



An Roinn Dlí agus Cirt
Department of Justice



An tÚdarás Slándála Príobháidí
The Private Security Authority

Department of Justice

Private Security Authority

Performance Delivery Agreement 2023

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 Private Security Authority (PSA) will be measured in 2023. The ongoing supports that the Department of Justice will provide to the PSA 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 multiannual Oversight Agreement.

1.2 Inputs

1.2.1 Financial Inputs

The PSA's budget allocation for 2023 is as follows:

- Pay	€	2.895m
- Non-Pay	€	1.325m
- Total	€	4.22m

1.2.2 Staffing Resources

The PSA's authorised and actual staffing (whole-time equivalent) levels as at 16th January 2023 were as follows:

Grade	Authorised	Actual
CEO	1	1
Assistant Principal Officer	4	4
Higher Executive Officer	7	7
Executive Officer	18	16.8
Clerical Officer	25	20.5 (incl 1 temp)
Services Officer	1	1
Total	56	50.3

2. Performance Targets

The following are the principal targets that will be referenced in 2023 to assess the PSA's productivity and effectiveness in using the resources allocated to it.

2.1 Quantitative targets

Metric	Associated strategic objective ¹	2023 Target	2022 Target	2022 Outturn	2021 Target	2021 Outturn
Licence applications ² :	<i>Regulating the Private Security Industry</i>	12,200	14,500	15,789	8,000	10,355
(a) Number processed						
(b) % processed within 30 working days		90%	90%	90%	90%	91%
Average processing time (in working days) for first time employee applications	<i>Regulating the Private Security Industry</i>	<25	<25	25	<27	23
Compliance cases:	<i>Ensuring Compliance by Tackling Unlicensed Activity</i>	900	900	870	500	870
(a) Number processed						
(b) % processed within 90 working days		80%	80%	94%	75%	87 %
Security buyer investigations:	<i>Ensuring Compliance by Tackling Unlicensed Activity</i>	200	200	202	N/A	196
(a) Number of investigations completed						
(b) Verified compliance rate		90%	90%	89%	N/A	97%
Contractor Inspections:	<i>Ensuring Compliance by Tackling Unlicensed Activity</i>	100	N/A	100	N/A	N/A
(a) Number of inspections conducted						
(b) % of inspected contractors found to be fully compliant						
(c) % of Category 1 non-conformance recorded		60%	N/A	48%	N/A	N/A
		30%	N/A	43%	N/A	N/A

2.2 Other targets

Output area or initiative	Target	Associated strategic objective
Contractor Licensing	Commence Licensing of the following sectors: <ul style="list-style-type: none"> - Enforcement Guards (Q1) - Powered Gates (Q3) - Security Consultants (Q4) 	<i>Regulating the Private Security Industry</i>

¹ As set out in PSA Strategic Plan 2023-2025.

² Since the introduction of the 3 year licencing cycle the number of applications that require processing varies significantly from year to year.

Employee Licensing	Commence Licensing of Enforcement Guards Q3	<i>Regulating the Private Security Industry</i>
Employee Licensing	Complete integration of PSA licensing sections by Q4	<i>Deliver the supports necessary to develop our staff and enhance our organisation</i>
Qualifications & Standards	Develop Training for Enforcement Guard Sector Q3	<i>Enhance the provision of security services through the use of standards and qualifications</i>
Qualifications & Standards	Develop standard requirements for the following sectors: <ul style="list-style-type: none"> - Dog Handlers (Q2) - Powered Gates (Q3) - Installers and suppliers of safes (Q3) - Security Consultants (Q4) 	<i>Enhance the provision of security services through the use of standards and qualifications</i>

2.3 Principal risks to achievement of targets

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

Key Risk/Risk Factor	Impact on the PSA	Control/Mitigation
IT systems not supporting business needs. Delivery of 2023-2025 Strategy at risk.	Resources needed elsewhere directed to addressing IT shortcomings. Risks to integrity and security of data.	Continued engagement with the Department on IT plan for the PSA
Garda National Vetting Bureau cannot currently pass Children and Vulnerable Adults disclosures to the PSA (likely to require primary legislation to address)	Reputational damage if licence issues to person who is the subject of Children/ Vulnerable Adults disclosure	Continued engagement with the Department and other stakeholders on legislative solution
Credibility of licensing regime and certification system damaged by high level of category 1 non-compliance detected by PSA	Reputational damage and business process implications of certification system not meeting expectations	Monitoring of new certification model ongoing.
Risk to client's funds being lost or misappropriated by the actions of a cash-in-transit (CIT) contractor	Reputational damage to PSA	Correspondence issued to key stakeholders advising of concerns and seeking action. Ongoing audits of CIT contractors

2.4 Amendment of targets

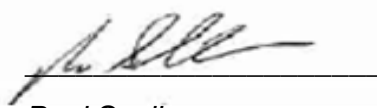
In exceptional circumstances it may become necessary to amend one or more targets over the course of this Agreement. Where either party believes this may be necessary, they will consult with the other party with a view to agreeing any appropriate changes as soon as practicable.

3. Duration and signatories to the Agreement

Carole Sullivan, Acting Assistant Secretary, Department of Justice, and Paul Scallan, Chief Executive Officer, Private Security Authority, affirm that this Agreement will be in effect until 31st December 2023.



*Carole Sullivan
Assistant Secretary (Acting)
Department of Justice*



*Paul Scallan
Chief Executive Officer
Private Security Authority*

Date: 30th January 2023