



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

# Strategic Business Plan 2015 –January to end December Progress Report

## **RAG Status:**

- Red –** No tangible progress to date or progress is more than one quarter behind schedule
- Amber –** Progressing but will not meet target date (no more than one quarter behind schedule)
- Green –** Implementation complete or on schedule for delivery in line with timeline set out in Plan

Priority Area	Key Priorities/Actions for 2015 <sup>i</sup>	Senior Responsible Officer	Timeline <sup>ii</sup>	Progress at end December 2015	RAG Status
Organisational Development	Oversee a Programme of organisational change following the Toland Report - key actions under this Plan to be progressed during 2015 include:	Assistant Secretary, Corporate Affairs	Q1-Q4 2015 and Q1-Q4 2016		
	<ul style="list-style-type: none"> <li>Conduct a climate survey of staff, analyse results and put in place a plan of action to address findings</li> </ul>	“	Q1/Q2	Climate Survey took place in March/April - conducted independently of the Department by a team of researchers from Dublin City University (DCU). The findings were presented to the Management Board in June and circulated to staff. Necessary actions form key part of the Programme for Change.	Green
	<ul style="list-style-type: none"> <li>Review business planning and risk management processes and develop a new Strategy Statement (2015-2017) in consultation with stakeholders and an annual Plan setting out key priorities. Monitor progress on ongoing basis.</li> </ul>	“	Q1/Q2	New Strategy Statement approved by Govt. in Feb 2015 and published in April. Annual Strategic Business Plan developed and published setting out key priorities for 2015. Monitored by Management Board and Minister.	Green
	<ul style="list-style-type: none"> <li>Put in place annual Performance Agreements/Frameworks with all specified statutory and non-statutory agencies and monitor these on ongoing basis</li> </ul>	“	By end Q2	Performance Agreements are now in place for 10 of the Department's statutory agencies, with another 2 to be finalised shortly. Roll-out of Performance Agreements to the Department's non-statutory bodies has commenced, with 3 Agreements completed, 1 awaiting final signature and drafting commenced on 2 others. A Governance Framework is now in place for An Garda Síochána and drafting has commenced on frameworks for Garda Síochána Ombudsman Commission, The Policing Authority, and Office of the Data Protection Commissioner (ODPC). Work is underway in relation to a Memorandum of Understanding between the Department and the Irish Human Rights and Equality Commission (IHREC)	Green
	<ul style="list-style-type: none"> <li>Develop an Integrated Reform Delivery Plan for 2015 that draws together the major reforms across the justice and equality sector and monitor and report on implementation</li> </ul>	“	Q1 Q1-Q4	Integrated Reform Delivery Plan for 2015 developed and published on website. Ongoing monitoring of implementation and quarterly reports on progress prepared for Management Board and the Cabinet Committee on Social Policy & Public Sector Reform	Green

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Organisational Development (cont)	<ul style="list-style-type: none"> <li>Establish new structures for engagement with agencies – Criminal Justice Strategic Committee and similar group in respect of other agencies</li> </ul>	Deputy Secretary General / Assistant Secretary Corporate Affairs	Q1/Q2	Following a Roundtable consultation meeting with Heads of Agencies in November 2014, two new groups have been established to improve coherence, communications and governance across the sector. 5 meetings of these groups – the Criminal Justice Strategic Group and the Network of Civil Agencies – have taken place. An initial work programme for the Criminal Justice Strategic Group was agreed at the Committee’s second meeting in July and a number of subgroups were established. These projects were incorporated into an expanded work programme for 2016.	Green
	<ul style="list-style-type: none"> <li>Redevelop and launch a new improved website for the Department and strengthen communications both externally and internally</li> </ul>	Assistant Secretary, Corporate Affairs	Q2-Q4	A Head of Communications was appointed in Jan to strengthen external and internal communications. New contemporary website launched in early June with up to date overview of the work of the Minister and Department. It also publishes all replies to Parliamentary Questions as well as access to the Department’s Twitter feed and flickr account.	Green
	<ul style="list-style-type: none"> <li>Develop and consult on a new cultural model.</li> </ul>	“	Q2-Q4	Ten focus groups took place with staff in June/July to consider current and future desired culture. Report on outputs prepared and issued along with a survey to all staff in early October. Consultations with stakeholders scheduled to take place in January 2016.	Green
	<ul style="list-style-type: none"> <li>Develop and implement a new HR Strategy which includes a Learning &amp; Development Plan in consultation with staff</li> </ul>		By end Q4	Process has commenced but significant work is required to progress this and it is likely that the timeline will slip further as other work on culture, necessary to inform the HR Strategy, has been prioritised.	Amber
	<ul style="list-style-type: none"> <li>Develop the leadership and management capability of the Management Board</li> </ul>		Q1 –Q4	The Dept has engaged external expertise to assist in the change project. A detailed development programme is ongoing.	Green
	<ul style="list-style-type: none"> <li>Progress Communications, Information, Records and Data initiatives in liaison with OGCI</li> </ul>	“	Q2-Q4 2015 and Q1-Q4 2016	Proposals for Justice Hub with 3 Pathfinder projects to initiate (encompassing work previously identified as CIRD). Includes first Department to go live with OGCI developed eSubmissions under Build to Share initiative. In November, the Joint Agency Response to Crime (J-ARC) was launched- this	Green

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Organisational Development (cont)	<ul style="list-style-type: none"> <li>Develop Workforce Planning and prepare 2015 Workforce Plan</li> </ul>	“	Q2	<p>is a collaboration initiative across three agencies with the electronic support provided by the Dept.</p> <p>The Department has written to DPER advising that a Workforce Plan to cover 2016-2017 will be submitted by end January 2016. Considerable work is required to fully develop workforce planning as a tool to enable strategic planning and enable the Department to build the capacity to meet its objectives.</p>	Amber
	<ul style="list-style-type: none"> <li>Develop new Customer Service Action Plan and Customer Charter in consultation with staff and stakeholders</li> </ul>	“	Q3	A new Customer Service Charter and Action Plan has been drafted following internal consultations in Q3 and external consultation from Dec to January 2016. It will then be formally submitted to the Management Board for sign off and publication.	Amber
Resource Management	<p>Management and control of Justice and Equality Vote and monitoring of budgets across the sector</p> <p>To secure additional staffing resources for the Charities Regulatory Authority, to support the Authority’s current functions; and to allow for full commencement of the Charities Act 2009.</p>	Assistant Secretary, Corporate Affairs	Q1-Q4	Expenditure reviewed monthly by Group of Finance Officers and in liaison with D/PER	Green
		“	Q1-Q4	First tranche of additional staffing (14 wte) for Charities Regulatory Authority (CRA) secured and recruitment completed. CRA staffing complement for 2015 has been fulfilled. Work on further appointments to the CRA for 2016 is being progressed.	
Equality	Develop and publish Child and Family Relationship Bill relating to the reform of family law and steer through Oireachtas to enactment. Put in place relevant regulations	Assistant Secretary, Civil Law and Courts	Q1	Children and Family Relationships Act 2015 was passed by both Houses 29 March 2015 and enacted 6 April 2015. Regulations being prepared on experts to ascertain the views of the child	Green
	Progress development of a new Integration Strategy in consultation with stakeholders and publish by end year	Assistant Secretary, Equality and Integration	Q4	The review of the State's strategy on Integration was further advanced with the circulation of the draft new Integration Strategy to members of the OPMI NGO Forum for observations/comments in November with the view to the Strategy being published as soon as possible thereafter.	Amber

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Equality (cont.)	Progress the National Women's Strategy 2007-2016 and commence preparation of a successor Strategy	“	Q4	The Monitoring Committee of the National Women's Strategy met twice in 2015 to review progress since 2013. The progress report on implementation of the Strategy as of 1 May 2015 was noted by Government on 8 July and subsequently published. Work on the formal consultation process on a new strategy for the post-2016 period has been deferred until Q2 2016, to facilitate completion of the Women in Sport conference in October 2015 and conclusion of the EU Progress-funded Leadership programme to be completed by February 2016.	Amber
	Review structures for engaging with the Traveller and Roma communities	“	Q4	New structures in place and phase 1 of consultation process re new national Traveller and Roma Inclusion Strategy completed. Phase 2 will commence shortly. The intention is that Phase 3 will be completed in Q2 2016 and a draft Strategy presented for Government approval as soon as possible thereafter.	Amber
	Review and restructure engagement with stakeholders in advancing National Disability policy	“	Q4	New Disability Stakeholders group in place. Phases 1 and 2 of the Disability Inclusion Strategy consultation process have been completed. The intention is that Phase 3 will be completed in Q1 2016 and a draft Strategy presented for Government approval as soon as possible thereafter.	Amber
	Prepare CEDAW Report (Convention on the Elimination of Discrimination against Women) and submit to UN	“	Q4	Ireland notified the CEDAW Committee in February 2015 that we wish to avail of the simplified reporting procedure and the Committee has approved this request. We now await receipt of a list of issues from the Committee, which is expected in March 2016. Ireland's replies to this list will constitute our combined 6th to 8th periodic reports under the Convention. The list has to be replied to within 6 months of its receipt and this will set the schedule for the delivery of this action.	Green
	Employment Equality ( Amendment ) (No. 2) Bill 2013 to protect LGBTI people from	“	Q3	The Equality (Miscellaneous Provisions) Act 2015 was signed into law in December 2015.	Green-completed

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	discrimination in publicly funded education and medical posts				
Garda Reforms	Publish a Policing Authority Bill and steer through Oireachtas to enactment	Assistant Secretary, Policing	Q2 (Bill)	Garda Síochána (Policing Authority and Miscellaneous Provisions) Act 2015 was signed into law in December 2015.	<b>Green-completed</b>
	Establish the Policing Authority and support interim arrangements and preparations pending enactment of the Bill	“	Q4	The Chairperson (Ms. Josephine Feehily) and the eight members of the Authority were selected for appointment following selection processes run by the Public Appointments Service. The members of the new independent Policing Authority were designated by Government in December and the Authority was formally established on 1 January 2016. Ms. Helen Hall, currently CEO of the Irish Auditing and Accounting Supervisory Authority, was appointed as the Chief Executive of the Policing Authority following a competition run by the Public Appointments Service.	<b>Green-completed</b>
	Support the Garda Síochána Inspectorate and Garda Síochána Ombudsman Commission (GSOC) in their roles	“	Q1-Q4	Interaction with both bodies ongoing. Draft Performance Agreements forwarded to GSOC and GSI for discussion.	<b>Green</b>
	Strengthen the powers and remit of GSOC through enactment of the Garda Síochána (Amendment) (No.3) Bill	“	Q2	The Garda Síochána (Amendment) Act 2015 has been brought fully into force. The Act enhances the powers of the Garda Síochána Ombudsman Commission (GSOC) in criminal investigations and enables GSOC to carry out its functions with greater capacity and autonomy.	<b>Green-completed</b>
	Finalise the work of the Independent Review Mechanism process for consideration of allegations received by Government	“	Q2	In June, the Minister announced the appointment of retired High Court Judge Roderick Murphy to oversee the preparation of notification letters to complainants in the Independent Review Mechanism. Issuing of letters has commenced and will continue over the coming period. Notification letters continuing to be issued. To date 307 notification letters have issued. The remaining letters are expected to be issued shortly. The Minister intends to publish an overview report when the process has been completed.	<b>Green</b>
	Fully participate in and work with the various Commissions of Investigation and inquiries	Assistant Secretary,	Q4	Ongoing cooperation with the various enquiries etc including the enquiry under S 109 of the Garda Síochána Act 2005	<b>Green</b>

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Garda Reforms (cont)	arising from the Guerin and other reports	Policing		(under Mr Justice Frank Clarke)	
	Contribute to the review of the Garda Síochána under the Haddington Road Agreement and incorporate the outcome into the Garda reform process	“	Q3/Q4	The Minister published the report of the Garda Inspectorate “Changing Policing in Ireland - Delivering a Visible, Accessible and Responsive Service” in December. The Minister has put in place a process to seek the views of all those to whom recommendations are directed.	Amber
	Support continued Garda recruitment	“	Q1-Q4	2016 budget allocation of €1.5 billion for An Garda Síochána includes over €67 million in additional funding to allow the recruitment of 600 new Gardaí next year. This is in addition to the 550 Gardaí recruited since the opening of the Garda college in September 2014. The funding will also allow the recruitment of additional ICT personnel.	Green
	Review and support capital investment to improve Garda ICT, having regard to the Garda Síochána Inspectorate Report on Crime Investigation	“	Q1/Q4	An additional €205million has been provided under the Capital Plan 2016-2021 for ICT investment, bringing the total allocation to €331 million. There is ongoing engagement with the relevant parties.	Green
	Work with An Garda Síochána and OPW on a programme of development and refurbishment of Garda Stations and facilities	“	Q1-Q4	The Garda Building and Refurbishment Programme 2016 - 2021 was announced by the Minister and the Minister of State at the Office of Public Works on 21 October 2015. The Programme includes over €60 million in direct Exchequer funding and approval of a PPP to facilitate larger-scale projects. The Programme was prepared to reflect strategic priorities identified by An Garda Síochána in conjunction with the OPW.	Green
Immigration	Contribute and support the independent Working Group on the Protection Process and take forward actions following Government approval	DG INIS	Q2/Q4	Report to Government submitted by Chairman to the Minister and Minister for State on 23 <sup>rd</sup> June and published on 30 <sup>th</sup> June. The Government recommended, when approving the publication of the Report, that it should in the first instance be the subject of a detailed discussion at the Cabinet Committee on Social Policy and Public Service Reform. An analysis on the legal, financial and practical implications of the Report's	Green



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Immigration (cont)				<p>recommendations was submitted to the Cabinet Committee in November.</p> <p>The report of the Working Group reaffirms that the excessive length of time in the protection system is the most significant issue facing those in direct provision. One of the key priorities was therefore to reform the system for determining applications for international protection in Ireland through the introduction of a single applications procedure and the International Protection Act was signed into law in December 2015. This Act responds to 26 of the recommendations made in the Report of the Working Group.</p>	
	Publish the International Protection Bill and put in place operational procedures to implement the Single Procedure following enactment of the legislation	Assistant Secretary, Civil Law and Courts and DG INIS	Q2/Q4	The International Protection Act was signed into law in December 2015.	Green
	Complete the civilianisation of immigration functions at Dublin Airport	DG INIS	Q4	Staff recruited and trained. 24 x 7 full implementation at Terminal 1 completed on target – 23 <sup>rd</sup> June. Civilian staff are now undertaking all immigration frontline checks in Terminal 1 and in the Transit area of Terminal 2 of Dublin Airport. The civilianisation of the remaining frontline operation in Terminal 2 is expected to be completed in 2016.	Green
	Continue the roll-out of the British-Irish Visa Scheme, in agreement with the UK Home Office	“	Q4	Rollout in India completed in February, following on from a very successful launch of the scheme for China in October 2014. Plan for resolution of some initial technical matters in place and progressing well. Preparations for evaluation of the scheme with UK Home Office under way to feed into considerations by both Governments for further rollout of the scheme.	Green
	Re-entry visas on-line appointments system	“	Q3	A new on-line appointments service for re-entry visas was introduced on 11 November.	Green-completed



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Immigration (cont)	Continue operational work, including progressing legal cases, in order to maintain integrity of immigration system	“	Q1/Q4	Ongoing. Judicial Review cases managed in conjunction with the CSSO / AG’s Office. Impacts of any negative court judgements actively managed.	Green
	Implement the new rules for student migration and for colleges operating in the sector (in conjunction with the Department of Education and Science)	“	Q1-Q4	Revised Rules for governance of the sector taking into account outcome of High Court Judgement in January were published in May setting out the strategic and implementation roadmap. Implementation commenced as planned. Process has proved more complicated than expected which has moved completion date into January 2016.	Amber
	Maintain integrity of immigration system, continue front line operational work, including processing of applications across a wide range of immigration and protection related areas, including applications for naturalisation and the holding of Citizenship ceremonies. Active management of legal cases, etc.	“	Q1/Q4	Processing ongoing.  Major increases in volumes of asylum and EU Treaty Rights cases are leading to significant resource pressures increasing timelines for decisions.	Amber
Crime and Security	Continue actions to promote national security and to support An Garda Síochána in tackling crime, including combating terrorism and serious and organised crime	Assistant Secretary, Crime and Security	Q1/Q4	Extensive engagement takes place with An Garda Síochána and other relevant agencies in relation to crime trends and the development of criminal justice system responses, including with respect to combating terrorism and organised crime. Advice and analysis is provided on an ongoing basis to the Minister on a broad range of crime and security issues.	Green
	Continue to enhance and develop North/South co-operation on security and criminal justice	“	Q1/Q4	There is continuing close co-operation with counterparts in the Northern Ireland Office in respect of countering the threat posed by paramilitary groups. The 2015-16 work programme for North-South criminal justice co-operation was agreed in June and actions under the programme will be brought forward by cross-Border sectoral groups. The Cross Border Seminar on Organised Crime took place this year on the 30 September to 1 October. The Seminar is organised jointly by the Department of Justice and Equality and the Department of Justice Northern Ireland. The conference brings together senior officers from An Garda	Green

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Crime and Security (cont)				Síochána, the Police Service of Northern Ireland, the National Crime Agency, the Revenue Commissioners, HM Revenue and Customs, and Government Depts from both jurisdictions.	
	Continue to deal with requests for mutual legal assistance in criminal investigations, European arrest warrants and extradition requests as speedily as possible	“	Q1/Q4	Requests are dealt with as speedily as possible subject to available resources, case complexity, volume of requests received, the legislation and the nature of the Irish criminal justice system. Response times in obtaining evidence sought in criminal investigations through MLA channels have not changed significantly. EAW system is working satisfactorily although Irish system operates very differently to EU mainstream and the length of time it takes to process an EAW here is significantly longer than elsewhere. Extradition requests are processed within the confines of the 1965 Act and the Department has little, if any scope, to expedite the process.	Green
	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	“	Q1/Q4	The Criminal Justice (FCPS) Working Group established to take forward the Inspectorate's recommendations made its 2 <sup>nd</sup> Progress Report to Ministers in June. A substantial number of the Report's recommendations have been fully implemented. The Group is continuing to study implementation of the remaining recommendations, which are in the main longer term in nature. A key response to the long term recommendations is a proposal to develop a ‘master driver licence record’ which will better link relevant databases. The Ministers recently approved a high level business case for such a system and the Department of Transport, Tourism and Sport is now taking forward the detailed development this proposal.	Green
	Publish Second National Action Plan to Prevent & Combat Human Trafficking in Ireland	“	Q2/Q3	A draft of the second National Action Plan to Prevent and Combat Human Trafficking in Ireland was issued for consultation to stakeholders on 10/6/2015. Responses to this consultation process were to be received by 31 July. This deadline was extended at the request of certain civil society	Amber

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Crime and Security (cont)				organisations. Submissions received are now being examined. Approval by Government and publication now expected in Q1 2016.	
	Finalise work of the Expert Group established to Review the Proceeds of Crime legislation.	“	Q4	The Expert Group has concluded an initial scoping exercise identifying a number of proposals. Work is now underway in developing those proposals for further consultation with the Office of the Attorney General	Amber
	Take forward the recommendations in the Garda Inspectorate Report on Crime Investigation, including liaising with the CSO with regard to their review of the issues raised	“	Q1/Q4	A Garda Implementation Steering Group and a Strategic Transformation Office have been established, and implementation measures are underway. A Criminal Justice Strategic Committee has been established, as part of the overall justice sector reform programme, and as also recommended by the Inspectorate. An Expert Group on Crime Statistics, chaired by the CSO, has been established and has commenced its examination of the relevant recommendations in the Inspectorate Report. The CSO recommenced publication of recorded crime statistics at end June 2015, together with a detailed analysis of how the issues raised by the Garda Inspectorate impact on the quality of crime data. An Garda Síochána is implementing a range of measures to address the issues identified by Inspectorate & CSO.	Green
	Support coordination of Minister's initiative in relation to burglary crime	“	Q1/Q4	A comprehensive strategy to tackle burglary and related crime has been put in place incorporating legislation, crime prevention, management of prolific offenders, and enforcement measures. Significant investment in being made in Garda personnel, vehicles and technology. In particular, and as a follow-on to this investment, Operation Thor was launched in early November as a new multi-strand operation, to provide an enhanced Garda operational response to burglaries and related crimes.	Green

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Crime and Security (cont)	Strengthen the laws on corruption - Criminal Justice (Corruption) Bill	“	Q3	Drafting of the Criminal Justice (Corruption) Bill is at an advanced stage.	<b>Amber</b>
	Strengthen the laws on sexual offences- Criminal Law (Sexual Offences) Bill	Assistant Secretary, Criminal Law	Q3	The Criminal Law (Sexual Offences) Bill was published and presented to the Seanad on the 23 September 2015. Seanad Committee Stage is scheduled to resume on 14 January 2016	<b>Green</b>
	Publication of a Criminal Justice (Burglary of a Dwelling) Bill	“	Q2	The Criminal Justice (Burglary of a Dwelling) Act was signed into law in December 2015.	<b>Green - Completed</b>
	Progress Review on Firearms licensing to enhance public safety	Executive Director, Crime Division	Q2	<p>The following key changes were announced on 18 September 2015:</p> <ul style="list-style-type: none"> <li>• A proposal to establish new Firearms Assessment and Appeals Authority (FAAA)</li> <li>• Immediate cap on licensing of any new centre-fire semi-automatic rifles</li> <li>• A new Statutory Instrument re-defining non-restricted handguns, which addressed the upcoming firearms renewal cycle, was signed on September 2015 on 15 September 2015</li> <li>• An Garda Síochána to establish centralised licensing system for restricted firearms</li> <li>• Garda Inspectorate to review the administration of firearms licensing</li> <li>• Re-establishment of Firearms Consultative Panel (FCP).</li> </ul> <p>The FCP had its first meeting on 29 October 2015 and the views of stakeholders were sought in relation to the proposal to establish the FAAA.</p>	<b>Green</b>
Criminal Law -Other Legislative Priorities	Criminal Justice (Terrorist Offences) (Amendment) Bill 2014 - enactment	“	Q2	The Criminal Justice (Terrorist Offences) (Amendment) Act 2015 was signed by the President on 1 June, 2015 and came into operation one week later.	<b>Green - Completed</b>
	Criminal Justice (Mutual Recognition of Decisions on Supervision Measures) Bill –	“	(Q2-Original) Now on updated Gov.	The Bill is currently being drafted.	<b>Green</b>

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Criminal Law -Other Legislative Priorities (cont)	publication		Legislative Prog. for publication in 2016		
	Bail Bill – submission of General Scheme to Government	“	Q2	Heads of the Bill were approved by Government for drafting on 22 July 2015 and the Bill has been sent to the AGO for drafting. Government agreed on 28 October 2015 to the priority drafting of the Bill with a view to its introduction in the Oireachtas in the current parliamentary session.	Green
	Criminal Justice (Mutual Recognition of Probation Judgments and Decisions) Bill – publication	“	(Q2-Original) Now on updated Gov. Legislative Prog. for publication in 2016	The Bill is currently being drafted.	Green
	Criminal Justice (Mutual Assistance) (Amendment) Bill 2014 - enactment	Assistant Secretary, Criminal Law	Q3	The Criminal Justice (Mutual Assistance) (Amendment) Act 2015 was signed into law in December 2015	Green-completed
	Criminal Justice (Spent Convictions) Bill 2012 - enactment	“	Q3	Amendments to the Vetting Act and consequential amendments to the Spent Convictions Bill are drafted. The Bill will require re-committal to Committee Stage in the Dáil. Following Report Stage in the Dáil it will require referral to the Seanad.	Amber
	Criminal Procedure Bill – scheme of Bill finalised and sent for drafting	“	Q3	Revised Heads for the Criminal Procedure Bill were approved by Government on 9 June 2015. Scheme was published and later revised following pre-legislative scrutiny consultation. Bill is being drafted.	Green
	Criminal Justice (Offences Relating to Information Systems) Bill -publication	“	Q3	Pending resolution of issues relating to the data preservation provisions of the Convention, the Bill will now deal with the transposition of the EU Directive only. Publication is expected in January 2016.	Amber
	Prisons Bill –publication	“	Q4	The Prisons Act 2015 was signed into law in December 2015. Its main purpose is to facilitate the complete closing of St. Patrick’s Institution	Green-completed

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	Criminal Records Information Systems Bill - publication	“	Q4	The Criminal Records Information Systems Bill is being drafted.	<b>Amber</b>
	Transfer of Sentenced Persons and Transfer of Execution of Sentences Bill -publication	“	Q4	The Transfer of Sentenced Persons and Transfer of Execution of Sentences Bill is being drafted	<b>Amber</b>
	Criminal Justice (Freezing and Confiscation) Bill – prepare legislative provisions to transpose Directive	“	Q4	Transposition requirements are being analysed.	<b>Amber</b>
	Inspection of Places of Detention Bill – submission of General Scheme to Government	“	Q4	Work on an Inspection of Detention of Places of Inspection Bill has been postponed while consideration is given to the establishment of a Criminal Justice Inspectorate. An Open Policy debate to consult with stakeholders was held in November 2015.	<b>Deferred</b>
Victims	Implement the EU Victims Directive in full – development and enactment of Criminal Justice (Victims of Crime) Bill	Assistant Secretary, Criminal Law	Q4	Scheme was published in July and Bill has been sent to AGO for drafting. The new Criminal Justice (Victims of Crime) Bill will be published shortly.	<b>Amber</b>
	Reformed and Consolidated Domestic Violence Bill-publication	Assistant Secretary, Civil Law and Courts	Q3	Approved by Cabinet on 14 July 2015. General Scheme was submitted for pre-legislative scrutiny on 16 July 2015. Response received 24 September 2015 indicating no pre-legislative scrutiny needed. Formal drafting underway.	<b>Amber</b>
	Develop a new Strategy on Domestic, Sexual and Gender-based Violence	Executive Director, Crime Division	Q3	A Strategy has been agreed with implementing agencies following consultation with the community and voluntary sector and was published on 20th January 2016.	<b>Green-completed</b>
	Signature of Council of Europe Convention Preventing and Combating Violence against Women and Domestic Violence	“	Q3	In November, Ireland signed the Council of Europe Convention Preventing and Combating Violence against Women and Domestic Violence, commonly referred to as the Istanbul Convention. An Action Plan towards ratification has been put in place with the implementing bodies.	<b>Green-completed</b>
	Support the development and implementation of proposals to address the legacy of the	Assistant Secretary,	Q1/Q4	Work is ongoing with colleagues in the Department of Foreign Affairs and Trade and counterparts in Northern Ireland in	<b>Green</b>

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	troubles, in particular, through the ICLVR and the Stormont House Agreement	Crime and Security		developing the framework to give effect to aspects of the Stormont House Agreement. The ICLVR is continuing its work in locating the remains of the Disappeared. The current search project in Co. Meath uncovered the remains of two persons at a site of interest in June.	
Penal Policy	Implement the recommendations of the Strategic Review of Penal Policy	Assistant Secretary, Prisons and Probation Policy	Q1/Q4	A Penal Policy Implementation Group has been established and is chaired by Dr Mary Rogan. This group will coordinate the reporting regarding the implementation status of each of the recommendations contained in the Report of the Penal Policy Review Group. It is intended that the Group will meet every five months and will report to the Minister every six months. Terms of Reference for the Group have been agreed. The Group has met formally on two occasions 15 <sup>th</sup> May, 2015 and 16 <sup>th</sup> October 2015. The Chair has also held individual meetings with members of the Group to progress implementation of the recommendations. The Group's first report on progress was presented to the Minister on 24 <sup>th</sup> November, 2015. For the purpose of this first report, the group has agreed milestones and measures of progress for each of the recommendations, and has indicated where those milestones have been reached. They have also agreed the lead agencies to be responsible for each recommendation. The Group's second report is due to be submitted in May 2016.	<b>Green</b>
	Establish the Penal Policy consultative council	“	Q3	This recommendation is under consideration in terms of how best to implement it. Professor Shane Kilcommmins has been appointed as the Chair of the Council. The following are under consideration and will be finalised shortly: (i) Suggested membership of the Consultative Council and its Terms of Reference. (ii) Suggested modus operandi of the Council	<b>Amber</b>



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				(iii) Suggested topics for initial consideration by the Council.	
Courts and Judiciary	Reform the Judicial Appointments system - Judicial Appointments Bill to be brought to pre-legislative scrutiny	Assistant Secretary, Civil Law and Courts	Q4	Draft nearing completion	<b>Amber</b>
	Publish a Judicial Council Bill to provide a system for investigating claims of judicial misconduct	“	Q4	Expected publication in early 2016	<b>Green</b>
	Support implementation of the Fines Act 2014 by the Courts Service	“	Q4	All systems, orders and regulations effective for January 2016.	<b>Green-completed</b>
Legal Services Reform	Progress the Legal Services Regulation Bill 2011	Assistant Secretary, Civil Law and Courts	Q2	Legal Service Regulation Act signed into law in December 2015.	<b>Green-completed</b>
	Implement the Legal Service Regulation Bill, on enactment	“	Q3/Q4	Discussions ongoing with DPER on establishment and staffing. Proposals to Minister for next steps re commencement of Parts and appointment of Authority. Nominations for members of new Authority sought from nominating bodies Jan 2016.	<b>Green</b>
Civil Law - Other Legislative Priorities	Prepare Marriage Bill 2015 to make the legislative changes needed to enable same-sex couples to marry in the event that the referendum is passed.	Assistant Secretary, Civil Law and Courts	Q2/Q3	The Marriage-Bill 2015 was signed into law in October 2015.	<b>Green-completed</b>
	To publish and seek enactment of the Personal Insolvency (Amendment) Bill and to support implementation of the Government’s package of actions/reforms on mortgage arrears/personal insolvency	“	Q2	Enacted 28 July 2015. Preparation of Scheme for aid and advice to those in mortgage arrears completed – Memo for Government circulated 23 September. Government Decision 17 November. Budget December. Scheme launched by Minister on 22 January.	<b>Green</b>
	Hague Convention (Choice of Court) Bill –	“	Q2	The Choice of Court (Hague Convention) Act 2015 was signed	<b>Green-</b>

Priority Area	Key Priorities/Actions for 2015 <sup>i</sup>	Senior Responsible Officer	Timeline <sup>ii</sup>	Progress at end December 2015	RAG Status
Civil Law - Other Legislative Priorities (cont)	publication			into law in November 2015.	completed
	Assisted Decision-Making (Capacity) Bill - enactment	“	Q3	The Assisted Decision-Making (Capacity) Act 2015 was signed into law in December 2015	Green - completed
	Mediation Bill –publication	“	Q3	No progress; awaiting draft from OPC.	Red
	Family Court Bill –publication of General Scheme	“	Q3	Draft General Scheme being finalised for submission to Minister.	Green
	Civil Debt (Procedures) Bill –enactment	“	Q3	Completed	Green - Completed
	International Recovery of Child Support (Hague Convention) Bill -publication	“	Q4	Progress subject to competing legislative priorities Preparation of heads during Q4. Finalisation of Heads Q1 2016	Amber
	Tailte Éireann Bill -publication	“	Q4	Draft Bill received from the Office for the Parliamentary Counsel (OPC)-in December and is currently under review. Tasks and processes leading to the merger are underway, including agreement of common projects and initiatives to be implemented on an ongoing basis	Amber
	Civil Liability (Amendment) Bill -enactment	“	Q4	General Scheme published. Oireachtas Committee pre-legislative scrutiny completed. Formal drafting underway.	Green
	Criminal Legal Aid Bill –finalise draft	“	Q4	Draft under review	Amber

Priority Area	Key Priorities/Actions for 2015 <sup>i</sup>	Senior Responsible Officer	Timeline <sup>ii</sup>	Progress at end December 2015	RAG Status
International Policy	Support the Minister and Department in discharging their EU responsibilities and in communicating and defending Ireland's interests at JHA Council, CATS and other fora, including Oireachtas, as required.	Assistant Secretary, International Policy Development	Q1-Q4	2015 has been a particularly busy year at an EU Level for this Department. Migration, Terrorism and the Internal Security of the Union were among the most prominent issues at Justice and Home Affairs Councils as well as at European Councils throughout 2015. Terrorism dominated the early part of the year following the Charlie Hebdo attack in Paris in January. Then in April, an additional JHA Council was scheduled at short notice to address the migration crisis and the loss of life in the Mediterranean. In total, 6 additional JHA Councils took place in 2015, the last following the Paris attack at St. Denis on 13 November. These and all other Council Meetings were fully serviced by Ministers and departmental staff.	<b>Green</b>

<sup>i</sup> Newly emerging priorities may affect sequencing in this Plan.

<sup>ii</sup> Timelines are indicative. In the case of legislation, timescales are subject to Office of Parliamentary Counsel and Oireachtas scheduling.