



Priority	Performance Indicators ¹
1) Complete the process of establishing the organisation's infrastructure to ensure that capacity exists to achieve the Authority's strategic objectives	<ul style="list-style-type: none"> – Suitable staff recruited as required up to the level of currently approved sanction of 35 – Authority in compliance with the Code of Practice for the Governance of State Bodies including Authority Effectiveness Review completed – All staff fully engaged with PMDS – New Authority website – Document management system implemented – Framework in place for sourcing researchers, consultants and other experts – Positive internal and external audit reports and implementation of any agreed recommendations – Risk management process documented and effectively operating – Communications Strategy developed
2) System for Appointments in the Garda Síochána	<ul style="list-style-type: none"> – Authority appointments unit established (staffing, training, processes, procedures) – Selection competitions for AC, Chief Superintendent and Superintendent completed by end Quarter 3 2017 and indicative annual calendar drawn up for future years – Grades and numbers of approvals of civilian staff in the Garda Síochána and senior civilians appointed on a timely basis – Review of 2017 competitions and processes undertaken
3) Monitoring and Assessment of the Modernisation and Renewal Programme ('MRP')	<ul style="list-style-type: none"> – Monthly evaluation of MRP progress in line with the government decision and timely quarterly reports to the Tánaiste on the matter
4) Responses to any Ministerial requests and 3rd party reports, (including those arising from Garda Inspectorate recommendations, audits and Commissions of Investigation recommendations) as they arise	<ul style="list-style-type: none"> – Quarterly evaluation of progress by the Garda Síochána on assignment of civilians to facilitate redeployment of Garda Members to front-line policing with evidence of appropriate redeployments – Submission to Garda Inspectorate on open and lateral entry by 30 April 2017 – Quarterly meetings held with Garda Inspectorate, to ensure the review of the dispersement of Garda Síochána resources, is consistent with agreed terms of reference and the Authority is kept apprised of progress – Prompt responses to other requests and 3rd party reports

¹ While all indicators are assumed to have a completion time of 31 December 2017 unless explicitly stated, the Executive's underlying workplan will have more detailed timelines with milestone reporting to the CEO.



Priority	Performance Indicators ¹
5) Monitoring and assessment of Garda Síochána policing performance	<ul style="list-style-type: none"> - Monthly evaluation of the 2017 policing plan occurring through a developed performance framework - Commissioner’s monthly report developed and embedded - Established system to monitor trends and patterns of complaints against the Garda Síochána - Policing priorities for 2018 set by end July following a public consultation process - 2018 annual Garda Síochána policing plans approved by end November - Desk Review of all GSPSU and internal audit reports
6) Processes to support Authority members through themed meetings from time to time	<ul style="list-style-type: none"> - Development of alternative and independent sources of data and knowledge to support Authority meetings and ongoing oversight processes - Meetings held and engagement with CSO, RSA, DPP, Courts Service, College of Policing and a number of NGOs to identify and access proxy measures of performance - Themed meeting on Roads Policing held in April 2017
7) Gaining a deeper understanding of Garda Síochána training and education	<ul style="list-style-type: none"> - Authority meeting held in Garda Training College in May 2017 - Secured standing slot for the Authority on the Garda Foundation Training Programme and CPD programmes for other ranks - Desk review completed of Garda Síochána training to inform further work in this area - Research proposal developed on one key aspect of Garda Training for work to be done in 2018
8) Increased JPC Engagement	<ul style="list-style-type: none"> - Meeting of Chairpersons of JPCs held - Attendance by Authority personnel at a minimum of 15 JPC meetings, regionally spread - JPC section of Policing Authority website developed
9) Gaining a deeper understanding of Garda Síochána resourcing, the manner in which resources are expended and the link with performance	<ul style="list-style-type: none"> - Internal capacity developed to examine resourcing - Participation in DJE Resources Group - Initial report to Authority on Garda Síochána Resources in Quarter 2 - Review of aspects of Governance of the Garda Síochána initiated
10) Report under Section 62 (O) (2) of the Act	<ul style="list-style-type: none"> - Process initiated / Authority discussion by October 2017 - Report for sign-off by Authority at December 2017 meeting