (Q4)
Implement Strategic Policing Oversight Frameworks	<p>Policing Priorities determined and submitted Q3</p> <p>Approval of Garda Síochána Statement of Strategy submitted Q3</p> <p>Approval of Policing Plan submitted Q4</p> <p>Engagement with the Garda Síochána to monitor and assess policing performance on a monthly basis (monthly).</p>
Improve, implement and monitor the system for Appointments in the Garda Síochána.	<p>Appointments, as relevant, to the positions of Assistant Commissioner, Chief Superintendent and Superintendent in line with best practice (Q4).</p> <p>Situational Judgement Testing will be put in place in Q4 2021 for future Superintendent and Chief Superintendent Competitions.</p> <p>Authority to engage a service provider in Q4 to progress the revision of the competency frameworks for the Senior ranks.</p>

Output Area or initiative	Target
Public consultation on policing priorities held and policing priorities submitted to the Minister.	Consultation completed during Q3 and outcomes used to inform policing priorities in 2022. Policing Priorities submitted to the Minister by end Q3.
Focused oversight of Garda Síochána policing performance in relation to the COVID-19 pandemic, including periodic public reporting.	Engagement with communities and NGOs on policing throughout COVID-19. Reports on policing during COVID-19 provided to the Minister as required.
Development of project management skills across the body.	Staff trained and conversant in project management (Q4)
Monitoring and assessment of policing performance.	Publication of six-monthly policing performance reports (Q1 and Q3).
Publication of research emanating from the Policing Authority bursary scheme	Publication of two reports Q4

2.3 Risks to achievement of targets

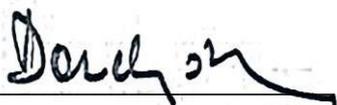
Risk management and the documented risk register is a live process which is assessed on a weekly basis and the top risks are reviewed monthly by the Authority. The Authority will provide the Department with its full risk register including all mitigations on a quarterly basis.

2.4 Amendment of targets

In exceptional circumstances it may become necessary to amend one or more targets over the course of this Agreement. Where either party believes this may be necessary, they shall consult the other party with a view to agreeing any appropriate changes as soon as practicable.

3. Duration and signatories to the Agreement

Doncha O’Sullivan, Assistant Secretary, Department of Justice, and Helen Hall, Chief Executive, Policing Authority, affirm that this Agreement shall be in effect from the date hereunder until 31st December 2021.



Doncha O’Sullivan
Assistant Secretary
Department of Justice



Helen Hall
Chief Executive
Policing Authority

Date: 11th March 2021