



**An Roinn Dlí agus Cirt,  
Gnóthaí Baile agus Imirce**  
Department of Justice,  
Home Affairs and Migration



**PCSA**

Údarás Póilneachta  
& Sábháilteachta Pobail  
Policing & Community  
Safety Authority

# **Department of Justice, Home Affairs and Migration**

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## **Policing and Community Safety Authority**

### **Performance Delivery Agreement 2026**

## 1. Purpose and Context

The purpose of this Agreement is to define, in the context of the resources provided, the targets by which the performance of the Policing and Community Safety Authority (PCSA) will be measured at year end 2026. The ongoing support that the Department of Justice, Home Affairs and Migration will provide to the PCSA 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 2025-2027.

## 2. Inputs

### 2.1. Financial Inputs

The PCSA's budget allocation for 2026 is as follows:

|           |                    |
|-----------|--------------------|
| - Pay     | € 4,708,000        |
| - Non-Pay | €1,964,000         |
| - Total   | <b>€ 6,672,000</b> |

### 2.2. Staffing Resources

The PCSA vote was developed and approved based on a staffing complement of 63 for 2026. 60 posts are allocated, and the remaining 3 posts are under consideration and planning. Should there be need for any posts at PO or above separate sanction will be sought from the department and from DPENDR.

The following shows the Authority's allocated and actual staffing levels as at 1 March 2026:

| Grade  | Allocated | Actual |
|--|-----------|--------|
| Chief Executive                                  | 1         | 1      |
| Principal Officer                                | 6         | 6      |
| Assistant Principal Officer                      | 13        | 11     |
| Higher Executive Officer/ Administrative Officer | 17        | 16     |

| Grade             | Allocated        | Actual           |
|-------------------|------------------|------------------|
| Executive Officer | 15               | 15               |
| Clerical Officer  | 8                | 8                |
| <b>Total</b>      | <b><u>60</u></b> | <b><u>57</u></b> |

### 3. Performance Targets

Sections 3.1 and 3.2 below set out the principal targets that will be referenced in 2026 to assess the Authority's efficiency and productivity in using the resources allocated to it. These targets variously relate to the strategic themes set out in the Authority's Strategy Statement 2026-28, as follows:

#### 3.1. Quantitative targets

| Output area or initiative                              | 2026 Target |
|--|-------------|
| Meetings of the Authority with the Garda Commissioner: |             |
| • in private   | 6           |
| • in public  | 4           |
| Performance assessment reports                         | 2           |
| Post-implementation reviews                            | 2           |
| Inspections  | 4           |

### 3.2. Other targets

| Output area or initiative  | Target  | Associated Strategic Objective  |
|--|---|---|
| Meetings with Garda commissioner held in public  | <p>Hold at least four meetings with the Garda Commissioner, in public.</p> <p>Policing Performance is discussed in public in a community setting with the Commissioner, based on an agenda focussed on key areas of concern for the local community.</p>            | Be a Credible, Trusted, and Expert Voice on Policing  |
| Meetings with Garda commissioner held in public outside Dublin to facilitate engagement with local communities on the topic of local policing performance and promote awareness of policing matters. | <p>Two Authority meetings to be held outside Dublin.</p> <p>Significant community/stakeholder outreach and engagement activity will inform the meeting agendas, which will focus on policing issues most relevant to those communities, in all their diversity.</p> | Be a Credible, Trusted, and Expert Voice on Policing  |
| Promote public understanding of policing matters, key issues and debates, and the rights and standards that communities can expect when receiving policing services.                                 | Hold at least one meeting with the National Director for Community Safety, in public.   | <p>Be a Credible, Trusted, and Expert Voice on Policing</p> <p>Support and Promote Community Safety</p> |
| Undertake oversight activity to enable the Authority to assess AGS performance against the Policing Priorities   | Monitor key enablers of policing, e.g. resources, training, and the introduction of technology.   | Provide consistent oversight and independent assessment   |

| Output area or initiative   | Target  | Associated Strategic Objective                          |
|---|---|---|
| 2026-2028; and other key plans and strategies   | <p>In-depth oversight activity to be undertaken on</p> <ul style="list-style-type: none"> <li>• homicide investigations</li> <li>• policing of children and young people</li> <li>• roads policing</li> <li>• responses to domestic, sexual and gender-based violence</li> </ul>  |   |
| Publish and implement the Inspection Plan 2026.   | <p>Publish and launch Inspection plan 2026.</p> <p>Undertake four inspections -</p> <ul style="list-style-type: none"> <li>• Garda call handling and incident response procedures</li> <li>• Risk management in garda custody</li> <li>• The policing of bail conditions by An Garda Síochána</li> <li>• The management and storage of biological samples by An Garda Síochána</li> </ul> | Provide consistent oversight and independent assessment |
| Attend community safety steering group meetings.  | Meet extensively with community groups and stakeholders to understand their experiences of policing and community safety.   | Support and promote community safety                    |
| Ensure the PCSA operates in a manner that is human rights focussed and ethically driven, with appropriate | <p>Develop our human rights capacity</p> <ul style="list-style-type: none"> <li>- Appoint an external, expert human rights advisor.</li> </ul>  | Be a well-run and effective organisation.               |

| Output area or initiative  | Target   | Associated Strategic Objective |
|--|--|--------------------------------|
| arrangements to comply with our public sector Equality and Human Rights Duty | - Build internal knowledge, capacity and competency. |                                |

### 3.3. Green Energy/Environmental Metrics

| Associated strategic objective  | Metric   | 2026 <sup>1</sup> target | 2025 outturn | 2024 outturn  |
|---|--|--------------------------|--------------|---|
| <i>A high-performing, well respected organisation (Green initiatives)</i> | Reduction in Energy-Related Greenhouse Gas Emissions | 120,000 KW/h             | 103,044 KW/h | 152,709 KW/h<br><br>(consisting of 55,166 GSI + 97,543 Policing Authority, as reported to SEAI) |
|   | Number of Sustainability Events held for Staff       | 2                        | 1            | 0   |

<sup>1</sup> The PCSA has been advised by the SEAI to amalgamate previous data from the Policing Authority and Garda Síochána Inspectorate. The 2024 return accounts for these amalgamated figures. The Garda Inspectorate vacated their building at the end of 2024 and as a result the decrease in emissions reported for 2025 is significant. Conversely, a planned increase in total staffing numbers and floor area during 2026 is likely to have an impact on overall energy demand allocation for the building this year.

**3.4. 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.

**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.

**5. Duration and signatories to the Agreement**

Deirdre McDonnell, Assistant Secretary, Department of Justice, Home Affairs and Migration and Helen Hall, Chief Executive of the Policing and Community Safety Authority, affirm that this Agreement will be in effect until 31 December 2026.



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Deirdre McDonnell  
Assistant Secretary, Department  
of Justice, Home Affairs & Migration

**23rd March 2026**



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Helen Hall  
Chief Executive, Policing and  
Community Safety Authority

**12 March 2026**