



An Roinn Dlí agus Cirt
Department of Justice



CIGIREACHT AN GHARDA SÍOCHÁNA
GARDA SÍOCHÁNA INSPECTORATE

Department of Justice

Garda Síochána Inspectorate

Performance Delivery Agreement 2022

1. Background and Context

1.1 Objectives of this Agreement

The purpose of this Agreement is to define, in the context of the resource inputs provided, the targets by which the performance of the Garda Síochána Inspectorate will be measured in 2022. The ongoing supports that the Department of Justice will provide to the Inspectorate in this regard, and the mechanisms for monitoring and appraising performance, form part of the overall governance arrangements between the two parties and as such are set out in the separate but complementary Oversight Agreement 2022-23.

1.2 Inputs

1.2.1 Financial Inputs

The Inspectorate's budget allocation for 2022 is as follows:

Pay	€ 948,000
Non-Pay	€ 378,000
Total	€1,326,000

1.2.2 Staffing Resources

The following table sets out the Inspectorate's staffing levels as at 1st January 2022.

Chief Inspector	1
Deputy Chief Inspector	2
Principal Officer	1
Assistant Principal Officer	2
Higher Executive Officer	3
Executive Officer*	1
Clerical Officer	1
Service Officer	1
Total	12

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

2. Performance Targets

The following are the principal targets that will be referenced in 2022 to assess the Inspectorate's efficiency and productivity in using the resources allocated to it.

2.1 Quantitative targets

Output area or initiative	Metric	Associated Strategic Objective ¹	2022 Target	2021 Target	2021 Outturn to date	2020 Target	2020 Outturn
Inspection Reports	Inspection reports to be submitted to Minister in 2022: 1. The Garda Síochána response to reports of domestic abuse 2. The policing of transnational organised crime	Objective #1²	2	3	1	1	0
Inspections Initiated	Number of inspections initiated	Objective #1	1 (Q4)	1	2	3	0

2.2 Other targets

Output area or initiative	Target	Associated Strategic Goal
A review of the status of recommendations made in previous Inspectorate reports	Conduct a review of the implementation of recommendations from previous reports, and follow-up with An Garda Síochána on recommendations where necessary. Publish findings on the Inspectorate's website by Q4.	Promote improved policing services
Develop new Statement of Strategy 2022-2024	Statement of Strategy published by end Q1	A high performing organisation
Develop work plans for 2022 and 2023	Prepare, following consultation with key stakeholders, annual work plans for the Inspectorate for this year and next. The work plans will outline distinct areas of the operation and administration of the Garda Síochána for examination by the Inspectorate. The 2022 work plan will be in place by the end of Q1 and the 2023 plan by the end of Q3.	A high performing organisation

¹ As set out in the Inspectorate's Corporate Strategy 2019-2021 (a new Strategy is being developed).

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

2.3 Main Risks to Achievement of Targets

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

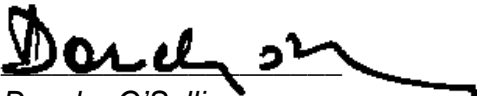
Risk Description	Mitigation Actions	Contingent Action
There is still a risk that the COVID -19 pandemic will have a negative impact on the ability of GSI to discharge its statutory function effectively and efficiently.	<ul style="list-style-type: none">• Business Continuity Plan, COVID Response Plan in place outlining emergency measures and instructions in order to ensure continuity of operations according to the level of risk.• Engagement with other Inspectorates to identify good/safe practices.• Operating models for inspections, governance and administration reviewed including working with AGS to agree new protocols for inspection.• GSI participates in Criminal Justice Agencies conference calls to share and identify good practice.• Team members are enabled to work remotely. Zoom and Whatsapp platforms in place to support internal and external communication.	Work plan and annual business plan on track due to measures in place to mitigate the effects of COVID. A plan to transition to a hybrid model of working is being developed in accordance with operational requirements and public health measures.

2.4 Amendment of Targets


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

3. Duration and Signatories to the Agreement

Doncha O’Sullivan, Assistant Secretary, Department of Justice, and Mark Toland, Chief Inspector, Garda Síochána Inspectorate, affirm that this Agreement shall be in effect from the date hereunder until 31st December 2022.



Doncha O’Sullivan
Assistant Secretary
Department of Justice



Mark Toland
Chief Inspector
Garda Síochána Inspectorate

Date: 8th February 2022