



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

Annual Report



To maintain community and national security, promote justice and equity, and safeguard human rights and fundamental freedoms consistent with the common good.

Contents

Foreword by Minister Frances Fitzgerald TD	3
Introduction by the Secretary General Noel Waters	5
1. Overview and Context	7
Figure1: Overview of Department in Numbers	10
2. 2014 in Review	11
3. Progress on Strategy Statement 2011 to 2014	17
Figure 2: An Garda Síochána in 2014	20
Focus: Garda Recruitment	20
Focus: Court of Appeal	23
Figure 3: The Criminal Justice System in Numbers	25
Focus: Strategic Review of Penal Policy	27
Focus: Irish Human Rights and Equality Commission	31
Focus: Children and Family Relationships Bill	31
Figure 4: Immigration in Numbers	33
Figure 5: Use of E-Gates	37
Focus: Data Sharing	37
Figure 6: Admissions from Syria	40
Focus: Charities Regulatory Authority	45
4. Corporate Information	48
Table 1: Department of Justice and Equality and associated Offices and Agencies	48
Table 2: Gross Expenditure Current	49
Table 3: Gross Expenditure Capital	49
Table 4: Appropriations in Aid	49
Table 5: Net Expenditure (Current and Capital)	50
Appendix 1 – Department Organisation Chart 2014	55
Appendix 2: Bodies under the Aegis of the Department	56
Contact Details	62

Mission Statement

‘To maintain community and national security, promote justice and equity, and safeguard human rights and fundamental freedoms consistent with the common good.’

Foreword by Minister Frances Fitzgerald TD



Reform is the big theme running through this Report, as it has through much of the work of this Government. This Report covers an eventful year for the Department of Justice and Equality and outlines the reforms flowing from those events.

Notwithstanding the difficulties, 2014 was a busy and productive year for the Department. A comprehensive programme of transformation got underway in An Garda Síochána including, for the first time, an open competition to appoint the Garda Commissioner as well as groundbreaking work to establish an Independent Policing Authority. Garda recruitment was recommenced for the first time since 2009. The courts underwent the first major structural change since 1924 in the establishment of the Court of Appeal and the new merged body, the Irish Human Rights and Equality Commission, was established.

All of this was achieved by the Department while simultaneously facing up to and addressing the recommendations in the report of the Independent Review Group - the Toland report - around organisational culture, leadership and management processes. The achievements are a very practical demonstration of the core strengths of the Department of Justice and Equality as identified in Toland – the willingness, flexibility and can-do attitude of its staff and the significant depth of specialised knowledge and expertise within the Department. As Minister I rely on these strengths every day.

The Department should take pride in what it has achieved but cannot rest on its laurels. Reform is a continuum. The world never stops, as soon as we solve one set of problems, another set present themselves. I have great confidence in the staff of the Department continuing to meet the many challenges they face while also embracing the need to reform and change in order to serve the people of Ireland to the very best of their abilities.

Frances Fitzgerald TD

Minister for Justice and Equality

Introduction by the Secretary General Noel Waters



The remit of the Department of Justice and Equality covers a breadth of activities and responsibilities, all of which contribute to the maintenance of a safe and fair society.

It is an understatement to say that 2014 was a challenging year. Following a series of tumultuous events, the Department was the subject of a critical independent review and the system of oversight and governance between the Department and An Garda Síochána came under strain.

In the course of this, the Garda Commissioner retired with immediate effect. In May, Minister Alan Shatter TD resigned and was succeeded by Frances Fitzgerald TD. Following publication of the Independent Review Group's Report, the Secretary General of the Department requested to be reassigned to other duties in the public service. I would like to pay tribute to Brian Purcell for his selfless and honourable public service.

As recommended in the Independent Review Group's Report, the Department has developed a comprehensive Programme for Change covering the Department's organisational culture, leadership, management and governance contained in the report. The report envisaged a two year timeframe for implementation and this work has been ongoing in 2015 and will continue to be embedded in 2016/7.

Consultations were held with staff and stakeholders. The Minister led a roundtable session with the heads of the Department's agencies in November 2014 following which a Criminal Justice Strategic Group was established, chaired by the Department

and comprising heads of the relevant agencies, to improve coherence and communication in the sector. In recognition of the breadth of the Department's scope, a new Deputy Secretary position was created as recommended by the Review Group and this appointment has since been made. A network has also been established in relation to the civil and equality agencies.

The Department's Management Board reviewed and formalised the purpose, functions and procedures relating to our meetings to strengthen oversight of the Department and Sector. With effect from January 2015 the Director of the Probation Service and three additional Principal Officers were co-opted onto the Management Board. The format and structure of the MinMAC¹ meetings – attended by the Minister and Ministers of State - have been strengthened and formalised.

On a broader front, the Civil Service Renewal Plan was launched by An Taoiseach in October 2014. The Plan involves working with Civil Servants all across the country to renew the vision for the Civil Service and make that vision a reality. Our Department has played an active part in that renewal process and it mirrors much of the work being undertaken as part of our own Programme for Change. Through all of this, the staff of the Department and its associated offices and agencies have diligently continued with their day to day work meeting the needs of our customers and stakeholders. It is the fruits of their labours that are set out in this Annual Report.

Noel Waters
Secretary General (Acting)
November 2015

¹ Meetings of the Department's Management Board (formerly known as the "MAC" (Management Advisory Committee)) attended by the Minister and Ministers of State.

1. Overview and Context

1.1 Introduction

The Department of Justice and Equality's remit covers activities as diverse as the security of the State; the protection of life and property; the prevention and detection of crime; maintaining and promoting fairness and equality; overseeing services for the buying and selling of property, developing the Insolvency Service of Ireland, managing inward migration to the State; providing a Courts Service and various other regulatory services and updating our criminal and civil laws. These are crucial to sustaining a democratic society.

These functions are carried out either internally by the Department or by the agencies of the Justice and Equality Sector under the overall aegis of the Minister for Justice and Equality. The Department employs over 1,000 people, with a further 880 employed in associated offices and agencies, and has overarching responsibility for a Sector employing nearly 22,000 people.

More detail on the work of the [Justice and Equality Sector agencies](#) can be found on their websites and in their individual annual reports.

1.2 Reflecting the Programme for Government

This Annual Report for 2014 is the third Annual Report on the [Strategy Statement 2011-2014](#). The strategy was published in March 2012 and set out our priorities for the three year period having regard to the policy context of the [Programme for Government 2011-2016](#).

The Department's goals in the Strategy Statement are:

- maintain a secure Ireland
- work for safe communities
- facilitate the provision and administration of justice
- promote equality and integration

- represent Ireland's interest in the above spheres in EU and other international organisations
- contribute to economic recovery

To achieve these goals the Strategy commits us to:

- put in place a policy direction and framework for tackling crime, including prevention, intervention and enforcement measures, and money laundering
- set the strategic direction for an integrated justice system and support all elements of the system; in particular, continue to provide safe, secure and humane custody for those committed to prison by the courts, as well as developing alternatives to custody and alternative dispute resolution mechanisms
- support community policing models and partnerships, including interventions directed at young offenders, as a response to anti-social behaviour and low-level crime
- co-ordinate, develop and implement policies to promote equality and integration
- develop measures and maintain policies aimed at ensuring the security of the State and participate in/contribute to international initiatives to counter the threat of terrorism and serious/organised crime
- implement immigration and related policies and services that are responsive to the needs of Irish society, contribute to tourism and economic development, and comply with our national and international obligations
- enhance capacity to tackle human trafficking, domestic, sexual and gender-based violence, and misuse of drugs, including alcohol
- foster North-South and international co-operation in all relevant matters
- develop appropriate legislative frameworks and instruments as a basis for justice and equality interventions
- establish appropriate regulatory frameworks for the protection of individuals/organisations and as a basis for economic recovery and growth
- provide effective governance oversight of agencies within the Department's remit
- drive organisational change and development in the Department and its agencies, pursuant to the Public Service transformation and change agenda, optimising

integration, shared services, strategic procurement and information and communications technology, to maintain essential front-line services, in line with the Programme for Government.

Figure1: Overview of Department in Numbers



2. 2014 in Review

2.1 Introduction

2014 was a challenging year for the Department. A large number of controversial issues were tackled:

- Fixed Charge Penalty Notices (a review by the Garda Inspectorate commissioned by the Department);
- allegations of bugging at the headquarters of the Garda Síochána Ombudsman Commission (GSOC) (which was subsequently the subject of an inquiry by Judge Cooke);
- the handling of Garda whistleblower complaints; and the report that followed by Sean Guerin SC which identified issues requiring further inquiry;
- concerns about telephone recordings at Garda Stations and the handling of a letter from the Garda Commissioner;
- the subsequent establishment of a Commission of Investigation under Mr Justice Niall Fennelly to investigate these and related matters.

The Government's response entailed a comprehensive reform programme including decisions to:

- Establish an independent Policing Authority - work on preparing the ground for the establishment of the Policing Authority commenced. The General Scheme of the Garda Síochána (Policing Authority and Miscellaneous Provisions) Bill 2014 was published in November. The Bill was introduced in the Oireachtas in May 2015;
- Fill the post of Garda Commissioner by open competition for the first time. Ms Noirín O'Sullivan was appointed as Commissioner of An Garda Síochána on 25 November 2014;
- Establish a new Cabinet Committee on Justice Reform to oversee the implementation of reforms;
- Amend the Protected Disclosures Bill to enable Garda whistleblowers to report any concerns direct to the Garda Síochána Ombudsman Commission for independent investigation – this Bill was enacted on 8 July 2014;

- Draft legislation to strengthen the powers and remit of GSOC - the Garda Síochána (Amendment)(No. 3) Bill 2014 was published in August and enacted in early 2015;
- Establish a Commission of Investigation under the chairmanship of Mr Kevin O'Higgins SC to investigate the issues identified in the report by Seán Guerin SC as warranting further inquiry in the public interest;
- Establish a mechanism for an independent review by counsel of other allegations of Garda misconduct with a view to determining any further action required – this Review was underway at the end of 2014; and
- To request the Garda Síochána Inspectorate to carry out a comprehensive inquiry into procedural issues arising from the Guerin report – the Inspectorate's [Report](#) was published in November 2014.

This comprehensive reform programme was overseen throughout the second half of 2014 by the Cabinet Committee on Justice Reform.

2.2. Independent Review Group

As part of the overall response to the events outlined above, the Government on 3 June 2014 approved the proposal of the Minister for Justice and Equality to establish [an Independent Review Group](#) on the Department of Justice and Equality².

The Group was asked to undertake a comprehensive review of the performance, management and administration of the Department. In making its recommendations the Group was asked to have regard to the policy and resource framework within which the Department operates, and to make recommendations to the Minister.

The Report was published on 28 July 2014 and set out an extensive range of recommendations.

² Report of the Independent Review Group on the Department of Justice and Equality, July 2014. (Known as the "Toland Report" after its chair, Mr Kevin Toland, CEO of the Dublin Airport Authority).

2.3 Implementation of Recommendations

Following the Report, the Department developed a comprehensive *Programme for Change* to address the recommendations contained in the report and the following has been implemented to date:

- The management structures supporting the Secretary General's Office were strengthened with the establishment of a Corporate Secretariat.
- Since March 2014 the Department has put in place revised systems and procedures to ensure that correspondence is handled appropriately and in particular, that it is brought to the attention of the Minister or relevant officials in a timely manner. Corresponding procedures have been put in place in line Divisions to ensure appropriate follow up. These processes are monitored regularly.
- The Department's Management Board was reconstituted to enhance the strategic oversight of the Department and to facilitate more effective communication at a senior level.
- As well as daily interaction and briefings, each month the Minister meets formally with the Secretary General and the entire Management Board to discuss matters of importance relating to the implementation of Ministerial priorities, the work of the Department and any issues of concern that may arise.
- Business planning and risk management were refocused to assist in strategic oversight and review. A new Strategy Statement for 2015-2017 was being finalised at the end of the year and was published in April 2015, following internal and external consultation. Implementation of the Strategy Statement is to be monitored through a corporate level Strategic Business Plan, Divisional Business Plans and the Goal-Setting Forms of all staff.

Formal Performance/Service Delivery Agreements were completed with five agencies (see section 3.11) in 2014. Other agreements / frameworks are being developed with a view to encompassing all agencies.

Work commenced on a new Human Resources Strategy and training plan, commencing with a staff engagement survey by Dublin City University (DCU).

Detailed consideration was given to the most appropriate way of meeting the Department's communications needs, as outlined in the Report. A Principal Officer was appointed to a new post of Head of Communications in January 2015.

Relationships between the Internal Auditor/Audit Committee and the Secretary General and Management Board were formalised. The Audit Committee also reviewed its membership in line with the Toland recommendations.

Considerable changes were implemented in relation to proactive identification, management and mitigation of risk across the Department. The Risk Committee reviewed its role, content and monitoring arrangements for the Risk Register.

Additional posts were sanctioned by the Department of Public Expenditure and Reform (DPER) to assist with the implementation of the Programme for Change and sanction was also secured for much needed replacements following a series of retirements.

Subject to due diligence, the Department agreed with the Office of the Government Chief Information Officer (OGCIO) a joint project to develop essential systems including eSubmissions for Ministerial and Secretary General's papers, ePQ, eFOI³, Records and related systems and policies.

The range of specific recommendations in relation to An Garda Síochána is being implemented (see Chapter 3).

³ eSubmissions, ePQ and eFOI are electronic systems being developed to handle submissions to the Minister and Secretary General as well as Parliamentary Questions and Freedom of Information requests.

2.4 New Ministers

On 8 May 2014 Frances Fitzgerald TD was appointed Minister for Justice and Equality. Two Ministers of State were also appointed to the Department during 2014. In July Minister of State Aodhán Ó Ríordáin TD was appointed with responsibility for New Communities, Culture and Equality and Drugs Strategy. In October 2014, Dara Murphy TD was appointed as Minister of State at the Department of Justice and Equality with special responsibility for Data Protection, in addition to his responsibility for European Affairs and Data Protection at the Department of the Taoiseach and the Department of Foreign Affairs and Trade.



Pictured above: Minister for Justice and Equality Frances Fitzgerald TD receiving her seal of office from Taoiseach Enda Kenny TD at Áras an Uachtaráin.

2.5 Civil Service Renewal

On 30 October 2014 the Civil Service Renewal Plan was launched by An Taoiseach. The Plan, which is part of the Public Service Reform Programme, involves working with staff across the country to renew the vision for the Civil Service and make that vision a reality. This Department contributed to the development of the plan through high level representation on the Civil Service Renewal Task Force.

The goals of the [Civil Service Renewal Plan](#) align very closely with the recommendations of the Toland Review Group and are being implemented in the Department.

A key part of the Civil Service Renewal Programme involves extensive consultation with staff at all levels. One of the consultation mechanisms is a series of town hall meetings with civil servants throughout the country. The Department of Justice and Equality hosted the first of these town halls on 6 November, shortly after the launch of the Plan.



Pictured above: Attendees at the Civil Service Renewal town hall meeting

3. Progress on Strategy Statement 2011 to 2014

3.1 Introduction

Details of the progress that took place in 2014 on the three-year strategy statement are below.

3.2 Tackling Crime and Community Policing

The Government decided in March to establish an Independent Policing Authority. In June the Minister hosted a Consultation Seminar on Justice Reform to discuss key questions relating to the establishment of the new Independent Authority. The seminar was attended by some 100 participants including senior representatives of Gardaí, Garda Síochána Ombudsman Commission (GSOC) , the Garda Inspectorate, the Garda representative associations as well as by experts and representatives from across the academic, legal and NGO sectors.

The seminar informed the development of the General Scheme of the Garda Síochána (Policing Authority and Miscellaneous Provisions) Bill 2014 providing for the establishment of the Authority which was published on 7 November. The Authority will comprise a chairperson and eight ordinary members. Under the new oversight arrangements the Garda Commissioner will report to the Authority in respect of policing matters and to the Minister for Justice and Equality in respect of security matters.

The outgoing Chairman of the Revenue Commissioners, Ms Josephine Feehily, was appointed Chairperson-designate of the Authority on 13 November following an open process administered by the Public Appointments Service.

The [Report](#) of the Garda Síochána Inspectorate on the Fixed Charge Processing System was published in March. The Minister asked the Garda Inspectorate to make any further recommendations they considered appropriate with a view to enhancing the efficiency and effectiveness of the operation by An Garda Síochána of the fixed charge processing system, and to review their implementation after 18 months. An Action Plan, agreed with the Garda Commissioner, for the implementation of the

recommendations was drawn up and agreed by Government. In June An Garda Síochána announced changes to the operation of the Fixed Charge Processing System.

The Garda Inspectorate Report on Crime Investigation was published on 11 November. The members of the Inspectorate were impressed by the dedication and commitment of the members of An Garda Síochána but raised the need for modernisation of crime investigation, operational and support infrastructures. It also examined the system for counting and categorising recorded crime and the level of recorded detections for those crimes and highlighted concerns in these areas.

Arising from the Report the Central Statistics Office (CSO) carried out an analysis of recording, classification and reclassification of crime on the Garda Pulse system. The CSO also chaired an expert panel to examine the Inspectorate's recommendations on crime statistics.

In January the Minister published the [Youth Justice Action Plan 2014-2018](#), aimed at maintaining the downward trends in high volume crime and reducing the necessity for detention.

The [2013 Report](#) on the Operation of the European Arrest Warrant Act 2003 (as amended) was published. The European Arrest Warrant provides for a speedy extradition process within the European Union with offences cited included murder, rape, drugs offences and assault/robbery.

The [Criminal Justice \(Forensic Evidence and DNA Database System\) Act 2014](#) was enacted. This landmark legislation fulfils a key Programme for Government commitment to establish a DNA database to assist An Garda Síochána in tackling crime. The database will have the capacity to link crimes and to identify suspects in relation to unsolved crimes, while enabling the Gardaí to better target their investigations and make better use of resources. This technology in the forensics field has the added benefit of facilitating the searching, subject to strict conditions, of other national DNA databases.

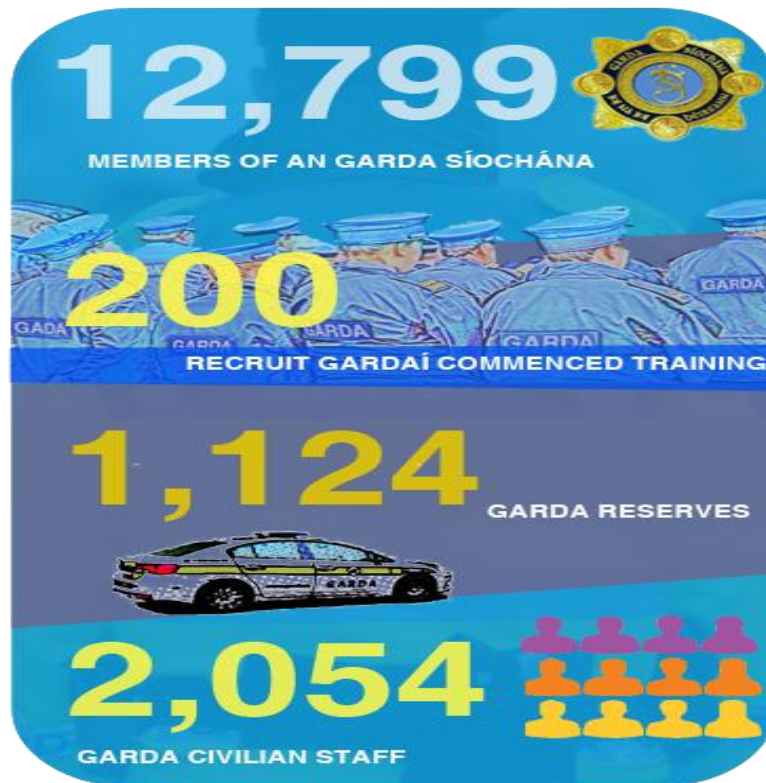
During 2014 the Criminal Assets Bureau [Annual Report 2013](#) was published. The report outlines the activities of the Bureau during the course of 2013, in the pursuit of its statutory remit, detailing actions brought by the Bureau under the proceeds of crime, revenue and social welfare legislation in successfully targeting the suspected proceeds of criminal conduct. The report demonstrates that the Bureau remains an integral part of the law enforcement response to criminal conduct in Ireland.

2014 saw the establishment of the Association of the Law Enforcement Forensic Accountants Network (ALEFA) with the aim of developing the quality and reach of forensic accountancy through law enforcement agencies. The project, involving the Bureau and its international partners, was funded by the Prevention and Fight against Crime Programme of the European Union and co funded by the Department.

In July 2014 the Minister published the [Report](#) of the inquiry conducted by Ms Emily Logan under Section 42 of the Garda Síochána Act 2005 into the circumstances surrounding the removal of two Roma children from their families. The Minister is committed to full implementation of the report's recommendations, as well as calling for a more dynamic and effective approach to Roma integration in Ireland.

The Minister published the [Annual Report 2013](#) of the Professional Standards Unit of the Garda Síochána (GPSU). The function of the GPSU is to examine and review, as directed by the Commissioner, the operational, administrative and management performance of the Garda Síochána at all levels, and to propose measures to improve that performance and promote the highest standard of practice. The report sets out a summary of the Unit's activities and achievements during 2013.

Figure 2: An Garda Síochána in 2014



Focus: Garda Recruitment

In September 2014 100 new Garda recruits entered the Garda College, Templemore, to commence their training. This followed a huge recruitment competition by the Public Appointments Service with over 20,000 applications. The new recruits will undergo an innovative new training programme for Gardaí which has been developed to reflect the current policing environment and better prepare recruits for the reality of life on our streets.

In December 2014 a further 100 new Garda recruits entered Templemore to commence their training.



Pictured above; Minister for Justice and Equality Frances Fitzgerald TD with the Garda Commissioner Noirín O'Sullivan and Garda Recruits in Templemore.

In November the Minister published the [report](#) of the Garda Síochána / Department of Justice and Equality Working Group established to conduct a review of firearms licensing. The Minister invited interested parties to make submissions on this Report giving individuals and groups an opportunity to contribute to the development of firearms policy and legislation.

In December 2014 the Minister attended a meeting of the Dublin City Centre Business Forum. She outlined a series of measures to improve public safety in Dublin City Centre, as a result of which Gardaí will be rolling-out enhanced City Centre policing initiatives with a focus on a high-visibility uniformed presence on key thoroughfares and busy City Centre areas.

On 3 December, Ireland held its second National Missing Persons Day with a commemorative ceremony at Farmleigh House in Dublin. Missing Persons Day complements the parallel international event and commemorates the missing persons and recognises the lasting trauma for their families and friends. It also draws attention to unsolved missing persons cases, and creates an opportunity to provide information on available support services. The moving ceremony was

attended by the families and friends of missing persons, as well as the many organisations working in the community on their behalf, and incorporated musical and personal tributes and reflections.

Also in December the Minister announced funding under the Dormant Accounts Disbursement Scheme to the Irish Youth Justice Service Community Programmes. The new funding will enhance the range of social inclusion measures available to support young people, particularly in areas of economic and social disadvantage. There will be €2.8 million available to the Irish Youth Justice Service Community Programmes to support a number of proposals, including the establishment of additional Garda Youth Diversion Projects.

Following a finding by the European Court of Human Rights, the MacLochlainn Commission of Investigation was established to undertake a thorough investigation of the circumstances surrounding the fatal shooting by An Garda Síochána of Ronan MacLochlainn in 1998 in Ashford, Co Wicklow. The Commission was originally requested to report within 6 months. At the request of the Commission, the reporting date has since been extended to 2015.

Preparatory work was undertaken to establish the O'Higgins Commission of Investigation to investigate certain matters relative to the Cavan/Monaghan Division of An Garda Síochána. The Commission of Investigation was established, with terms of reference reflecting the recommendations made by Mr Séan Guerin SC in his [report](#) of May 2014 to An Taoiseach, following approval by the Houses of the Oireachtas in December 2014.

3.3 Integrated Justice System

Focus: Court of Appeal

The new [Court of Appeal](#) was established in October following the successful referendum proposing its establishment in October 2013. The establishment of the Court of Appeal incorporating the Court of Criminal Appeal represents a major reform in the structure of the Courts and delivers on a key Programme for Government commitment. The absence of such a Court had led to a large volume of cases being referred to the Supreme Court and the caseload of that Court had become increasingly difficult to sustain. 1,335 cases were transferred to the new court following its establishment.



Pictured above: Taoiseach Enda Kenny TD, Minister for Justice and Equality Frances Fitzgerald TD, Attorney General Máire Whelan, President Michael D Higgins and the new Judges of the Court of Appeal

The [Civil Liability Act 1961 \(Section 49\) Order 2014](#), increased to €35,000 the maximum amount that can be awarded for mental distress to dependants of

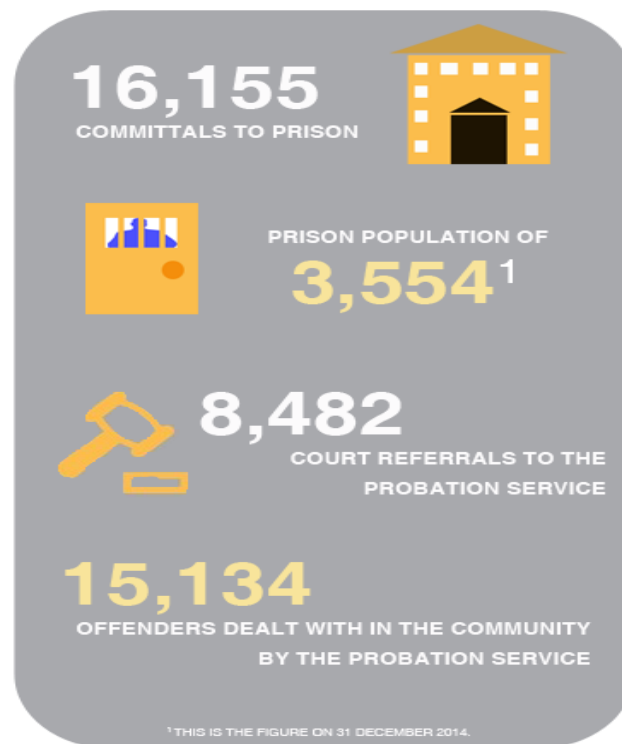
someone who has been fatally injured. The new increased limit restores the value of such a payment and takes account of the significant increases in the cost of living.

Part 3 of the [Courts and Civil Law \(Miscellaneous Provisions\) Act 2013](#) took effect in February. The Act increases the jurisdiction of the Circuit Court to €75,000 and of the District Court to €15,000. In regard to personal injury actions, the revised monetary jurisdiction limit of the Circuit Court will be €60,000. This will result in a substantial amount of court litigation previously dealt with at Circuit Court level initiated on or after the 3 February 2014 being dealt with in the District Court and such litigation which up to now had to come before the High Court being dealt with in the Circuit Court at a lower cost to all parties involved.

Reforms to the *in camera* rule for family law and childcare proceedings came about under the [Courts and Civil Law \(Miscellaneous Provisions\) Act 2013 \(Part 2\) \(Commencement\) Order 2014](#)

The Report of the Expert Group on Repossessions was published. This group was established in September 2013 in response to a commitment to the Troika contained in the 9th review of the Memorandum of Economic and Financial Policies (MEFP) to examine the repossession system, identify any shortcomings and make recommendations before the end of 2013. It concluded that significant efficiencies could be achieved through more effective case management by lenders, more harmonised documentation standards and a more structured framework for borrowers in repossession proceedings.

Figure 3: The Criminal Justice System in Numbers



The Joint Probation Service and Irish Prison Service Women's Strategy 2014 - 2016 entitled "[An Effective Response to Women Who Offend](#)" was published. It sets out how the Irish Prison Service and the Probation Service will work together, with other statutory, community and voluntary sector partners, to provide women-focused interventions to help reduce offending, improve opportunities for reintegration and to improve outcomes.

The enactment of the [Fines \(Payment and Recovery\) Act 2014](#) gave effect to the Programme for Government commitment to introduce attachment of earnings to recover unpaid fines. All the provisions relating to the payment and recovery of fines are now to be found in one piece of legislation.

On 16 January the Minister signed a contract for the construction of Cork Prison with the aim of it being ready for occupation before the end of 2015.

The [Report](#) of the Commission of Investigation into the death of Gary Douch and the Response by the Director General of the Irish Prison Service was published following consideration by Government.

The Inspector of Prisons [reports](#) on 20 deaths in custody in 2012, 2013 and 2014 were published during 2014.

A number of Prison Visiting Committee Annual Reports were also published in 2014.

In September, following the publication of the Inspector of Prisons [report](#) entitled “An Overview of Mountjoy Prison Campus with particular emphasis on the Separation Unit”, the Separation Unit in Mountjoy was closed on a phased basis to ensure conformity to the highest national and international standards in terms of physical accommodation and the regimes offered to prisoners in our care.

September also saw publication of the Inspector of Prisons [Omnibus Report](#) of investigations into the deaths of prisoners for the period 1 January 2012 to 11 June 2014.

In October the [2013/2014 Annual Report](#) of the Inspector of Prisons was published. The Report outlines the work undertaken by the Inspector for the period 1 January 2013 to the date of the Report, 26 August 2014.

Focus: Strategic Review of Penal Policy

The Strategic Review of Penal Policy, published in September 2014, will shape the future strategic development of penal policy in Ireland. The Group was tasked with carrying out a strategic review of penal policy and making recommendations as to how a principled and sustainable penal system might be further enhanced.

The Report contains 43 recommendations and sets out a penal policy based on core principles of rehabilitation and reintegration with a dual purpose of punishment and rehabilitation. In November 2014 Government agreed to proceed with the implementation of the following key recommendations:

- legislative proposals to establish the Parole Board on an independent statutory basis;
- preparing proposals and options for Government on reform of sentencing policy;
- preparing proposals for Government on legislating for the review's recommendation that Courts set out in writing their reasons for imposing a custodial sentence;
- preparing proposals on the potential for increased use of earned remission; and
- pursuing options for an open prison for female offenders.

In November the Minister welcomed the [GRECO \(Council of Europe Group of States Against Corruption\) report](#) on Ireland focusing on corruption prevention laws and systems for parliamentarians, judges and prosecutors. The Report found Ireland's Judiciary and the Prosecution Service to be among the most trusted public institutions in the country.

In December 2014 20 Gardaí were seconded to the Department of Social Protection to assist Social Welfare Inspectors in the Special investigations Unit with fraud investigation work. The primary function of these Gardaí is to investigate social

welfare fraud. Their role is consistent with the functions already carried out by officers in the Special Investigations Unit.

3.4 Equality and Integration

In July the Department received the approval of the Government to take new measures to promote gender equality on State Boards reaffirming its commitment to achieve the target of 40% representation of each gender on all State Boards within the lifetime of the current Programme for Government.

Throughout 2014, the Department's Equality for Women Measure programme continued to support women's entrepreneur initiatives, as well as projects to enhance and bolster specific skills development of a cohort of women for progression to employment.

In March the mid-term review of the National Women's Strategy and the National Women's Strategy Monitoring Committee's report "Towards Gender Parity in Decision-making in Ireland" were published.

In April the periodic progress report on implementation in Ireland of the 1995 Beijing Declaration and Platform for Action, a global roadmap for women's rights and empowerment, was submitted to the United Nations Economic Commission for Europe (UNECE).

During 2014 the Cross Departmental Group on Integration was reconstituted. The mandate of the Group includes reviewing the activities being undertaken by Government Departments and agencies directed to promoting the integration of migrants, preparing a Draft Integration Strategy taking account of the policies and actions already being implemented and undertaking consultations with key stakeholders. The Group will also act as a forum for the identification and discussion of any emerging issues in the area of integration.



Picture above: Minister of State Aodhán Ó Ríordáin TD at the launch of GLEN's (Gay and Lesbian Equality Network) 'Stop LGBT hate crime' website.

In May the Minister signed the [Civil Partnership \(Recognition of Registered Foreign Relationships\) Order 2014](#) declaring certain classes of registered foreign relationship to be entitled to be recognised in the State as a civil partnership.

Ireland signed the 2014 IDAHO (International Day against Homophobia and Transphobia) Declaration of Intent at a meeting of European Equality Ministers in Malta. The main features of the Declaration of Intent are a commitment by the signatories to ensure that national legislative and other measures are put in place and implemented to combat discrimination on grounds of sexual orientation and gender identity as well as guaranteeing freedom of expression and assembly, particularly for lawful public events such as pride marches and the effective protection of participants.

The Minister of State announced the new membership of the National Disability Authority in September. The [National Disability Authority](#) is the lead state agency on disability issues and is charged with promoting and helping to secure the rights of persons with disabilities.

In November the Minister of State signed the Rome Declaration on Non Discrimination, Diversity and Equality prepared by the Italian Presidency of the EU which calls for comprehensive action in a range of equality issues.

The Department, along with IBEC, and with funding from the European Union under its PROGRESS programme, hosted a major conference in Dublin Castle on 25 November to actively promote gender balance in leadership positions in Ireland. The Conference, for the first time in Ireland, brought together the key decision-makers from the public and private sectors to discuss why gender balance is important in our organisations and how this can be achieved.



Pictured above: Mary Rose Burke from IBEC, Minister for Justice and Equality Frances Fitzgerald TD and Rear Admiral Mark Mellett, from the Irish Defence Forces.

Focus: Irish Human Rights and Equality Commission

The [Irish Human Rights and Equality Commission](#) was formally established and appointed by President Higgins in November. The strengthened powers and mandate of the Commission will enable it to work effectively to advance equality and human rights and to assist public sector bodies to address issues and problems that arise in that regard. The new Commission's enhanced powers and wider mandate will positively impact its capacity to address discrimination and promote equal treatment on all grounds, and to protect human rights in Ireland.

In December the Government approved the Minister's proposals to hold a Referendum on Marriage Equality for same-sex couples to be put to the people in a referendum in May 2015.

Focus: Children and Family Relationships Bill

The General Scheme of the Children & Family Relationships Bill was drafted and approved by Government. The proposals will bring legal clarity to parentage, guardianship, custody and access for diverse families, thus benefiting a wide range of families in Ireland. They put the interests of children centre stage in those decisions with profound implications for a child's life.

3.5 Security

There is close and ongoing cooperation between An Garda Síochána and the Police Service of Northern Ireland in response to the threat posed by paramilitary groups. The quality and extent of this cooperation are at the highest ever level and the Garda Commissioner and the PSNI Chief Constable frequently reference the importance of this co-operation in combating terrorism.

3.6 Immigration

Supporting the economy through immigration

British Irish Visa Scheme This historic initiative which aims to boost tourism and business visitors to Ireland by facilitating visa required nationals to travel freely between Ireland and the UK using a single visa issued by either country was launched by the Minister and the UK Home Secretary in London in October 2014.

Conceived and implemented by the Irish Naturalisation and Immigration Service in cooperation with the UK Home Office, the landmark initiative will mean that tourists, business visitors and other eligible visitors will be able, for the first time, to visit both the UK and Ireland, including moving freely between north and south of the island of Ireland on a single visa.

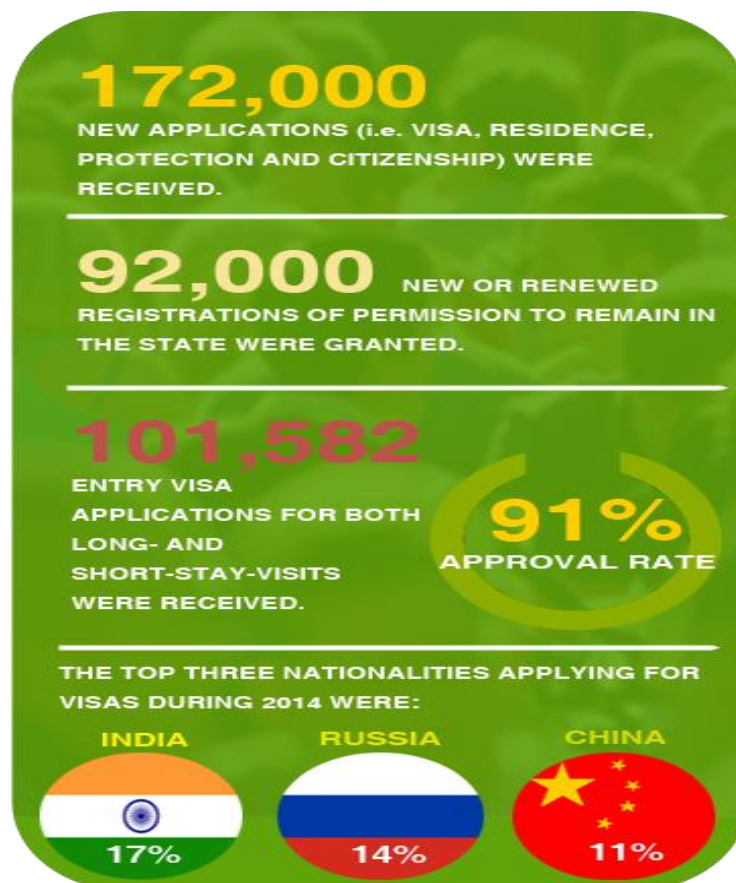
The Scheme commenced in China in October and the target for 2015 is to complete the worldwide rollout.



Pictured above: UK Home Secretary Theresa May and Minister for Justice and Equality Frances Fitzgerald TD in the Irish Embassy in London launching landmark British-Irish Visa Scheme.

Immigrant investor and entrepreneur programmes. During 2014, 25 applications for residence under the Immigrant Investor Programme were approved and 12 applications were approved under the Start-up Entrepreneur Programme. This brings the total number of projects approved since the launch of these programmes to 41 under the Immigration Investor Programme and to 30 under the Start-up Entrepreneur Programme. The projects represent a combined investment commitment of over €40 million in Ireland.

Figure 4: Immigration in Numbers



Improving immigration services

Civilianisation of immigration services In September, the Minister announced a major programme to civilianise immigration functions undertaken by members of An Garda Síochána. These functions include frontline immigration checks at Dublin Airport and immigration registration functions. This will result in approximately 125 Gardaí being redeployed; 75 as a result of the civilianisation of immigration checks at Dublin Airport and 50 from the transfer of the immigration permission registration function from An Garda Síochána to the Irish Naturalisation and Immigration Service.



Pictured above: Minister for Justice and Equality, Frances Fitzgerald TD, meets Immigration civilian staff at Dublin airport

Student Migration. Ireland continues to attract high numbers of non-EEA national students to study at degree level and for English language training. In 2014 55,891 persons were given permission to be in the State as students. This compares with 51,492 in 2013.

Several private sector English language colleges closed in 2014, and there was evidence of significant levels of immigration abuse in the sector. The State had worked to develop a reputation for quality education services which is why the Government approved a package of reforms to the international education sector

and student immigration system. These reforms are designed to provide certainty and clarity for international students coming to Ireland, to prioritise education over work, to give effect to an enhanced inspection and compliance regime and to further align the student migration system with the strategic objective.

Citizenship application processing The backlog of naturalisation applications awaiting a decision more than six months, which stood at over 22,000 in March 2011, has been comprehensively dealt with, despite a significant increase in valid application volumes in the intervening period. Since the implementation of the far-reaching reforms to the citizenship process in 2011, decisions have been made in over 87,000 applications and the processing time for the vast majority of standard applications has been reduced from *31 months to less than 6 months*.

There were 18 Citizenship Ceremonies in 2014 - 14 ceremonies were held in the Convention Centre Dublin, with one in Waterford to coincide with the Waterford 1848 Tricolour Celebration in March and three ceremonies held in University College Cork in November 2014.



Pictured above: Citizenship ceremony, The Convention Centre , Dublin, September, 2014.

Key Indicators of Immigration Activity in 2014

Registrations All non-EEA nationals remaining in the State for longer than 90 days are required to register with An Garda Síochána. The 2014 year end estimate of non-EEA nationals with permission to remain in the State was approximately 95,000, compared to 107,000 at the end of 2013.

The current top 6 registered nationalities which account for over 50% of all persons registered are Brazil (12%), India (11%), China (9%), USA (7%), Nigeria (6%), and Philippines (5%). The majority of persons with permission to remain in the State are here for work or study purposes.

Overall in 2014, approximately 172,000 new applications (i.e. visa, residence, protection and citizenship) were received by the Irish Naturalisation and Immigration Service (INIS); decisions were issued in almost 179,000 cases (a proportion of decisions issued relate to application submitted in previous years); and 92,000 new or renewed registrations of permission to remain in the State were issued by the Garda National Immigration Bureau.

Visas Just under 101,600 entry visa applications for both short and long stay visits were received in 2014, an increase of 6% on 2013 and a cumulative increase of 22% since 2011. The approval rate for entry visa applications was 91%. The top 5 nationalities applying for visas in 2014 were India (17%), Russia (14%), China (11%), Nigeria (6%) and Saudi Arabia (5%).

Managing and protecting our border and immigration system

Automated border gates Over 260,000 passengers successfully used the e-gates in 2014 which is one of the highest per-gate productivity levels in Europe. In 2014 the operating hours of the four automated border gates (e-gates) at Dublin airport were extended to a 24/7 basis. Plans are being finalised for greater use of border management technologies such as automatic border controls and advance passenger

information systems to make the entry experience at Dublin Airport as smooth as possible while maintaining the integrity of our main entry point to the State. In 2015 extending the use of e-gates at Dublin airport will be prioritised.

Figure 5: Use of E-Gates



Focus: Data Sharing

In 2014, Minister Fitzgerald and the UK Home Secretary signed a new agreement for the sharing of immigration data between both countries' immigration authorities. This comprehensive agreement is aimed at protecting the Common Travel Area (CTA) from abuse as well as providing the means on which to extend the benefits of borderless travel between the two countries to genuine visitors through initiatives such as the British Irish Visa Scheme. In 2014, under data sharing arrangements the details of over 100,000 Irish visa applicants were checked against UK records.

Collection of biometrics of visa applicants The requirement for applicants of Irish visas to provide their fingerprints as part of the visa application process was extended to Pakistan and China in 2014. This has already been a requirement in Nigeria since 2010. The collection of visa biometrics is becoming an increasingly

integral part of visa application processes worldwide as a means to combat immigration abuses such as false identities. In the case of Ireland the collection of this data is also a necessary aspect of the operation of the British Irish Visa Scheme with the UK. The roll-out to other countries of the requirement to provide visa biometrics will continue in 2015.

Deportations/Removals from the State Approximately, 2,360 persons were deported/removed from the State in 2014. This figure comprises some 2,147 persons who were refused entry into the State at ports of entry and were returned to the place from where they had come. In addition, 111 failed asylum seekers and illegal migrants were deported from the State, 87 EU nationals were returned to their countries of origin on foot of an EU Removal Order and 17 asylum seekers were transferred under the Dublin Regulation to the EU member State in which they first applied for asylum.

Voluntary Returns Provisional figures show that a total of 237 persons chose to return home voluntarily in 2014. Of that number, 189 were assisted by the International Organisation for Migration (IOM).

Targeting immigration abuses The Civil Registration Act 2014 strengthened the arm of the State in tackling marriages of convenience and associated immigration abuses.

International Protection and Asylum

Legislative reform of the asylum system Legislative reform of the protection system to remove the structural delays which are a feature of the existing system remains a key Government priority. This reform will simplify and streamline existing arrangements and provide applicants with a final decision on their protection application in a more straight forward and timely fashion and, as a consequence, reduce the length of time that applicants spend in the direct provision system.

Protection Process Working Group The working group to report to the Government on what improvements can be made to the protection process, including direct provision and supports to applicants was established in October 2014. Thirteen meetings of the plenary and sub-groups were held by the end of the year.

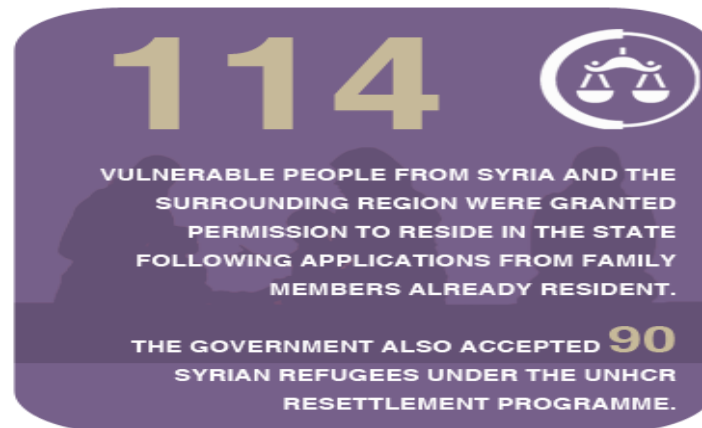
Asylum applications 1,444 asylum applications were received in 2014 as compared to 946 in 2013 equating to a 53% increase. This reverses the trend of recent years when application numbers were decreasing year on year. The top 3 countries of application in 2014 were Pakistan, Nigeria and Albania.

Measures to assist processing of Subsidiary Protection applications Significant progress was made by the Office of the Refugee Applications Commissioner during 2014 in clearing the backlog of subsidiary protection applications. The panel of legally qualified persons established to assist in the processing of applications was a key support in this regard.

Direct Provision System At the end of 2014, the Reception and Integration Agency (RIA) was accommodating 4,364 persons seeking international protection, 4 more than at the end of 2013. These almost identical figures hide the ebb and flow of residents joining and leaving the accommodation system throughout the year. The increase in the number of protection applications from single males meant there was a considerable change in the family status profile of those availing of direct provision accommodation.

Syrian Humanitarian Admissions Programme In December, 2014, the Minister announced that 114 vulnerable people from Syria and the surrounding region had been granted permission to reside in Ireland following applications to her Department from relatives already resident here. In addition, the Government accepted 90 Syrian refugees in 2014 under the UNHCR resettlement programme.

Figure 6: Admissions from Syria



3.7 Tackling Human Trafficking, Domestic, Sexual and Gender-based Violence, and Misuse of Drugs, including Alcohol

In September the Minister attended the second Ministerial conference of the Global Alliance against Child Sexual Abuse Online in Washington DC. The conference was jointly hosted by the US Attorney General and the EU Home Affairs Commissioner. The aim of the Global Alliance is to seek commitments from countries around the world to take an active part in the fight against child sexual abuse online. Members of the Alliance are committed to four policy targets:

- Enhancing efforts to investigate cases of child sexual abuse online and to identify and prosecute offenders;
- Reducing the availability of child abuse material online and the re-victimisation of children;
- Enhancing efforts to identify victims and ensuring that they receive the necessary assistance, support and protection;
- Increasing public awareness of online risks to children.

To mark EU Anti-Human Trafficking Day in October, the Minister and Garda Commissioner opened a 2 day training course on human trafficking for senior officers of An Garda Síochána in the Garda College, Templemore. Officers of the PSNI and an officer of the Romanian police also participated in the course. This is seen as

a key group in ensuring an effective and consistent response to human trafficking throughout the island of Ireland.

In November the Minister opened a Consultation Forum hosted by [Cosc](http://www.cosc.ie) (The National Office for the Prevention of Domestic, Sexual and Gender-based Violence), which gathered stakeholders from state and non-governmental organisations to hear what priorities they would like to see reflected in the new National Strategy on Domestic, Sexual and Gender-based Violence.



Pictured above: Minister for Justice and Equality Frances Fitzgerald TD and Dr. Joanna Goodey from the European Union Agency for Fundamental Rights at the consultation forum on National Strategy on Domestic, Sexual and Gender based violence in Dublin Castle.

The Minister reaffirmed her commitment to comprehensively strengthening Ireland's approach to preventing and responding to all forms of domestic and sexual violence stating that she intended to publish the draft heads of a consolidated and reformed Domestic Violence Bill to address all aspects of domestic violence, threatened violence and intimidation.

In December the Minister and the Garda Commissioner attended the Global Summit to Tackle Online Child Sexual Exploitation hosted by the British Prime Minister. It brings together international governments, law enforcement agencies, industry and

civil society organisations to agree concrete actions, and build strong partnerships in order to create an international network to collaborate together across borders.

In addressing the issue of substance misuse, the Department continued in 2014 to actively participate in the working structures in place under the Government's drug and alcohol policy framework including the Oversight Forum on Drugs, the National Advisory Committee on Drugs and Alcohol and the National Co-ordination Committee for Drug and Alcohol Task Forces which was established during the year.

3.8 North-South and International Co-operation

In January the North-South Cooperation on Criminal Justice Matters Work Programme 2013-14 was approved. An Intergovernmental Agreement (IGA) on Cooperation on Criminal Justice Matters provides the framework for cooperation in this area. It provides for meetings between the Justice Ministers, North and South, who receive reports from a Working Group made up of officials from both jurisdictions. In June the Minister met her counterpart in Northern Ireland to discuss ongoing North-South co-operation under the IGA.

During 2014 Ireland was the subject of a United Nations peer review process with regard to its implementation of certain chapters of the UN Convention against Corruption.

In this regard the Department organised a visit by the UN evaluation team to Dublin in September 2014. The evaluators met with representatives from the Department, the Office of the Attorney General, the Office of the Director of Public Prosecutions, the Criminal Assets Bureau, An Garda Síochána, the Department of Public Expenditure and Reform and from civil society. The country review report will be published in 2015.

The twelfth annual Cross Border Seminar on Organised Crime took place in Belfast in October 2014. The seminar facilitates enhanced cooperation between law

enforcement agencies in both jurisdictions particularly in relation to cross border organised criminality and related issues. Over 100 delegates attended representing law enforcement agencies and organisations dealing with organised crime issues and cross border cooperation. The Seminar afforded delegates the opportunity to build on the close relationships that exist between Departments and agencies, North and South in targeting organised crime.

In November 2014 the Minister for Justice and Equality and the Northern Ireland Minister of Justice met in Dublin to open the fifth annual Cross Border Public Protection Seminar in Haymarket, Smithfield. The Public Protection Seminar brings together representatives from Probation, Police and Prison Services and the Justice Departments, North and South, to consider what works in preventing offending and keeping communities safer. The event provides opportunities to share good practice and to explore ways to increase awareness of new initiatives.

The Ministers also met to discuss ongoing North-South co-operation across the range of criminal justice matters under the Intergovernmental Agreement on Co-operation on Criminal Justice Matters. The Ministers reviewed the range of ongoing cross-Border initiatives in the areas of Youth Justice, Victims, Probation, Forensic Science, Registered Offenders and Criminal Justice and Social Diversity.

3.9 Legislative Frameworks and Instruments

[Criminal Justice \(Forensic Evidence and DNA Database System\) Act 2014](#): The key innovation in the Act is the establishment of a DNA database to assist the Garda Síochána in tackling crime.

[Fines \(Payment and Recovery\) Act 2014](#): Under this Act the law has been radically reformed and includes provisions relating to the payment and recovery of fines.

[Court of Appeal Act 2014](#): The establishment of the Court represented a major reform in the structure of our Courts.

[Irish Human Rights and Equality Commission Act 2014](#): The establishment of the Irish Human Rights and Equality Commission (IHREC) follows the merger of the Equality Authority and the Irish Human Rights Commission.

[Criminal Justice \(Terrorist Offences\) \(Amendment\) Bill 2014](#): This transposes into Irish law an EU Council Framework Decision on combating terrorism. In particular, the Bill, when enacted will amend the Criminal Justice (Terrorist Offences) Act 2005 to create the three new offences of Public Provocation to commit a terrorist offence, recruitment for terrorism and training for terrorism. These offences carry sentences of up to 10 years imprisonment on conviction on indictment.

[Criminal Justice \(Mutual Assistance\) \(Amendment\) Bill](#) : The Bill was published and will give effect to a number of international treaties which will enhance co-operation with other EU Member States in fighting crime.

The legislation will provide for:

- Co-operation in recovering fines and other financial penalties on a cross-border basis.
- Co-operation with other EU Member States in confiscating property which is the proceeds of crime.
- Co-operation between EU Member States in dealing with crisis situations that present a serious and direct physical threat, such as terrorist incidents etc.

The [Garda Síochána \(Amendment\) \(No 3\) Bill 2014](#), published in August 2014 (and commenced in April 2015), amended and updated the Garda Síochána Act 2005 and other relevant legislation with the main objectives of:

- bringing the Garda Commissioner within the remit of GSOC for the first time
- extending GSOC's powers of investigation in relation to complaints involving suspected criminal behaviour
- ensuring that the Garda Síochána provides information sought by GSOC for an investigation as soon as practicable

- providing greater autonomy for GSOC in examining the Garda Síochána's practices, policies and procedures.

3.10 Regulatory Frameworks

In September the Minister released the [2013 Report](#) of the Irish Central Authority for International Child Abduction. The applications dealt with by the Authority relate primarily to parental child abductions but also include applications for access and the placement of children in care across jurisdictions.

Focus: Charities Regulatory Authority

In October the [Charities Regulatory Authority](#) was formally established. The Authority has a range of statutory functions under the 2009 Charities Act. These are being introduced on a phased basis, beginning with the compilation and registration of all charities operating in Ireland. It also takes on the functions of the Commissioners of Charitable Donations and Bequests for Ireland.



Pictured above: Charities Regulatory Authority Board.

3.11 Provide effective governance oversight of agencies within the Department's remit and drive organisational change and development in the Department and its agencies

The Minister hosted a roundtable meeting with all of the Justice and Equality organisations in Farmleigh House in November on the issues addressed in the Toland Report. Participants included Minister of State Aodhán Ó'Ríordáin TD, Heads of Agencies and representatives from Boards, senior management from the Department and members of the Toland Review Group.

The Acting Secretary General, the Minister and Mr Kevin Toland addressed the meeting. Key points from the feedback from the agencies included the need for:

- greater clarity of roles between the Department and each Agency and strong leadership, both centrally from the Department and within each of the agencies.
- more support and more structured engagement from the Department
- the Department to hold agencies to account and to challenge more
- a greater emphasis on collective accountability
- a joint focus on the common good, on the citizen and on outputs

Developments in relation to putting Performance Agreements in place were welcomed by the agencies. By the end of the year Performance Agreements were finalised with Insolvency Service of Ireland, Legal Aid Board, Property Services Regulatory Authority, Irish Film Classification Office and the Property Registration Authority.

Following a Government Decision to merge the Property Registration Authority, Ordnance Survey Ireland and Valuation Office, draft Heads of the Tailte Éireann Bill were prepared and organisational preparations for the merger continued during the year.



Pictured above: Minister for European Affairs and Data Protection, Dara Murphy TD, and Minister for Justice and Equality, Frances Fitzgerald TD, at the Justice and Home Affairs Council in Brussels.

In December the Department announced an almost doubling of resources for the [Office of the Data Protection Commissioner](#) for 2015 from €1.89m to €3.65m. The increase is to ensure an appropriate regulatory and enforcement regime for data protection in the light of the ever-increasing pace of change in the digital economy and having regard to the changes that will be brought about by the new EU data protection regulation.

4. Corporate Information

4.1 Staffing levels

The figure below is the total number of staff managed by or through the Department. It includes, amongst others, staff in the Office of the State Pathologist, Forensic Science Ireland, the Probation Service, Office of the Data Protection Commissioner, Insolvency Service of Ireland and headquarters staff in the Irish Prison Service.

4.2 Staffing at 31 December 2014

Table 1: Department of Justice and Equality and associated Offices and Agencies

Grade level	Grade/Title	Number
Secretary General	Acting Secretary General and Director General of INIS	1
Deputy Secretary	State Pathologist	1
	Director General of the Irish Prison Service	1
Assistant Secretary	Assistant Secretary	6
	Inspector of Prisons	1
	Director of Care and Rehabilitation	1
	Deputy State Pathologist	2
	Data Protection Commissioner	1
	Director Probation Service	1
	Director Insolvency Service of Ireland	1
	Director Forensic Science Ireland	1
	Chief Inspector, Garda Inspectorate	1
Principal Officer	Principal Officer	85.8
Assistant Principal	Assistant Principal	154.4
	Forensic Scientist	33.5
	Professional Accountant	13
	Senior Probation Officer	46.5
Administrative Officer	Administrative Officer	24.5
	Forensic Scientist	17.1
	Laboratory Analyst	12
	Probation Officer	218.5
Higher Executive Officer	Higher Executive Officer	218.3
Executive Officer	Executive Officer	349.8
Staff Officer	Staff Officer	28.7
Clerical Officer	Clerical Officer	570.7
Service Officers	Service Officers	49.9
Community Service Supervisors	Community Service Supervisors	38.1
TOTAL		1878.8

4.3 Financial Tables

Table 2: Gross Expenditure Current

Vote	2014 Provisional Outturn (€,'000)	2015 Budget (€,'000)
Garda Síochána	€1,403,397	€1,402,428
Prisons	€303,524	€297,647
Courts Service	€95,293	€98,265
Property Registration Authority	€29,399	€30,727
Justice and Equality	€362,118	€371,222
Total	€2,193,731	€2,200,289

Table 3: Gross Expenditure Capital

Vote	2014 Provisional Outturn (€,'000)	2015 Budget (€,'000)
Garda Síochána	€36,416	€66,440
Prisons	€29,420	€28,330
Courts Service	€10,107	€9,700
Property Registration Authority	€559	€560
Justice and Equality	€1,072	€1,870
Total	€77,574	€106,900

Table 4: Appropriations in Aid

Vote	2014 Provisional Outturn (€,'000)	2015 Budget (€,'000)
Garda Síochána	€126,878	€120,595
Prisons	€16,351	€15,734
Courts Service	€48,797	€47,815

Vote	2014 Provisional Outturn (€,000)	2015 Budget (€,000)
Property Registration Authority	€1,177	€976
Justice and Equality	€62,979	€61,966
Total	€256,182	€247,086

Table 5: Net Expenditure (Current and Capital)

Vote	2014 Provisional Outturn (€,000)	2015 Budget (€,000)
Garda Síochána	€1,312,935	€1,348,273
Prisons	€316,593	€310,243
Courts Service	€56,603	€60,150
Property Registration Authority	€28,781	€30,311
Justice and Equality	€300,211	€311,126
Total	€2,015,123	€2,060,103

Prompt Payments

This information is set out on the Department website.

Overview of Energy Usage in 2014

This section sets out the energy usage in the Department of Justice and Equality for 2014, and the initiatives taken to improve our energy performance in compliance with Statutory Instrument 542 of 2009. Returns are made to the Sustainable Energy Authority of Ireland (SEAI) on an annual basis, and the performance scorecard, based on these returns is outlined below.

In general, Agencies of the Department are responsible for reporting their own energy consumption to the SEAI, and their consumption is not included in these figures.

In 2014, the offices included in this report consumed the following levels of energy:

	Electricity	Gas	Oil	Diesel
2014	3,847,118 kWh	1,643,883 kWh	32,656 Litres	1,716 Litres
Compared with 2013	Electricity	Gas	Oil	Diesel
	4,236,092 kWh	2,277,340 kWh	29,845 Litres	1,723.8 Litres

Initiatives Taken During 2014

- A number of buildings within the Department are part of the OPW Optimising Power @ Work campaign, and quarterly meetings were held with the Aramark representative to discuss the results of their monitoring programme, and take advice on how best to further reduce energy consumption
- During 2014, our ICT Division upgraded over 1,000 desktop computers throughout the Department. These new units consume far less energy than the models they replaced, using on average 35 watts compared to between 50 and 75 watts for the older models. In addition to this, an IP phone system was rolled out, with phones powered over ethernet, which are set to switch to standby at 6.30 each evening.

4.4 Department Governance at 31 December 2014



Pictured above: Acting Secretary General and Director General of INIS Noel Waters, and members of the Management Advisory Committee Richard Ryan, Conan McKenna, James Martin, Michael Flahive, Deirdre O'Keffe (Absent: Ken O'Leary, Paul Hickey, Michael Donnellan & Marion Walsh)

Members of the Management Advisory Committee

The Management Advisory Committee is a key element of the Department's governance. It plays a leadership role in relation to issues affecting the whole Department and the Justice and Equality Sector, especially where issues cross organisational boundaries. It does not affect the primary responsibility of each member of the Committee for their functional area.

The members of the Management Advisory Committee on 31 December 2014:

Noel Waters, Secretary General (Acting) and Director General of INIS

Michael Donnellan, Director General, Irish Prison Service

Michael Flahive, Assistant Secretary, Integrated Justice Governance

Conan McKenna, Assistant Secretary, Equality and Integration, Civil Law Reform

James Martin, Assistant Secretary, Criminal Law Reform

Deirdre O'Keeffe, Assistant Secretary, Corporate Affairs

Ken O'Leary, Assistant Secretary, Crime and Security

Richard Ryan, Assistant Secretary, International Policy

Marion Walsh, Executive Director

Members of the Audit Committee

The Audit Committee's remit extends to Votes 24 (Justice) and 21 (Prison Service).

The Committee is a key part of the Department's governance framework and is tasked with providing independent advice to the Accounting Officer regarding the suitability and robustness of the internal control systems and procedures within the Department of Justice and Equality. The Committee's role is advisory rather than supervisory.

Con Haugh (External Chair)

Carol Bolger (External)

Richard Cashell (External)

Brian Duffy (External)

James Martin (Department)

Members of the Risk Committee

The Risk Management Committee is representative of different functional areas within the Department. Its role is to oversee the risk management process primarily to ensure that it is operating as intended, to review the content of the risk registers and report on the process to the MAC.

Noel Waters (Chair)

Aisling Brennan, Information Officer

Alec Dolan, Procurement Strategy Group

Michael Donnellan, Director General, Irish Prison Service

Maura Hynes, Garda Division

Walter Johnston, Internal Audit

Oonagh McPhillips, Corporate Secretariat and Citizenship Division

Deaglán Ó Briáin, Equality Division

Fergus O'Callaghan, Garda Division

Martin Power, Crime Division

John Roycroft, Corporate Affairs

Members of the ICT Governance Group

The ICT Governance Group is responsible for managing the implementation of the Department's Communications, Information, Records management and Data (CIRD) Blueprint, which is one of the the key elements of the Department's programme for reform. It also assesses the business cases for ICT expenditure and approves and monitors expenditure to ensure it meets business needs. The Group oversees developments to increase ICT consolidation and integration within the Justice and Equality Sector, to support the Public Sector ICT Strategy and to improve communications and security.

Deirdre O'Keeffe (Chair)

Siobhán Barron, National Disability Authority

Eric Brady, Irish Prison Service

Ita Burke, Probation Service

Seamus Clifford, Financial Shared Services

Alec Dolan, Procurement Strategy (Deputy Chair)

Maura Hynes, Garda Division

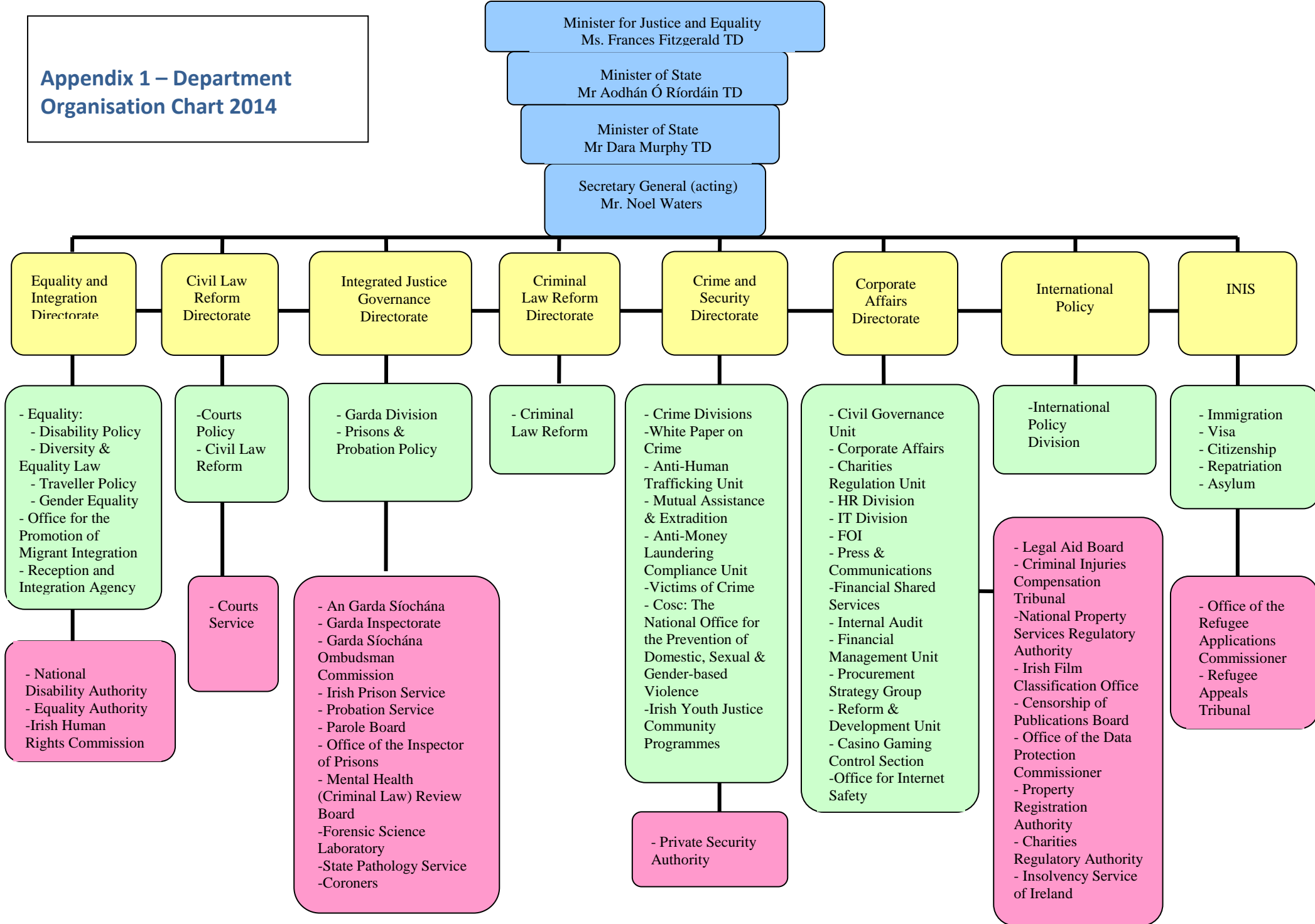
John Kennedy, ICT Division

Michael Kirrane, Irish Naturalisation and Immigration Service

Tom Maguire, Reform and Development Unit

John Roycroft, Corporate Affairs

Appendix 1 – Department Organisation Chart 2014



Appendix 2: Bodies under the Aegis of the Department

Bodies	Functions	Established
STATUTORY BODIES: These are bodies established by law.		
An Garda Síochána	Policing and national security in the State	Garda Síochána Acts 1924-2005
Criminal Assets Bureau	To target the assets, wherever situated, of persons which derive or are suspected to derive, directly or indirectly, from criminal conduct	Criminal Assets Bureau Act 1996
Courts Service	Manage the Courts, support the judiciary and provide high quality and professional services to all users of the courts.	Courts Service Act 1998
Garda Síochána Inspectorate	To carry out inspections or inquiries in relation to any particular aspects of the operation and administration of An Garda Síochána	Criminal Justice Act 2007
Insolvency Service of Ireland	Operation of personal insolvency arrangements. Authorisation of Personal Insolvency Practitioners	Personal Insolvency Act 2012.
Irish Human Rights and Equality Commission	To protect and promote human rights and equality in Ireland	Irish Human Rights and Equality Commission Act 2014
Legal Aid Board	Provision of civil legal aid and advice	Civil Legal Aid Act 1995

Bodies	Functions	Established
Mental Health (Criminal Law) Review Board	Review of detention of patients are Central Mental Hospital	Criminal Law (Insanity) Act 2006
National Disability Authority	Provision of advice on disability policy and practice	National Disability Authority Act 1999
Prisons Inspectorate	Inspections, advisory	Prisons Act 2007
Property Registration Authority	Management and control of the Land Registry and the Registry of Deeds, promotion and extension of the registration and ownership of land	Registration of Deeds and Title Act 2006
INVESTIGATIVE BODIES (STATUTORY): These are bodies with an investigative function established by law.		
Garda Síochána Ombudsman Commission	To receive complaints made by members of the public concerning the conduct of member of An Garda Síochána, exercise power in relation to these complaints, issue guidelines, report results of investigations to the Garda Commissioner and DPP as appropriate, draw up protocols	Garda Síochána 2005 Act
Office of the Data Protection Commissioner	Standards, inspections, investigation and enforcement of personal data protection	Data Protection Act 1988
Office of Refugee	To investigate applications from persons seeking refugee status, investigate	Refugee Act 1996

Bodies	Functions	Established
Applications Commissioner	applications by refugees to allow family members enter and reside in the State and investigate applications for subsidiary protection	
Coroners	To look into the circumstances of a sudden, unnatural, unexplained, violent or unnatural death	Coroners Act 1962
REGULATORY BODIES (STATUTORY): These are bodies with a regulatory function established by law.		
Charities Regulatory Authority	Regulation of Charities Sector	Charities Act 2009
Irish Film Classification Office	Examination and certification of films, videos and DVDs	Censorship of Films Act 1923 as amended by the Civil Law (Miscellaneous Provisions) Act 2008
Private Security Authority	Regulation of the private security industry in Ireland	Private Security Services Act 2004
Property Services Regulatory Authority	Operation of a licensing system, enforcement of standards, investigation and adjudication of complaints and management of compensation fund	Property Services Regulation Act 2011

Bodies	Functions	Established
APPELLATE BODIES (STATUTORY): These are bodies with an appeal function established by law.		
Classification of Films Appeal Board	Appeals in relation to classification decisions made by IFCO	Censorship of Films Act 1923 as amended by the Civil Law (Miscellaneous Provisions) Act 2008
Private Security Appeal Board	Consideration of appeals by members of the security industry against licensing decisions made by the PSA	Private Security Services Act 2004
Property Services Appeal Board	To hear and determine appeals against certain decisions made by the Authority	Property Services (Regulation) Act 2011
Refugee Appeals Tribunal	Consider appeals against first instance asylum decisions by the Refugee Applications Commissioner	Refugee Act 1996
NON STATUTORY AGENCIES: These are bodies established on an administrative basis by the Minister.		
Commission for Support of Victims of Crime	Assist with the development of strategies and policies to support the victims of crime	Established March 2005
Criminal Injuries Compensation Tribunal	Considers compensation applications from or on behalf of people who have suffered injury or death as a result of violent crime	Established 1974
Forensic Science Laboratory	Assist the investigation of crime providing scientific analysis and expert advice	Established 1975

Bodies	Functions	Established
Irish Naturalisation & Immigration Service (INIS)	Asylum, immigration, citizenship & visas.	Established 2005
Irish Prison Service	Provision of safe, secure custody for people committed to prison by the courts and the management of custodial sentences	Prisons Acts 1826-2007
Office of the State Pathologist	Provide independent advice on matters relating to forensic pathology and to perform post-mortem examinations in cases where foul play is suspected	
Parole Board	Recommendations on the sentence management of prisoners	Est. administratively April 2001
Probation Service	Provision of probation supervision, community service, offending behaviour programmes and specialist support services	Probation of Offenders Act 1907
Reception and Integration Agency (RIA)	Accommodates and provides services for asylum seekers while their applications for asylum are processed	Established April 2001
EXECUTIVE OFFICES (NON STATUTORY DEPARTMENTAL BODIES): These are bodies established on an administrative basis within the Department		
Anti Human Trafficking Unit	Co-ordinates the Irish response to trafficking in human beings	Established February 2008
Cosc	Prevention of domestic, sexual and	Established June 2007

Bodies	Functions	Established
	gender-based violence	
Irish Youth Justice Service	To reduce youth offending	Established December 2005
Office for Internet Safety	Promote internet safety, particularly in relation to combating child pornography	Established March 2008
Victims of Crime Office	To improve the continuity and quality of services to victims of crime.	Established September 2008

Contact Details

Minister's Office & Secretary General's Office

94 St. Stephen's Green, Dublin 2
D02 FD70

Department of Justice and Equality

51 St. Stephen's Green, Dublin 2 D02 HK52
Bishop's Square, Redmond's Hill, Dublin 2 D02 TD99
Montague Court, Montague Street, Dublin 2 D02 FT96
Block 2, Floor 3, Harcourt Centre, Harcourt Street, Dublin 2 D02 DX37

Tel: 01-6028202
Fax: 01-6615461
Lo-Call: 1890 221 227
Website: www.justice.ie
Email: info@justice.ie
Twitter: @DeptJusticeIRL

Irish Naturalisation and Immigration Service

13-14 Burgh Quay, Dublin 2 D02 XK70
Chapter House, 26-30 Abbey Street Upper, Dublin 1 D11 YOE1
Citizenship, New Government Offices, Rosanna Road, Tipperary E34 N566

Tel: 01-6167700
Lo-Call: 1890 551 500
Website: www.inis.gov.ie

Financial Shared Services

Killarney, Co. Kerry V93 KH28

Tel: 064-6670300



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DEPARTMENT OF JUSTICE AND EQUALITY

www.justice.ie

Department of Justice and Equality
94 St. Stephens Green
Dublin 2
D02 FD70

Phone: +353 1 602 8202
Lo-Call: 1890 221 227
Fax: +353 1 661 5461
Email: info@justice.ie