

An Roinn Dlí agus Cirt
Department of Justice

Annual Report 2019



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Foreword by the Minister for Justice



I am delighted to present the 2019 Annual Report for my Department. This report reflects the progress achieved in implementing the Department's Transformation programme and in delivering on objectives set out in the Strategy Statement 2016-2019.

The remit of the Department is very wide and the work we do touches the lives of our citizens in many ways. We are charged with making Ireland a safer, fairer, more inclusive society and I am honoured as Minister for Justice to have been given the opportunity to lead this organisation.

Naturally, much has changed since 2019, including the decision by Government to transfer a number of functions from my Department to the new Department of Children, Equality, Disability, Integration and Youth in October 2020. Given the timeframe involved, this report encompasses certain

work carried out while these functions were under the remit of my Department.

My Department's vision is '*a safe, fair and inclusive Ireland*' and as this report is being presented in the midst of the Covid-19 pandemic, the focus on that vision has never been more important.

Many of my officials have been on the frontline in the country's response to the Covid-19 pandemic, both in our agencies and the Department itself, and, for that, I must extend my most sincere gratitude. I am extremely proud to work alongside the talented and hardworking staff across the Justice sector.

Over the three years of the Department's Strategic Plan (2016-2019), there was a particular focus on transforming our way of work and ensuring that positive values underpin all we do. The flexibility, ambition and transformation outlined in this report, is now serving us well as we deal with one of the greatest shocks to the nation since the foundation of the state.

The Strategy Statement placed a strong emphasis on working closely with our agencies, providing strategic leadership and strengthening multi-agency approaches. The progress outlined in this Annual Report demonstrates the willingness of the staff of the Department, its agencies and bodies, to work to embed this positive culture in everything we do, in order to better serve the public good.



This report comprehensively details the work of the Department of Justice and Equality, but it also highlights the people behind the figures. We are reminded that it is just 60 years since the first female Gardaí were called to the front, it speaks to the modern issues of equality and asylum and it also reminds us that this is a front facing organisation and that what we do matters, deeply and personally to a great many people.

On my own behalf, and on behalf of the Minister of State, I would like to thank all the staff of the Department and agencies and I look forward to continuing to work with agencies and staff across the entire Sector.

Introduction by the Secretary General

I am honoured, as Secretary General of the Department, to present the Annual Report for 2019.

As a Department, 2019 was dominated by our Transformation programme. This was the culmination of a process that had begun five years earlier with the Toland Report and with the recognition that our culture, systems and structure needed to adapt to better meet the demands of our operating environment and deliver on our core mission of a safe, fair, inclusive Ireland. I want to pay tribute to my predecessor Aidan O' Driscoll who oversaw the programme with great skill, perseverance and dedication to the mission.



Transformation was the largest restructuring of a Government Department in the history of the State and involved fundamental change to put in place new structures, processes and skills to meet the challenges and opportunities of our rapidly changing world.

This report reflects on a year where the uncertainty caused by Brexit and the pressures on Europe's refugee protection programme were key concerns. The task of managing these issues remains but at the time of reporting, Ireland, along the rest of the world, is gripped by the Covid-19 pandemic and our response to it will shape society for years to come.

The changed structure has allowed us to adapt dynamically to the challenges of the Covid-19 crisis but while the restructuring element of our Transformation has formally concluded, in some ways the real work has only just begun.

On reading this report what gives me great hope is that despite the huge amount of work involved in the our restructuring, the Department continued to provide exemplary service to Ministers, the Oireachtas and the public. We can take pride in this achievement which is a great tribute to the efforts of all colleagues.

Oonagh McPhillips

1. Our Operating Environment

1.1 Responsibilities of the Department

The Department of Justice and Equality, as it was named in 2019, works to advance community and national security, promote justice and equality and safeguard human rights, to achieve our vision of a safe, fair and inclusive Ireland.

As of Autumn 2019, the Department has significantly restructured and has moved to a new functional organisation model. The Department is now aligned under two pillars, Civil Justice and Criminal Justice, each led by a Deputy Secretary General. Each pillar contains the following functions: Policy, Legislation, Governance, and Operations & Service Delivery.

In addition, the Immigration Service Delivery function located in the Civil Justice pillar manages the delivery of immigration and international protection services for the Department and the State.

Supporting the work of both pillars are the enabling functions of Transparency, Corporate, and European Affairs. A range of other responsibilities are also exercised on behalf of the Minister by agencies operating on either a statutory or an administrative basis.

1.2 Public Sector Duty

The promotion of justice, equality and the safeguarding of human rights, are the cornerstones on which the Department is built. Equality and human rights are already strongly embedded in the Department's vision, our mission statement, our strategic objectives and our values. Within the exercise of our powers and functions, we place strong emphasis on the right to fair procedure, the right to privacy, equal access and equal treatment. The promotion of equality and human rights through our day-to-day work, whether in the development of legislation and policy or in administration generally, forms part of our broader objective to be a values-driven Department.

Our values and objectives are further underpinned by Section 42 of the Irish Human Rights and Equality Commission Act 2014. This 'Public Sector Duty' places a positive

duty on public sector bodies to have regard for the need to eliminate discrimination, promote equality, and protect human rights, in their daily work.

In our 2016 -2019 Strategy Statement, we outlined actions we would take to meet our obligations under Section 42 of the Irish Human Rights and Equality Commission Act 2014, this included:

- carry out equality and human rights assessments and publish results on our website,
- provide training and information to staff on human rights and equality as part of the training cycle,
- report on progress in our Annual Report and, where appropriate, require bodies under the aegis of the Department to carry out similar assessments and to report progress in their annual reports.

The Public Sector Duty (PSD) Working Group, was established to oversee and support fulfilment of the Public Sector Duty. The group met three times over 2019, prior to the organisational restructuring of the Department.

1.2.1 PSD ASSESSMENTS

Throughout 2018 the Department had completed an assessment of human rights and equality issues covering multiple Divisions within the organisation. The objective of these assessments was to identify the human rights and equality issues relevant to a particular division's functions, to the services it provides, or regulates or oversees, and to its employees. All of these assessments were published on the Department website in September 2019.

1.2.2 GOVERNANCE AGREEMENTS

From the 1st January 2019, all governance agreements made by the Department reference the obligation for agencies under the aegis of the Department to include the Public Sector Duty in their strategic planning process and to regularly report on their progress. This action is a significant milestone in embedding the Public Sector Duty obligations in the Department's governance framework.

1.2.3 LEARNING AND DEVELOPMENT

PSD Training

Following the delivery of a successful pilot training module for staff of the Registration Office, in the Immigration Service Delivery (ISD) area, the Department commenced the roll out of Public Sector Duty training for staff across the wider Immigration Service Delivery function during 2019. Designed by the Irish Centre for Diversity, this comprehensive training module was delivered to over 230 Immigration Service Delivery staff across a number of offices. This tailored training course sought to raise staff awareness levels of the Public Sector Duty as well as Equality and Human Rights considerations for our staff and in the delivery of our services to the public.

Inclusive Leadership

As part of the Learning and Development Programme, provided during the Transformation Programme, three modules on Inclusive Leadership were provided for staff at Assistant Secretary, Director and Principal Officer levels. Through the Transformation Programme, new teams were coming together with different backgrounds, experiences and perspectives. These Inclusive Leadership modules were developed to equip senior leaders with the tools to inspire, manage and operate within diverse teams

Induction & Development

Over the course of 2019, the Department held induction training for 255 new entrants, which provided an opportunity to embed how the Department promotes equality of opportunity and dignity at work as well as the fair and equal treatment of staff and the people to whom services are provided. In addition, the importance of fairness, equality and respecting diversity was highlighted in the development programmes provided for staff at CO, EO, HEO and AP levels. Four members of our staff also undertook a Diploma in Human Rights & Equality in the Institute of Public Administration.

Job Shadow Day

As part of national Job Shadow Day in April, the Department hosted four placements for people with disabilities. Job Shadow Day offers people with intellectual disabilities the opportunity to shadow a workplace mentor as he or she goes about their working day and is the highlight of National Supported Employment Week.

WAM Programme

Two placements, of up to six months took place through the Willing and Able Mentoring Programme (WAM), providing paid, mentored work experience for graduates with disabilities.

2. Transforming our Organisation

2.1 Purpose & Vision of Transformation

The Department of Justice and Equality works to build a “safe, fair and inclusive Ireland”. Our mission is to advance community safety and national security, promote justice and equality, and safeguard human rights.



Since the foundation of our state, this Department has been at the forefront of change, responding to the challenges of the day. To respond to the challenges of the 21st century working world, and in line with the recommendations put forward in 2018, by the Effectiveness and Renewal Group (ERG), a large project of restructuring began at the beginning of 2019. The Transformation Programme is the largest programme of change to ever take place in an Irish government department and the ERG itself viewed the programme as a potential model for the whole civil service.

The Transformation Programme aimed to create a Department that would be agile, evidence based and open, while remaining loyal to traditional civil service values of integrity, impartiality and professionalism. However Transformation was fundamentally about better enabling the Department to achieve its vision of a safe, fair and inclusive Ireland.

Prior to Transformation, the work of the Department was structured by subject areas relating to different parts of the Justice and Equality sectors. In that model, staff were expected to work across a wide range of activities, continually prioritising competing tasks that were of varied natures, importance and urgency. It was recognised that the Department itself had grown over time in an unplanned and unstructured manner in response to various needs and crises.

The Transformation Programme moved our Department from a conventional subject-based model (organising ourselves by what we know) to a functional model (what we do), for example, providing governance and oversight of our agencies and bodies, or creating and managing the passage of legislation; allowing staff to work in a more focused way on well-defined areas of work.

In conjunction with moving to a functional model, the Transformation Programme also realigned the Department under two core pillars, Civil Justice and Equality and Criminal Justice, with corresponding Agency and Body alignment. These pillars are supported by a central corporate pillar. This realignment served to enable us to manage the span of control more effectively and provide alignment with the distinct areas of society that our Department serves.

The challenge of Transformation was an ambitious one, which took a transformative conceptual design, built in the detail and implemented the operating model within nine months from January to September of 2019. Thanks to the vision, commitment, sacrifice and perseverance of our people, the programme was successfully completed on time and within budget.

2.2 Process of Transformation

The Effectiveness and Renewal Group (ERG) recommended the procurement of an external resource to assist our internal team in the Department to implement the new operating model. Following a procurement process, Ernst & Young was appointed to partner with the Department to deliver the Programme.

The Programme team comprised four main work-streams; Design, Change Management, Programme Management, and Learning and Development. Over a six month period, multiple design workshops took place almost every week with over one hundred representatives from across the Department working to shape and scope our new organisational structure.

The Department's Management Board acted as the key decision makers in relation to Design and Implementation, meeting on a weekly basis over the 9 month period, enabling progress and supporting momentum throughout.

The process was also subject to detailed external oversight and validation, with ERG quarterly progress reports to Government, while senior external civil servants, including the Secretary General to the Government and Department of the Taoiseach, served on our Transformation Programme board.

2.3 Implementation of our New Structure

Following sign-off of the final design by the Management Board, the transitioning of staff into new roles began in early August. A phased approach was adopted whereby old Divisions were “stood down” and new functions were “stood up” over a 6 week period. In this time, over 500 staff moved across our Justice estate into new roles and teams. Colleagues in IT, HR, Finance and Facilities enabled this complex transition, while all corporate operational systems were updated to reflect the new structural changes. The new organisational design was fully implemented two weeks ahead of target, on Monday 23 September

Supporting our staff throughout was a central aspect of the change, communications and learning and development approach within the Programme. Staff were kept up to date through a dedicated Transformation Hub along with regular roadshow briefings from senior leaders. Halfway through the Design phase, all staff were invited to a large Open Space event in Dublin’s mansion house. The event provided an opportunity for all staff to engage with the design process, and gain an understanding of the varying levels of impact across the Department.



Staff were also supported throughout the process by a bespoke Learning and Development programme based on the needs and requirements of newly designed teams within the functional model. Team training days and development of team charters were rolled out for all highly impacted staff, while all staff were provided with a number of bespoke e-learning modules designed to engage and inform staff about the new model.

2.4 Post Transformation

The Transformation Programme also generated a number of culture initiatives which will be instrumental in embedding new approaches to our work in the future. A sub-group of the Management Board has been tasked with implementing these initiatives with a view to developing and driving a renewed focus on culture involving staff at all levels.

The Transformation Programme has also given rise to a review of the Department's ICT infrastructure. Work is currently underway to develop a new ICT strategy, plotting out the required investment and identifying areas where digital reform will transform our services and work methods.

While the restructuring element of the Programme has formally concluded, the Department has sought to stabilise and to develop its capacity to operate effectively within the structure, a process which will continue for some time.

Revisiting and reviewing the effectiveness of the new structure and cross-functional collaboration will remain a priority for the Department in the months ahead, with a formal evaluation planned for 18-24 months post-transformation.

On 22 July, staff were issued their new assignments in a personalised email from the Secretary General. The correspondence was complemented with e-learning modules, a comprehensive FAQs document and a full suite of organisation charts, functional descriptions and team descriptions, made available through the Transformation hub. Staff with a new job description and title received a letter and welcome pack from HR, advising of their new role.

From the end of July until 13 August, a range of functional focused training sessions and activities were organised in preparation for each move. These activities included team training, a timetable with an overview of what to expect in the week of the move, a special edition of Just News, the Department's staff newsletter, launching the pillar and introducing the new teams, the distribution of staff induction packs and a formal, Department-wide launch of the function, on the portal and transformation hub.

On Monday, 12 August, the Transparency function was launched, marking Move 1, the first of the moves into the new structure.

By 26 August, Move 2 was complete. Most staff in the existing Civil Justice and Equality divisions moved to the new Civil Justice and Equality functions, including **Policy, Legislation, Governance and Operations & Service Delivery**. Relevant INIS staff with new assignments also moved on this day.

Move 3 was completed by 9 September, as staff assigned to the Criminal Justice Pillar formally moved into their new teams within the **Policy, Legislation, Governance and Operations & Service Delivery Functions**.

On 23 September, the fourth and final move took place and Immigration Service Delivery was established.



2.5 Functional Areas in Brief

Policy

The Policy function is the think-tank of the Department. It operates as a thought leader, developing long term, evidence-based policy through research and analysis of information and data from multiple sources.

It takes a proactive and strategic view of Justice and Equality Policy formulation and review, and enables the Department to provide ‘best-in-class’ advice to the Minister and Government in the long-term interest of all citizens.

Legislation

The legislation function is the law maker for the Department, responsible for drafting both primary and secondary legislation and creating and moving Bills through the Attorney General’s Office and the Oireachtas.

Through consultation with relevant stakeholders, the legislation function deals with both Irish law and the transposition of EU and International law. It will advise and work closely with other functions to ensure that relevant implications are considered at all stages of the legislative process

Governance

The Governance function is the oversight function for the Civil Justice and Equality Bodies, and Criminal Justice Bodies under the aegis of the Department. Working collaboratively, the function ensures that Bodies have a clear strategy, meet agreed standards of performance, transparency and governance, and manage their resources appropriately.

The Governance function supports independent Bodies to perform effectively and adopt a consistent approach based on recognised standards, which can be tailored to each Body as appropriate to ensure clarity, fairness and accountability.

Transparency

The Transparency function is responsible for sourcing, assessing and communicating all information required by the Minister, as well as ensuring consistent standards of internal and external communications.

This function integrates information, analysis and communications from across the Department to create coherent narratives on Justice and Equality themes. It proactively determines where there is a need for information to be communicated or published, as well as responding in an agile way to incoming requests.

The function uses a variety of channels, leveraging technology and real-time information, to ensure the Minister upholds their commitment of democratic accountability to citizens, the Oireachtas, the media and other stakeholders.

Operations

Operations and Service Delivery is a core function within the Department which delivers frontline services for the Department, as well as enabling all other functions to operate effectively within a fast-paced and changing world.

The Operations teams are responsible for all planning, risk management, project & change management across the pillar. They also focus on continuous improvement within the Department by setting and tracking key performance indicators and goals, as well as outside the Department by ensuring all customers experience consistent customer service.

The Service Delivery teams manage the delivery of efficient, robust and customer-centric frontline services for the Department, consulting with relevant stakeholders and identifying opportunities for continuous improvement.

Immigration Service Delivery

The purpose of the Immigration Service Delivery function is to manage the delivery of efficient, robust and customer-centric frontline immigration services for the Department and the State, whilst maintaining an ongoing focus on the identification of opportunities for continuous improvement of immigration services to customers. The function enables staff to focus on enhancing outputs and outcomes for customers,

while ongoing collaboration with other functions ensures that service design and customer experience improvements are at the heart of immigration services.

European Affairs

European Affairs is responsible for co-ordinating and monitoring the Department's European and some international business, particularly cross-cutting issues which may involve a number of functions and departments. In addition, the function works with other areas of Government to shape Ireland's strategic approach to the Future of Europe and the EU Leaders' Agenda, and plays an active role in encouraging greater engagement and collaboration with European counterparts on relevant Justice & Equality issues.

While the team is based in Dublin, it works closely with staff in Brussels seconded to Ireland's Permanent Representation to the EU and those based with the Permanent Representation of Ireland to the Council of Europe in Strasbourg. The function also supports both the Minister and the Department in discharging the Department's EU and Council of Europe responsibilities and in communicating and representing Ireland's interests internationally.

Corporate

The Corporate pillar drives and manages organisation-wide activities to enable the Department to achieve its strategic goals and deliver effective, responsive Department processes and services. The Corporate pillar develops and implements approaches, solutions and infrastructure across a number of diverse areas: technology, financial and people planning, procurement, legal, corporate governance, compliance and audit controls.

3. 2019 in figures

In 2019, the Justice Vote Group consisted of 6 Votes - the Department of Justice and Equality, An Garda Síochána, the Policing Authority, the Irish Prison Service, the Courts Service, and the Irish Human Rights and Equality Commission.

3,758



Parliamentary Questions Answered

30,000+



Emails and letters received

894



Freedom of Information Requests

427



Subject Access Requests

1,448



Staff in total

€2.84 billion



Total gross expenditure
for the Justice Vote group

4. 2019 in Review

4.1 January – March

Commencement of Domestic Violence Act 2018

The Domestic Violence Act, a key part of the Second National Strategy on Domestic, Sexual and Gender-based Violence, was commenced in January 2019. The Act improves the protections available to victims of domestic violence under both the civil and criminal law and introduced the offence of coercive control.

Referendum to amend the Constitutional provisions on divorce

On 29 January 2019, the Government approved the holding of a referendum - to amend the Constitutional provisions on divorce. The referendum was held alongside the votes for the European and Local elections on 24 May 2019.



Criminal Law (Sexual Offences) (Amendment) Act 2018

The Criminal Law (Sexual Offences) (Amendment) Bill 2018 was passed in February 2019. The amended Bill introduces presumptive minimum sentences for repeat sex offenders and corrects an anomaly in the law of incest by equalising the penalty for incest where it is committed by a man or a woman.

Increase in number of Appeal Judges

In March, the Government approved proposals to increase the number of Judges in the court of appeal from 9 to 15, to address waiting times for cases and improve overall efficiency in the appeals process.

Legal Services Sector Brexit Initiative

Minister Flanagan announced the Government's formal support of a joint initiative between the Bar Council of Ireland, the Law Society and the wider legal community promoting Ireland as a leading centre for international legal services. The withdrawal of the UK from the EU will leave Ireland as the only English speaking common law jurisdiction in the Union. This joint initiative will now form a component in the Government's Brexit Strategy.

200 new Garda Members

8 March 2019 - The Minister for Justice and Equality, Charlie Flanagan TD, welcomed over 200 new members to An Garda Síochána following their attestation as members at a ceremony in the Garda Training College, Templemore.



The attestation fell on International Women's Day and it was noted that the number of women in An Garda Síochána has steadily increased, particularly in the last decade, with the percentage of women rising from 18.5% in 2006 to just under 27% by March 2019. This is above the European average. In the same period, the number of female Superintendents, Inspectors and Sergeants doubled in the organisation.

2019 Campaign for the Position of Recruit Prison Officer

1 March 2019 - The Minister for Justice and Equality, Charlie Flanagan TD, welcomed the opening of the 2019 campaign for the position of Recruit Prison Officer in the Irish Prison Service. The Irish Prison Service recruited 215 Recruit Prison Officers in 2019.

4.2 April – June

Balance for Better Business publish first report

Balance for Better Business, an independent business-led review group established by the Government, published their first report in May 2019 which outlined a series of ambitious targets and advice for Irish companies on how more women can be involved in decision-making at the top level of businesses in Ireland.

Irish Film Classification Office (IFCO) launch new website

An updated website for the Irish Film Classification Office was launched by Minister Stanton in May 2019. In addition to listing the age rating awarded by IFCO to films released in Ireland, and details of the genre of film, each entry also provides a guide to any Violence, Drugs, Sex/Nudity and Language in the film as well as other relevant comments allowing individuals, particularly parents, to make more informed viewing choices.

Study commissioned on familicide and domestic homicide reviews

In May 2019, Minister Flanagan commissioned an independent, in-depth study on familicide and domestic homicide reviews. The study has two main pillars to its focus; the provision of supports to families who are victims of familicide and international best practice in the conduct of Domestic Homicide Reviews. The study involves consultation with a wide range of stakeholders including State agencies, family members of victims and non-governmental organisations.

Changes to Garda uniform policy to accommodate diversity

In an important step towards greater inclusion and diversity, Commissioner Harris announced his decision to allow certain alterations to the Garda uniform taking account of religious and ethnic requirements, for example to allow the wearing of turbans and hijabs. The decision aimed to promote inclusion in the organisation and

encourage minority communities to join the police service during the 2019 recruitment campaign.

Inaugural Garda National Youth Awards Ceremony

The Minister and Assistant Garda Commissioner Anne Marie McMahon presented 22 awards to over 100 young people aged 13 to 21 years old in recognition of their contribution to making their communities better places to live at the first Garda National Youth Awards Ceremony in Portlaoise this year. The ceremony builds on the existing Divisional Garda Youth Awards which have been running for the last twenty years.

Anniversary of Dublin Monaghan bombings

1 May 2019 - On the 45th Anniversary of the Dublin Monaghan bombings, Minister Flanagan laid a wreath at the memorial in Talbot Street and stated the Government's continued support for victims and survivors of the Dublin and Monaghan bombings.



Digital harassment and harmful communications to be tackled

1 May 2019 - The Minister for Justice and Equality, Charlie Flanagan T.D., secured Government approval to draft, on a priority basis, amendments to the Harassment, Harmful Communications and Related Offences Bill 2017. The Bill is based on a 2016 report by the Law Reform Commission and proposes a number of new offences, including taking and distributing intimate images without consent, online or digital harassment, a specific offence of stalking, and an expanded offence with regard to sending threatening or indecent messages.

Tackling reoffending rates through social enterprise



2 May 2019 - Minister for Justice and Equality, Charlie Flanagan TD, announced the allocation of funding to social enterprises that tackle reoffending rates by providing employment opportunities for people with a criminal past. The funding is provided by the Department of Justice and Equality's Social Impact Programme under its 'KickStart' Seed Fund.

The fund provides matching grants up to €30,000 to 14 organisations providing employment to former offenders and people leaving prison. A total of €300,000 was approved for the programme under the Dormant Accounts Disbursement Scheme.

Launch of 'No Excuses' campaign

A major three year national awareness campaign on sexual harassment and sexual violence called 'No Excuses' was launched by the Minister. Three radio ads were released as part of the launch, highlighting examples of sexual harassment and directing listeners to the campaign website gov.ie/noexcuses which provides further information as well as advice on how to help in such situations.

The campaign, which also features TV, cinema, outdoor, social and digital advertising is part of the Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021.

Funding of €950,000 was secured to run the campaign in 2019.



Traveller and Roma Pride Week

National Traveller and Roma Pride Week took place between 30 May to 13 June. In accordance with the Department's commitment to Action 1 of the National Traveller and Roma Inclusion Strategy (NTRIS) 2017-2021, the Department of Justice and Equality works to support, strengthen and expand Traveller and Roma Pride Week.

As part of the week, national and local events take place around the country, celebrating and promoting Traveller's contribution to every aspect of Irish life. Minister Stanton also launched the Traveller Horse Ownership Research Project funded by the Dept. of Agriculture which is another key action of the NTRIS.

New citizens naturalised

Approximately 650 new Irish citizens, originating from 50 countries, received certificates of naturalisation in a Citizenship Ceremony at WIT Arena in Waterford. The event on 27 June was held in Waterford to coincide with the annual Tricolour Celebration, which celebrates the first hoisting of the tricolour by Thomas Francis Meagher in Waterford in 1848.

Since citizenship ceremonies were first introduced in 2011 there has been a total of 141 ceremonies with people from over 180 countries receiving their certificates of naturalisation.

Dublin Pride Parade

Under the theme 'Proud to Work for Ireland' over 600 public servants collectively participated in the Dublin Pride Parade formally for the first time in June 2019.

Representatives of the Garda Band and the Army Band, Secretaries General, the Governor of Mountjoy Prison, senior members of An Garda Síochána, the Police Service of Northern Ireland and the Defence Forces, also participated.



4.3 July – September

Judicial Council Bill

The Judicial Council Bill was signed into law in July 2019. One of the key functions of the Bill is to promote and maintain excellence in the exercise by judges of their judicial functions. Under the Bill, a ‘Sentencing and Guidelines Information Committee’ will be established, who will help to provide greater consistency in the imposition of sentences in criminal cases.



Health-Led approach to possession of drugs for personal use

Together with Health Ministers Harris and Byrne, Minister Flanagan announced a new health-led approach to the possession of drugs for personal use. This Health Diversion Approach seeks to connect drug users with health services and to support them on their path to recovery.

Introduction of additional unpaid Parental Leave

The Parental Leave (Amendment) Act 2019 was signed enabling working parents to apply for an additional 4 weeks of unpaid parental leave from 1 September 2019, extending the previous entitlement of 18 weeks to 22.

Coroners (Amendment) Bill

The Coroners (Amendment) Bill was passed in July 2019. It clarifies, strengthens and modernises the powers available to coroners in the reporting, investigation and inquest of deaths and is a key reform in the context of compliance with Ireland's obligations under the European Convention on Human Rights.

60th Anniversary of women joining An Garda Síochána celebrated

On July 10th An Garda Síochána commemorated the 60th anniversary of women joining as Garda members in an event at Farmleigh, Dublin. The event, attended by some of the first 12 women who joined An Garda Síochána in 1959 and women who have served in An Garda Síochána over the past 60 years, celebrated the contribution of women officers to the organisation as well as society, and the increasing representation of women in An Garda Síochána

As of July 1st 2019, An Garda Síochána had 3,780 female police, or 27% of Garda members. In comparison to female representation in police services across the entirety of Europe, this figure is above average.



Parole Bill 2016

The Parole Bill 2016 was passed by the Oireachtas in July 2019. This legislation provides for an independent, statutory Parole Board and sets out a transparent, fair and fully informed process that the Board will follow in making its decisions. Under the reformed bill, prisoners serving life sentences can be considered for parole after 12 years, up from 7 years.

Irish Prison Service Strategic Plan 2019 – 2022

The Irish Prison Service Strategic Plan 2019 – 2022 was announced in September 2019. Under the plan, the governance structure of the Irish Prison Service is improved by appointing a new Prisons Advisory Board, which will support existing external oversight of the Irish Prison Service.

The strategy also continues to enhance support available to staff, improving working conditions, and providing increased training and counselling services.

Department of Justice participates in 'Culture Night' for the first time

Over 250 guests were welcomed at 51 Stephen's Green in September 2019 for Culture Night.

Visitors enjoyed a tour of the building and an exhibition in the Atrium on Censorship in Ireland, where a number of previously censored books and related archival material were on display.



The success of the event would not have been possible without the assistance of nearly 30 volunteers from across the Department.

4.4 October – December

Launch of public consultation on hate speech

A consultation on the topic and impact of hate speech was launched on 24 October. The consultation was open to members of the public, minority groups and those with expert knowledge who were encouraged to contribute through one or more of three options; completing a questionnaire on the Department’s website, attending a structured set of workshops or drafting a detailed submission. The aim of the process is to support and inform legislators as they update Ireland’s criminal law on hate speech and hate crime.



Launch of the LGBTI+ National Strategy 2019-2022

Developed through a range of nationwide public consultations including dynamic workshops and written submissions, the LGBTI+ National Strategy 2019-21 was launched in November.

The strategy contains over 100 actions which will promote inclusion, protect rights and improve wellbeing and quality of life for people within the LGBTI+ community. The strategy also makes almost €1m available to support LGBTI+ initiatives.



National Rural Safety Forum

Minister Flanagan established the 'National Rural Safety Forum' at the National Ploughing Championships in Carlow. This forum is made up of a wide variety of local community and voluntary organisations and members of An Garda Síochána.



The purpose of the forum is to prevent and reduce opportunities for crime through community engagement, information sharing and communication networks.

Family Law Act 2019

Following the divorce referendum in May, Minister Flanagan announced the passage of the 'Family Law Bill 2019'. Under the bill, the minimum living apart period for separated couples has been reduced to two years during the previous three years.

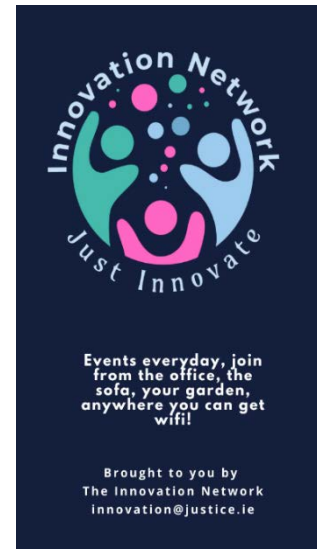
Symposium on defamation law hosted by Minister Flanagan

The final stage of reflection on the Defamation Act 2009 was launched at a symposium event in November, hosted by Minister Flanagan and attended by media,

academics, businesses, NGOs and relevant state bodies. The half day event comprised of keynote speakers and a panel discussion which drew on four themes emerging from an earlier public consultation. The organisers' aim was to provide a space to consider the complexity of these themes ahead of the final reflections on changes to be made to the current Defamation Act.

Launch of the Department's Innovation Network

In November, a Department-wide Innovation Network was established to provide a forum for staff to share their experiences and connect with others, promote innovation, and highlight innovative work already underway throughout the organisation. The Network will provide learning and development opportunities to members in the area of innovation, as well as to staff of all grades across the Department through events and workshops.



Refugee Community Sponsorship Programme Ireland

Following a highly successful pilot scheme in Cork, Waterford and Meath, Minister Stanton announced that the Refugee Community Sponsorship Programme will be launched as an alternative resettlement stream to the traditional state-centred model of resettlement. The programme enables local sponsor groups to provide practical supports, a hand of friendship and a warm welcome to resettled refugee families. Community Sponsorship Ireland has been developed in Ireland in cooperation with Global Refugee Sponsorship Initiative (GSRI), the Irish Red Cross, NASC, Irish Refugee Council and the UNHCR.

Almost 2,000 people became new Irish citizens

In two separate ceremonies at the INEC in Killarney on December 9, applicants from over 100 countries received their certificates of naturalisation, and took the oath of fidelity to the Irish State. This was the second year when large scale citizenship ceremonies were held outside of Dublin.

Addressing the new citizens at the second ceremony, Minister of State with responsibility for Equality, Immigration and Integration, David Stanton TD, said, “You are now beginning a new journey and a new phase of your life as our newest Irish citizens.

My earnest wish for each and every one of you here today as you embark on this new phase, is that it will be a journey full of hope and full of optimism with a bright new future as members of the great Irish global family.”



100 years of women in the civil service and legal profession

The Sex Disqualification (Removal) Act of 1919 allowed women to enter the legal professions and the higher ranks of the civil service for the first time. A commemorative event took place in December to celebrate the contribution, skills and leadership of women in the legal profession and civil service. The commemoration featured an exhibition of display boards around the atrium with photos and short bios of the current and historical female pioneers in public administration and the legal profession. There was also a 'learn at lunch' interview with Deputy Secretaries Oonagh Buckley and Oonagh McPhillips and an evening event with lectures and a vibrant panel discussion, concluding with a time capsule presentation to Dr. Sandra Collins, Director of the National Library of Ireland, to be opened in 100 years.



5. 2016-19 Strategy Achievements

This section of the report highlights key areas of the Department's three year strategic plan, 2016-2019 and examines progress in these areas under a series of actionable strategy statements that were prioritised through the annual Departmental One Plan system.

5.1 A safe, secure Ireland

To safeguard the security of the State and to achieve reductions in crime and re-offending and improvements in people's safety

Progress made in this area during 2019:

An effective, visible and accountable police service

- In 2019, approximately 600 new Garda recruits attested and were assigned to frontline policing duties nationwide.
- At year-end 2019, Garda strength had reached its highest level since 2010 when the total number amounted to 14,307 officers
- In addition An Garda Síochána recruited almost 750 civilian Garda Staff to address critical skills gaps and allow for redeployment. This has allowed approximately 600 Gardaí to be reassigned from administrative to frontline operational policing duties where their training and expertise can be used to best effect.
- Since 2016 the overall strength of An Garda Síochána has risen from 12,943 to 14,307 as at 31 December 2019 an increase of almost 10.6% over the course of the Departmental Strategy.

We will respond to the report of the Commission on the Future of Policing in Ireland.

- On 18 December 2018, the Government endorsed the report of the Commission on the Future of Policing in Ireland (CoFPI) and agreed to accept all 157 key recommendations contained in the report.
- This followed a consultation with relevant stakeholders including An Garda Síochána, the Garda oversight bodies and Government Departments/other agencies. On 18 December the Minister also published a four year high level plan “A Policing Service for our Future” which sets out the approach to implementation which will be overseen by a dedicated Programme Office in the Department of the Taoiseach as recommended in the Commission’s report.

Drive and oversee the agreed programme of reform and investment in An Garda Síochána

- In line with the recommendations of the Commission on the Future of Policing in Ireland, An Garda Síochána announced the launch of a new Operating Model, which will bring significant improvements to An Garda Síochána’s structures, processes and services.
- The new Garda Operating Model, which will see Divisions increase in size, will increase the number of frontline Gardaí and maximise the organisation’s operational impact at the local level to deliver an improved, more consistent, highly visible policing service in communities.
- The establishment of 4 Regions and 19 Divisions will mean that each Division will be headed up by a Chief Superintendent and will have 600 - 800 personnel.
- There will be four hubs in each Division – Community Engagement, Performance Assurance and Crime – each of which will be led by a Superintendent and a Business Services Hub which will be led by an Assistant Principal.
- Each Division will be operationally autonomous with the resources and skills to deliver policing based on the demand in their area.

- The aim is to move the current operating system away from a district level to a divisional focus. The model is to be piloted in the Garda divisions of Cork City, Mayo, Galway and the Dublin Metropolitan Region South Central.
- Regions and divisions will have greater control over how policing is delivered, while working to a corporate framework and oversight from the centre. The focus of the centre will be on supporting regions and divisions.

We will work with the relevant parties to have in place effective, efficient and robust internal Industrial Structures in An Garda Síochána for when the GRAs are given access to the WRC and Labour Court, having regard to the historic roles of the Ministers for Justice & Equality and Public Expenditure & Reform and Garda Management in this regard.

- The Industrial relations Amendment Bill 2018 was signed into law on 7 July 2019 and came into effect in February 2020.
- Management of industrial relations in An Garda Síochána now comes under the direct remit of the Garda Commissioner. This is in keeping with the vision of the Commissioner as the 'true CEO' of An Garda Síochána, as set out in the Report of the Commission on the Future of Policing in Ireland and contained within its Implementation Plan, 'A Policing Service for our Future'.
- New Regulations for promotion to Sergeant and Inspector in An Garda Síochána are also being prepared. The Regulations will provide a more transparent promotion system and address concerns raised in the Cultural Audit undertaken in An Garda Síochána that there is a perception of favouritism and nepotism around such competitions. Future competitions, which will be conducted in accordance with the new Regulations, will be undertaken by the Public Appointments Service.

We will implement the Garda Capital Programme: to upgrade ICT infrastructure, further invest in the Garda fleet and provide new and refurbished Garda Stations throughout the country.

- The budgetary allocation to An Garda Síochána for 2019 was €1.76 billion, as well as capital investment amounting to €92 million.
- The significant capital investment made in An Garda Síochána, includes a total of €342 million being invested in Garda ICT infrastructure between 2016 and 2021 and a total of €46 million being invested in the Garda fleet over the same period.
- A total of €10 million available for the purchase and fit-out of Garda vehicles in 2019 was used for purchase and fit-out of 342 new vehicles for operational use. Throughout the three years of the most recent Departmental Strategy, 597 new vehicles were allocated in 2016, 286 new vehicles were allocated in 2017 and 301 new vehicles were allocated in 2018.
- A number of ICT projects are being implemented as part of the Policing Reform Programme. The most high profile ICT project is the Mobility Project which has seen the roll-out of 2,000 mobile devices to frontline members. The devices contain a number of applications which provide real time information to the Garda Member and allow the Member to issue a Fixed Charge Notice immediately on detection.
- Major ongoing works to the Garda estate include the pilot Garda station reopening project, the development of a new facility at Military Road and the major refurbishment of Fitzgibbon Street station.

We will take forward recommendations in the Garda Inspectorate Report on the Fixed Charge Processing System (FCPS) and related measures in the field of road safety.

- The Criminal Justice (FCPS) Working Group was established in 2014 to oversee and facilitate the implementation of the recommendations of the Inspectorate's FCPS report, which envisages a new method of issuing, processing and adjudicating on Fixed Charge Offences. The Working Group also provides a useful forum for co-operation on a range of related issues.
- A progress report was submitted to the Ministers for Justice & Equality and Transport, Tourism & Sport and published simultaneously by both Ministers.
- In summary, 22 of the FCPS report's 38 recommendations had been fully implemented by that date; 5 additional recommendations had been accepted with modification and were, therefore, concluded; and 11 recommendations remained ongoing and were longer-term in nature.

Provide policy, operational and legal frameworks to reduce and prevent crime, tackle reoffending, and develop more secure communities

We will Extend Garda Youth Diversion Projects for young people promoting restorative justice having regard to trends in youth crime.

- Garda Youth Diversion Projects are community based and supported youth development projects which seek to divert young people away from becoming involved (or further involved) in anti-social or criminal behaviour.
- An Early Intervention Pilot Initiative was begun in 2019 across nine separate Garda Youth Diversion Projects with the aim of enhancing capacity to engage with children identified as being at risk of becoming involved with crime and/or anti-social behaviour.

We will continue to support and prioritise community crime prevention schemes including Neighbourhood Watch and Text Alert. Strive for consistency in supports for community groups and examine direct funding opportunities for community schemes and groups.

- The Department funds core operating costs of the Community Alert Programme.
- The scheme provides an additional and effective method for Gardaí to distribute crime prevention information and advice. In 2019, there were in the region of 200,000 text messages sent under the scheme each month.
- The Department provides annual funding to Muintir na Tíre in relation to the employment and associated costs of the National Community Alert programme, including the employment of three Regional Development Officers.
- These Development Officers provide support to Community and Text Alert schemes and offer advice on how to establish new schemes. Funding is also provided to offset the costs incurred by community groups including the cost of issuing the text messages under the Text Alert Rebate Scheme.
- Funding of up to €150,000 was made available by the Department for local communities towards the cost of running the scheme in each of the years 2017 and 2018. A total of 441 groups received a rebate on the basis of vouched costs.
- The financial support is a tangible recognition of the considerable voluntary effort which goes into Text Alert and similar community-based schemes.

We will monitor and progress the JARC Joint Agency Response to Crime through the High Level Group.

- The Joint Agency Response to Crime (JARC) is overseen by a High Level Group and a National Coordination Team, on both of which the Crime and Security Directorate (CSD) is represented.

- The aim of this project in particular is to tackle repeat offenders and find out why they are offending, with the ultimate goal of reducing crime.
- Following the success of earlier pilot programmes such as 'Strive' Ballymun and 'The Bridge Project', the ACER3 programme (aimed at adult offenders in the Dublin 8 and 24 areas who have a repeated and prolific history of burglary) has been rolled out to additional locations in Dundalk, Waterford and Limerick, while a Youth-JARC programme (for offenders aged 16-21) is being piloted in Dublin and Cork in partnership with Tusla and the National Educational Welfare Board.
- The findings from evaluations of all three projects were clear that the multi-agency approach of JARC is worthwhile and that information sharing has improved significantly as a result.

We will support investment in CCTV at key locations along the road network and in urban areas.

- The Department launched a community-based CCTV grant aid scheme in 2017 to assist groups in the establishment of community-based CCTV systems in their local areas. Eligible community groups can apply for grant aid of up to 60% of the total capital cost of a proposed CCTV system, up to a maximum grant of €40,000. To date, 22 applications have been approved under the scheme, involving approved grants of more than €566,000
- In 2019 the grant aid scheme was expanded to cover not only new CCTV systems but also to allow funding applications for extension or upgrade of existing community CCTV systems, some of which are outdated or obsolete. Applicants can now seek a once-off grant of up to €5,000 for minor maintenance costs.
- There has also been detailed engagement with the Local Government Management Agency / County and City Management Association to clarify any queries arising. The Data Protection Commission has released guidance on CCTV and data protection, which should be of assistance to all stakeholders and in particular to local authorities.

We will ensure a whole of Government approach to penal policy and addressing offender behaviour to reduce reoffending.

- The Implementation Oversight Group (IOG), chaired by Dr. Mary Rogan, continued to oversee the implementation of the 43 recommendations of the Penal Policy Review Group (PPRG).
- The 7th Progress Report of the Implementation Oversight Group was published by the Department Of Justice in April 2019. For the purposes of the seventh report, the Implementation Oversight Group identified a total of 55 areas in which progress could be assessed.
- Within each recommendation, a number of milestones were put in place by which the recommendation's progress can be monitored.
- Specific milestones within the period covered by the seventh report which were progressed in 2019 included:
 - The implementation of 'A New Way Forward Social Enterprise Strategy 2017-2019'.
 - The availability of Integrated Community Service on a national basis.
 - Awarding of contract for women's step-down facility to Focus Ireland in January 2019, facility officially opened in May 2019.
 - A protocol was put in place to ensure engagement with 18-24 year olds serving sentences greater than 12 months with ISM, the Psychology Service and the Probation Service.
 - An independent review of management of incentivised regimes policy.
 - A review of existing prison visiting protocols.

We will implement the Second National Action Plan to Prevent and Combat Human Trafficking in Ireland.

- The Anti Human Trafficking Unit has focused on the development of a new model for victim identification in 2019.

- Detailed work continues, in parallel with engagement with key stakeholders on the overall principles. A measure of support from the wider Non-Governmental Organisation community for the approach has been secured.
- Together with other European countries, the Department launched a prevention campaign on trafficking in human beings on 17 October 2019, a day before the EU Anti-Trafficking Day.
- The campaign's main goals are to step up the fight against this crime by informing (potential) victims that they could currently be or could become a victim of trafficking. The campaign also seeks to inform victims of trafficking where they can find help, protection and information.

We will develop and manage legislative proposals for criminal law in accordance with the Government's Programme

- The following legislative processes were progressed:
 - **The Criminal Records (Exchange of Information) Act 2019** was signed into law by the President on 26 December 2019. The main purpose of the Act is to provide for the exchange of criminal record information between Ireland and other EU Member States.
 - **The Parole Act 2019** was signed into law on 23rd July 2019 and provides for the establishment of an independent parole board and the release on parole of certain people found guilty of criminal offences and serving sentences of imprisonment (or committed or remanded) in custody.
 - **The Criminal Justice (International Cooperation Act) 2019** provides for taking evidence in the State from a member of the Garda Síochána for the purposes of certain inquests held in the United Kingdom of Great Britain and Northern Ireland. The act permits the Garda Síochána and the Garda Síochána Ombudsman Commission to enter into agreements for co-operation with a police service, law enforcement agency or other relevant person or body outside the State. The Act was signed into law in 2019

- **The Redress for Women Resident in Certain Institutions (Amendment) Act 2019** was signed into law on 23 July 2019 and amends the Redress for Women Resident in Certain Institutions Act 2015; and the Nursing Homes Support Scheme Act 2009; and provides for related matters.
- **The Criminal Law (Sexual Offences) (Amendment) Bill 2018** passed all stages in the Oireachtas. The Bill introduces presumptive minimum sentences for repeat sex offenders. It also corrects an anomaly in the law of incest by equalising the penalty for incest where it is committed by a man or a woman. The new law also introduces stricter penalties for repeat sexual offenders and equalises the maximum penalties for incest at 10 years for both male and female offenders.
- **The Criminal Law (Extraterritorial Jurisdiction) Act 2019** extends the criminal law of the State to certain conduct engaged in outside the State and in that regard gives effect to certain provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence done at Istanbul on 11 May 2011; for that purpose to amend the Criminal Justice (Mutual Assistance) Act 2008; and to provide for related matters.
- **The Criminal Justice (Mutual Recognition of Decisions on Supervision Measures) Bill** completed all stages in the Seanad and completed second stage in the Dáil on 5 November 2019.
- Drafting work on the **Criminal Justice (Money Laundering & Terrorist Financing) (Amendment) Bill** is at an advanced stage and the Bill has been scrutinised in full by the Office of the Parliamentary Counsel. Work is also ongoing in respect of coordinating Department of Finance input into this Bill as the Department which negotiated the Fifth AML Directive.
- The **Garda Síochána (Compensation for Malicious Injuries) Bill** aims to provide a revised scheme for compensating Gardaí maliciously injured in their work. The Personal Injuries Assessment Board (PIAB) was approached, with the assistance of the Department of Business, Enterprise and Innovation, and agreed involvement in the proposed new compensation arrangements. The PIAB will, under the Personal Injuries Assessment Board Act 2003, assess quantum in

Garda compensation cases. During the preparation of the General Scheme, the Scheme was amended to reflect key concerns of the Garda Commissioner and the Garda Representative Associations. In addition, the views of the Department of Business, Enterprise and Innovation, the State Claims Agency, and the PIAB were taken into account in developing the Scheme. The General Scheme was submitted to the Office of the Attorney General for drafting and work is ongoing.

We will project manage implementation of the recommendations of the Cost of Insurance Working Group which are relevant to this Department (Phase 2).

- Recommendations 11-13 of the CIWG Employer and Public Liability Insurance Report, published in early 2018, were successfully progressed to conclusion by Quarter 4 2018. This gave An Garda Síochána the capacity to collect complaint, investigation, prosecution and conviction statistics relating to fraud within the personal injuries area.
- In April the Garda National Economic Crime Bureau (GNECB) engaged in an operation, Operation Coatee, arising from an investigation relating to over twenty (20) insurance claims which have been made and which, in some cases, have already involved payment being made to claimants.
- Investigations carried out, to date, by GNECB, indicate that a number of targets in this operation have submitted multiple claims, in many circumstances while using false identities. The suspected bogus claims involved in this case, result from false claims of injury sustained through slips and falls.
- Each Garda Síochána Division has been requested to provide information regarding the extent of insurance-related fraud. This information is being examined at the GNECB and will be utilised to determine investigative activity, which will be undertaken in additional 'days of action' under Operation Coatee.

Promote national security, tackle terrorism and serious and organised crime

We will review the existing Proceeds of Crime legislation and we will ensure that adequate resources are provided to support the work of the Criminal Assets Bureau in tackling money laundering and to target the proceeds of crime.

- The draft report of the Proceeds of Crime legislation review was reviewed at functional level with a view to finalising for submission to the Executive Board in 2020.
- Budget provision for the CAB was increased from €8,958,000 in 2018 to €9,853,000 for 2019.
- Arising from investigations conducted by the Bureau, pursuant to its statutory remit, a number of criminal investigations were conducted and investigation files were submitted to the Director of Public Prosecutions for direction as to criminal charges.
- The Bureau brought thirty one new proceeds of crime cases in 2019, the highest number in its twenty four year history and returned in excess of €3.9 million to the Exchequer.
- During 2019, the Bureau was also involved in a number of investigations relating to criminal conduct by organised crime groups along the border with Northern Ireland.
- The Bureau continues to develop its relationship with a number of law enforcement agencies with cross- jurisdictional links, most notably, Interpol, Europol, Her Majesty's Revenue & Customs (HMRC), the National Crime Agency in the UK and the Camden Assets Recovery Inter-agency Network (CARIN).

***We will implement the decision of the Management Board
to establish a Cybercrime Division***

- The recent rollout of the new Operating Model will enhance the investigation of crime through the delivery of a greater range of specialised services in local areas including cyber crime.
- Each Division will be provided with a Detective Superintendent who along with trained investigators in specialist areas will be responsible for local crime investigation. Complex or highly technical crimes will generally be dealt with at national level.
- This initiative will see the establishment of regional cyber crime hubs and trained first responders who will support the regional units and provide for a tiered level of capability nationally with the Garda National Cyber Crime Bureau (GNCCB) as the top tier of support and capability.
- Regional triage units have been established in the Southern and South - Eastern Regions, at Ballincollig and New Ross Garda Stations. The triage model also reduces demands on the central Bureau, while remaining under the supervision of that Bureau.
- The GCCB is expanding its capacity, while also providing for the creation of six (6) satellite hubs, which will operate under its governance. The additional hubs will improve the quality and coordination of services delivered by An Garda Síochána.

Strengthen links and processes with industry for removing illegal and harmful material, including reviewing with the Internet Service Providers Association of Ireland the Code of Practice and Ethics with a view to increasing ISP sign up, as well as exploring ways of further developing Hotline.ie.

- On 16 May, the Cyber Policy team held an industry engagement event on tackling illegal content online, opened by Minister Charlie Flanagan. The aim of the event was to hold an open and frank discussion between the Department and representatives of industry, specifically hosting service providers, around the existing structures and processes in place to report and remove illegal content, how they can be improved and what a future framework for tackling illegal content might look like.
- Throughout the year, the Cyber Policy team continued work to meet the Department's obligations under the Action Plan for Online Safety 2018-2019. This included working with Hotline.ie to revise its Code of Practice and to increase its corporate membership.
- Work also progressed on the Garda Blocking Initiative and 5 major Internet Service Providers returned final versions of the MoU to An Garda Síochána for signature.

We will develop programmes to enhance responses to security threats.

- There continues to be ongoing close cooperation regarding security incidents and responses, including information sharing developments and planning and preparedness in the emergency planning framework for incident response. The Department has continued to engage in and observe multi-agency emergency response scenarios and agencies under its remit continue to lead in planning and training for all eventualities.

- On 12 November 2019, Gardaí from Monaghan and Louth took part in a major emergency multi-agency cross-border training exercise. The exercise involved all Principle Response Agencies (PRA's) in the region, following hypothetical incidents at a water pumping station in Co. Louth, followed by a serious collision between a fuel tanker and a bus in Co Monaghan. It exercised activation, response and coordination to complex and dynamic emergencies.
- In September, members of the Gardaí, the Prison Service and other agencies also took part in the Commanders Counter Marauding Terrorist Attack course offered by the Defence Forces Ordnance School in the Curragh. Also in attendance were police officers and soldiers from Austria, Italy, the Netherlands, Spain, Switzerland, Sweden, Qatar and, from the US, members of the DEA and FBI.
- At EU level there is continued engagement with the internal security/counter-terrorism framework including participation in the Chemical Biological Radiological Nuclear Security Advisory Group as well as the newly established Commission Steering Board on Radicalisation and the Network of Prevent Policy Makers.

We will continue to actively engage with Government Departments and agencies as well as relevant partners in other jurisdictions to tackle terrorism and serious and organised crime.

- Work is ongoing in this regard. There has been considerable engagement with other Departments and State bodies, particularly with An Garda Síochána, the National Civil Aviation Committee and its subgroups, the Department of Defence and the Office of Emergency Planning, particularly in regards to the development of the new Government Task Force subgroup.
- Officials from the Division continue to participate in EU activity including the Internal Security Committee (COSI), the Terrorism Working Party as well as other Commission led groups such as the EU CBRN Security Advisory Group, the EU Internet Forum and the Commission's new Steering Board on Radicalisation and the Network of Prevent Policy makers.
- There has also been considerable engagement with other Departments and State bodies, particularly in the National Civil Aviation Committee and its subgroups,

including a new subgroup established to review the background check criteria and procedures for aviation security. Ireland continues to participate in EU fora such as the EU Chemical, Biological, Radiological and Nuclear Security (CBRN) Security Advisory Group, the EU Internet Forum and the High Level Commission Expert Group on Radicalisation.

- In October, An Garda Síochána hosted a workshop over three days at locations in Dublin and at the Irish Defence Forces Training Camp, Gormanston, Co. Meath, involving specialist intervention units from police services across the European Union.
- The exercise was coordinated by the Garda Emergency Response Unit and focused on counter terrorism training scenarios in relation to transport hubs in preparation for the forthcoming 2020 European Championships.
- This was one of a number of training exercises on an international level through the ATLAS network which were coordinated throughout the year.
- The ATLAS Network is aimed at increasing the safety of all European citizens which is in line with the Department's mission to advance national security.

We will contribute to the structural review of decision-making arrangements across the common areas of security and defence.

- The Commission on the Future of Policing in Ireland, 2018, recommended the development of a Strategy Threat Analysis Centre and new independent oversight structures.
- The Department and Garda Authorities continue to actively contribute to the work of Cabinet Committee F. The role of Cabinet Committee F is to keep the State's systems for the analysis of, preparation for, and response to, threats to national security under review and to provide high-level coordination between relevant Departments and agencies on related matters.
- The committee met for the second time on 1 April 2019 and was attended by Ministers and senior officials from the Departments of Finance, Public Expenditure and Reform, Foreign Affairs and Trade, Justice and Equality, Health,

Communications, Climate Action and Environment, Transport, Tourism and Sport, Housing, Planning and Local Government, and Defence, and officials from An Garda Síochána and the Defence Forces.

- In response to the CoFPI report, a new State agency to assess national security risks was set up. The National Security Analysis Centre will appraise intelligence from the Garda and Defence Forces about risks to the State including from terrorism and cyber crime.
- In December the Government launched a consultation process towards the development of a National Security Strategy. The process is being led by the National Security Analysis Centre.

We will develop the necessary technical and legal infrastructure to implement the PNR Directive and give effect to other EU measures concerning police cooperation.

- The Passenger Name Records Directive has been transposed into Irish law. A Passenger Information Unit has been established and is operational.
- PNR data refers to information provided by, or on behalf of, passengers to air carriers for each journey booked. This includes details such as travel dates, travel itinerary, ticket information, contact details, passport or identity card details, travel agent at which the flight was booked, means of payment used, seat number and baggage information.
- The Irish Passenger Information Unit holds passenger name record data for a set period of time and works for the prevention, detection, investigation and prosecution of terrorist offences and serious crimes. The IPIU works to enhance national and EU security to protect the safety and lives of individual citizens.

We will advance the implementation of Schengen Information System (SIS II) and the implementation of automated information sharing under the Prüm decisions.

- In September 2019, the EU Council made recommendations to Ireland regarding data protection for the Schengen Information System (SIS II), following a scheduled data protection evaluation in late 2018.
- Ireland's action plan for addressing the recommendations was sent to the EU Council in December 2019, following consultation with An Garda Síochána and the Data Protection Commission.
- The SISII project achieved technical readiness in December 2019, another key deliverable under A Policing Service for the Future (APSFF). Technical readiness is defined as successful completion of technical and compliancy test phases prescribed by eu-LISA.
- User acceptance testing of all SIS-related national systems and development of training materials was also completed in December.
- During 2019, FSI began exchanging DNA profiles with other European countries through the Prüm Treaty, starting with Austria on 2 October. More work is planned in the coming years to allow for a full expansion with all Prüm participants.

An Garda Síochána will bring specialist units involved in the fight against all forms of serious crime up to full strength as soon as possible.

- A new Garda armed support unit, based in Cavan, became operational along the Border in September 2019, it is one of three such Armed Support Units deployed along the border region.
- Several new Divisional Protective Services Units (DPSUs) went live across Garda divisions in 2019 adding to already established Units. DPSUs, deliver a consistent and professional approach to the investigation of specialised crime types, including

sexual crime, human trafficking, child abuse and domestic abuse. DPSUs also focus on the provision of support for vulnerable victims of crime, including enhanced collaboration with the Child and Family Agency to safeguard children. Full rollout to all divisions was subsequently completed in 2020.

Enhance North- South co-operation to combat terrorist activity and cross border organised crime

We will support and enhance the work of the Joint Agency Task Force to tackle cross-border organised crime.

- The Joint Agency Task Force (JATF) has been operational since 2016 and has identified six priority areas for action: rural crime; child sexual exploitation; excise fraud; drugs; financial crime and human trafficking. The work of the JATF is ongoing and is fully supported by the two Governments.
- In September, the Minister for Justice and Equality and senior officials from the Department, together with the Garda Commissioner, the Chief Constable of the PSNI, senior officers from all the agencies and senior officials from Department of Justice Northern Ireland attended the 17th Cross Border Conference on Organised Crime in Co. Cavan.
- This annual event is aimed at enhancing cooperation between law enforcement agencies on both sides of the border, particularly in relation to cross border organised criminality and related issues.

Establish institutions to address the legacy of the conflict in Northern Ireland

We will cooperate with Government Departments, North and South, and with the UK Government on establishing the institutions under the Stormont House Agreement to address the legacy of conflict in Northern Ireland. We will strengthen and develop cross border bodies and services in Northern Ireland and implement the Fresh Start Agreement.

- Work continues on legislative measures to contribute to delivery on the Government's commitments, agreed in the 2014 Stormont House Agreement.
- In June, the President signed into law the Criminal Justice (International Co-operation) Act. This Act facilitates further co-operation with the Historical Investigations Unit (HIU), which is to be established by the British Government to investigate unsolved Troubles-related killings, and other inquiry mechanisms. In addition, the Act provides for measures to further enhance ongoing cooperation with the Northern Ireland Coroner in Troubles-related inquests.
- The Department, with close co-operation from the Department of Foreign Affairs and Trade, is also working on a General Scheme for a Bill to establish the Independent Commission on Information Retrieval (ICIR).
- The ICIR will be a cross-Border institution which will be established to receive information on Troubles-related deaths and to prepare a report on the circumstances of the death for the families of the victims. The ICIR will require legislation to be enacted in both jurisdictions with parallel provisions.
- The Fresh Start Agreement provided for the creation of a new body, the Independent Reporting Commission (IRC) to report on measures aimed at ending paramilitarism.
- The second report of the Commission was published by the two Governments in November.

Combat money laundering and terrorist financing

We will implement the Action Plan for FATF Enhanced Review 2017-22

- The Financial Action Task Force (FATF) (on Money Laundering) is an independent intergovernmental organisation made up of 36 member nations.
- Following its report on Ireland's measures to combat money laundering and the financing of terrorism and proliferation in 201, an action plan was put in place for all Agencies.
- Bimonthly reports on action plan implementation continue to issue as required and significant progress has been made on technical compliance aspects with the passage of legislation transposing the EU 4th Anti-Money Laundering Directive.
- In 2019, as a result of Ireland's progress in strengthening measures to fight money laundering and terrorist financing, the FATF has re-rated the country on 11 of its 40 Recommendations
- Separately a Project Team under the Assistant Commissioner for Governance and Accountability continued to progress the establishment of a dedicated Anti-Corruption Unit within An Garda Síochána. A Chief Superintendent was appointed in August to take charge of the unit.
- The process of establishing an Anti-Corruption Unit requires an initial investment of resources focussed primarily on research, project management, policy development and related-preparatory work.
- An initial team will focus on establishing and putting in place all of the requisite policies, procedures, processes, communications, integrity building, and project managing the further expansion and development of the unit. The aim will be to then develop capacity and capability towards a full complement of personnel.

***We will implement the 4th EU Money Laundering /
Terrorist Financing Directive.***

- The European Union (Money Laundering and Terrorist Financing) Regulations 2019 were made on 18 November and completed transposition of the Fourth Directive.
- The General Scheme of the Criminal Justice (Money Laundering and Terrorist Financing) (Amendment) Bill 2019 was published by the Department in January. The Scheme set out the heads of the Bill which will give effect to the criminal justice provisions of the Fifth EU Money Laundering Directive

5.2 Access to Justice

To support efficiency and reform in the administration of Justice including in relation to the provision of improved services to victims

To ensure that the Courts and Legal Aid systems are providing a high quality and professional service that is accessible, efficient and effective

We will finalise and publish the General Scheme and complete pre-legislative scrutiny/commence drafting of the Criminal Justice (Legal Aid) Bill.

- The key purpose of the legislation is, subject to Government approval, to transfer the administration of the Criminal Legal Aid Scheme from the Department to the Legal Aid Board with the purpose of ensuring that best practice financial management and control are exercised and to give effect to Government Programme commitments on criminal legal aid.
- The Board continues to administer three Schemes that are related to criminal legal aid, namely the Garda Station Legal Advice Scheme, the Criminal Assets Bureau Legal Aid Scheme and the Legal Aid – Custody Issues Scheme.
- The proposed transfer of responsibility to the Board, did not progress during 2019 and legislation to give effect to the transfer remains outstanding.

We will commission an annual study on court efficiency and sitting times, benchmarked against international standards, to provide accurate measurements for improving access to justice.

- 2019 saw the Courts Service begin a decade of strategic change with the launch of 'Strategic Vision 2030', which maps out a modern, digital Courts Service with services redesigned to be user-centric, so as to improve and facilitate access to justice.

- The Service deployed a new platform for reporting on certain civil cases with familiarisation workshops and training delivered to key staff users. The platform was rolled out for use in respect of District Court criminal cases in early 2019.
- In accordance with the requirement of the International Standards of the Professional Practise of Internal Auditing, an external quality assessment of the Courts Service Internal Audit function was carried out in 2019 and advised that the CSIAU demonstrated sound levels of performance and generally conforms with the IIA Code of Ethics and Attribute and Performance Standards.
- Waiting times were kept under ongoing review with the Presidents of the Circuit Court and District Court. The Service continued to liaise with the Presidents in relation to the holding of additional sittings. Support for these sittings was prioritised in the allocation of staff.

We will resource the Courts, particularly the Circuit Court, to deal with increased non-summary prosecutions of serious crimes. The issue of resourcing the Courts, including the Circuit Court, is being considered in the context of current and anticipated demands on the Courts.

- Total gross funding for the Courts Service in 2019 was €140.905m with payroll increases provided to meet the costs of additional staff for a change programme office to support a modernisation agenda and a number of legislative reform initiatives including the expansion of the Court of Appeal. Preliminary work has also been undertaken in relation to the District Court Strategic Review.

To modernise the Family Justice system

We will develop a new Family Court system and seek to progress relevant policy development.

- Work continued throughout 2019 on developing the Family Courts Bill. The purpose of the Family Courts Bill is to establish a dedicated family court in order to improve levels of judicial expertise and training in family law matters and streamline family law proceedings, thereby making them more user-friendly and less costly.
- The Bill will provide for the establishment of a District Family Court, a Circuit Family Court, and a Family High Court as divisions within existing court structures.
- The Government is already committed to building a new family law centre and children's court complex in Dublin 7. The Government's infrastructure and capital investment plan provides for the development of these at the Hammond Lane site in a central Dublin location. Some €80 million in capital funding was made available for this important priority project.
- During 2019 measures were taken to improve the security of buildings in Dublin; these measures included the establishment of security screening areas at the Phoenix House Family Law Courts as well as the upgrade and replacement of existing baggage X-ray equipment.
- The installation of a full video conferencing and evidence display solution in the Family Law Courts at Dolphin House, Dublin was also completed. The installation was approved arising from the requirements of the Domestic Violence Act 2018 and represented the first video conferencing installation in a dedicated Family Law Courtroom.
- Work is at a very advanced stage on the General Scheme of a Family Court Bill, which will aim to streamline family law court processes, clarify jurisdictional issues and provide for a set of guiding principles to help to ensure that the family court will operate in a user-friendly and efficient manner.
- The Family Court Group, chaired by Deputy Secretary General Oonagh Buckley and involving relevant officials from the Department of Justice and Equality, the Courts Service, the Legal Aid Board and the Department of Children and Youth Affairs, met regularly in 2019. Following Transformation, a cross-functional team was established in Q3 which included the Civil Justice and Equality Legislation, Policy

and Governance functions. This team enabled significant progress to be made on the General Scheme of the Family Court Bill in 2019.

To develop appropriate structures and systems to handle mortgage arrears and other personal insolvency cases.

We will review the thresholds and the processes for Personal Insolvency Arrangements (including SMEs) and raise where appropriate.

- The review of the Personal Insolvency Acts is ongoing. Completion of the review has been delayed, due to other urgent legislative priorities. The scope of the review has been expanded to include transposition of Directive (EU) 2019/1023 on preventive frameworks, insolvency and discharge of debt into Irish law, in so far as it relates to personal insolvency and bankruptcy law.

We will monitor the impact and effectiveness of personal insolvency processes and refine and develop structures and systems where required.

- A strategic review of Abhaile, the free mortgage arrears support service, commenced in view of its timeframe (2016-2019 in the first instance).
- The Department participated as required in meetings of the Senior Officials Group on Mortgage Arrears and the Cabinet Committee on Housing. In September 2019, the decision was taken to extend the Abhaile scheme for a further three years to end 2022.
- As at the end of 2019 almost 10,000 debtors had used the solutions available through the ISI to return to solvency

To support the development of competent, caring and efficient services to victims of crime

We will develop victim support services.

- Throughout the year the Department allocated funding supports for victims of crime totalling €1.712m. The allocation was distributed to 57 non-governmental organisations across the State, providing a wide range of supports to victims of crime.
- The purpose of this funding is to support the development of competent, caring and efficient services to victims of crime.
- This funding is being provided alongside a programme of wider reform which the Government continues to advance in supporting victims of crime. Such reform includes the embedding of a better system-wide response for supporting victims across the criminal justice sector.
- Prior to the implementation of the Department's Transformation Programme in 2019, outlined in Chapter 2, this funding was administered by the Department's Victims of Crime Office.
- Following Transformation, activities which were previously linked to the Victims of Crime Office now take place within a number of new functions. For example, policy and legislation related to the Victims of Crime Office is now developed by the respective policy and legislation functions, and the Victims of Crime Funding Scheme is administered by the Operations and Service Delivery Function.

We will oversee the implementation of the second National Strategy on Domestic, Sexual and Gender-based Violence (Implementation of Istanbul Convention).

- In March 2019, Ireland ratified the Council of Europe Convention on preventing and combatting violence against women and domestic violence (the Istanbul Convention).

- The Convention is a significant international legal instrument which requires criminalising or legally sanctioning different forms of violence against women, including domestic violence, sexual harassment and psychological violence.
- Ireland signed the Convention in November 2015. While much of Irish legislation and administrative practice already implemented many of the provisions prior to signing, a number of pieces of legislation and other actions needed to be carried out before formal ratification could take place.
- These outstanding actions were identified in an action plan in October 2015 and included in the Second National Strategy on Domestic, Sexual and Gender-based Violence, which was published in January 2016.
- The enactment of the Criminal Law (Extraterritorial Jurisdiction) Act 2019 was the final legislative action required to enable ratification to proceed.

To provide an improved legislative basis for judicial standards and implement best practice for judicial appointments as well as other civil law reforms to meet the changing needs of society

We will establish an expert group to report on options for reforming the law of Torts [Joint lead between Department of Health and Department of Justice and Equality]

- In June 2018, the Minister for Health, the Minister for Justice and Equality, in association with the Minister for Finance, announced the establishment of an Expert Group to review current systems for the management of clinical negligence claims.
- This Group is examining tort law as it currently applies to personal injuries arising in the healthcare context and considers options for reform of relevant tort law. It is especially examining the system from the perspective of the person who has made the claim to explore if there is a better way to deal effectively yet more sensitively with certain cases. In this process the Group is also examining the impact of tort legislation on the overall patient safety culture and open disclosure.

- The Expert Group published an interim report in March of this year when it had received submissions and had regard to Modules 2 and 3 of the “Working Group on Medical Negligence and Periodic Payments”.
- It is currently completing its work on “no fault liability” and will also consider how best to deal with claims arising from vaccination programmes and will look at how schemes work in the United Kingdom.
- The Expert Group will also look at alternative mechanisms for resolving clinical negligence claims with due regard to the Constitutional rights of the parties involved including the possible establishment of a Medical Injuries Assessment Board similar to the Personal Injuries Assessment Board.
- Issues of patient safety and open disclosure also remain to be looked at. It is expected that the final report of the Expert Group will be published in due course.

We will progress legislation to reform and update the system of judicial appointments, in line with the Programme for Government.

- The Judicial Appointments Bill passed all stages of the Seanad and was returned to the Dáil for consideration of amendments. Following the formation of a new Government in June 2020 the Bill was not returned to the Order Paper. A General Scheme of a new Judicial Appointments Bill was announced on 15 December 2020.
- The Bill provides for a number of very substantial changes which represent a defining reform, providing for a modern, comprehensive and fit for purpose system dealing with judicial appointments in the State.
- Under the Bill a Judicial Appointments Commission - working through a Procedures Committee established under section 19 - will be tasked with a remit to quickly determine, in a consultative process, new procedures for judicial selection and the skills and attributes required for the job. These procedures will reflect best practice professional selection methods and processes.
- This Bill provides the new Commission with a very substantial and definitive function in respect of the selection of the judiciary into the future.

We will progress the Judicial Council Bill to enactment.

- The Judicial Council Bill was signed into Law July 2019. The Bill decrees that the Council will consist of every judge in the country, and that it has a first meeting not more than three months from its establishment date. Election to membership of the board will take place at the first Judicial Council meeting, which is now due to take place on 7 February 2020.
- The Judicial Council will have roles in:
 - Provision for the continuing education of judges through the Judicial Studies Committee,
 - Creation of guidelines for awards in personal injuries cases through the Personal Injuries Guidelines Committee,
 - Creation of sentencing guidelines through the Sentencing Guidelines Committee,
 - Creation of a judicial code of conduct, and the introduction of mechanisms for dealing with complaints.

We will give effect in Irish law to the Data Protection Regulation and Directive – Data Protection Bill.

- The Data Protection Act 2018 was signed by the President on 24 May 2018.
- An additional €3.6 million was provided for the Data Protection Commission in 2019 bringing the total budget to €15.3 million. The additional budgetary allocation builds further on funding increases in recent years and reflects the fundamental transformation of the data protection landscape.
- The functions and responsibilities of the Data Protection Commission have been radically redrawn and expanded. The increased resources also reflect the importance of a strong regulatory data protection framework to underpin the continuing expansion and growth of Ireland’s digital economy.

We will advance proposals for Civil Law Reform /Courts Policy in accordance with the Government's legislation programme and in consultation with stakeholders.

- The Law Reform Commission has, since its inception, had five Programmes of Law Reform, all of which must be approved by both houses of the Oireachtas and the Government.
- The Commission has begun work on its current Fifth Programme of Law Reform, which was approved by Government on 20th March 2019. It includes 15 projects across a wide range of key areas of law including: courts, public law & the digital era, criminal law & criminal procedure, civil liability & civil procedure, evidence, family law and land law.
- The Commission is conscious that other aspects of reforms in the UK, may present constitutional questions in Ireland. The Commission will have regard to these important questions in developing the project, and will also review relevant reforms in jurisdictions other than the UK.
- It is also working on or has completed all projects in its Fourth Programme of Law Reform, which was approved by Government in October 2013.
- **The Coroners (Amendment) Bill 2018** was signed into law by the President on 23 July 2019. The Bill amends the existing legislation to significantly clarify, strengthen and modernise the powers available to coroners in the reporting, investigation and inquest of deaths.
The Bill is a key reform in the context of compliance with Ireland's obligations under the European Convention on Human Rights. It provides new powers for coroners to direct production of relevant evidence, enter premises to obtain relevant records, secure attendance of witnesses at inquest, and compel witnesses to answer questions at the inquest. The Bill also provides that coroners may seek enforcement by the High Court, if needed, of many of the new powers.
- The **Blasphemy (Abolition) Bill 2019**, to implement the 2018 Blasphemy Referendum, completed Second Stage in the Dáil on 6 November.
- The **Statutory Instrument to implement the Hague Convention on International Recovery of Child Support** and other forms of family maintenance, regarding

non-EU States was finalised. This will give effect to the Hague Convention on International Recovery of Child Support and other forms of family maintenance. SI 594/2019 the European Union (Hague Maintenance Convention) Regulations 2019 were made on 25 November 2019

- **The Courts and Land and Conveyancing (Amendment) Bill** was signed into law in July 2019. The Act, which amends the Land and Conveyancing Law Reform (Amendment) Act 2013, provides further protections for homeowners in mortgage arrears who are faced with possession proceedings in respect of their principal private residences. While the provisions of the 2013 Act are maintained, the aim of the 2019 Act is to broaden the Court's discretion when deciding whether to make an Order for possession in respect of a borrower's principal private residence or to adjourn the proceedings to allow a borrower more time to consult with a PIP.

5.3 An equal and inclusive society

To target barriers to the achievement of our vision of a safe, fair and inclusive Ireland

To promote equality and inclusion in Irish society

Engage with civil society, the social partners and other stakeholders and lead cross-Departmental collaboration to develop, publish, implement and monitor policies and strategies to promote equality and social inclusion and to overcome inequalities.

- Equality Division of the Department continued to provide secretariat functions to the National Disability Inclusion Strategy Steering Group (NDISSG) which oversees implementation of the National Disability Inclusion Strategy 2017 - 2021. The Strategy is an all of Government approach which is broadly based around eight key themes including ensuring equality and choice, the provision of services, accommodation, health, employment, transport and education. The aim of the Strategy is to significantly improve the lives of people with disabilities in a practical sense, and also in creating the best possible opportunities for people with disabilities to fulfil their potential.
- Department of Justice and Equality officials, in cooperation with the National Disability Authority, and in consultation with the Strategy implementation group, are finalising a second three year action plan under the Strategy to ensure that the progress of implementation continues.
- The Migrant Integration Strategy (MIS) sets out the Government's approach to the issue of migrant integration for the period from 2017 to 2020. It envisages a whole-of-Government approach involving actions by all Departments. The strategy consists of 76 actions that fall under the responsibility of various Government Departments and State Agencies. The Department has a coordinating role in the delivery of the strategy and in reporting on progress. The strategy is monitored by a committee, Migrant Integration Strategy Monitoring and Coordination Committee

(MISMCC), which consists of Government Departments, State Agencies and NGOs. The committee meets in plenary approximately three times per year.

- The Department also coordinates the implementation of the National Strategy for Women and Girls 2017-2020 through a Strategy Committee. The first progress report under the NSWG was submitted to Government and published in March 2019. As of November 2019, work had begun on 130 of the initial 139 actions, of which 30 had been completed.
- The Strategy Committee overseeing implementation last met on 7 November and opened engagement with Transparency with a view to conducting consultation as part of the mid-term review. Departments have been surveyed for details of local participation structures, and this is being compiled into an Index with a view to circulation to committee members in advance of the next meeting.
- Implementation of the National Traveller and Roma Inclusion Strategy 2017-2021 is coordinated by the NTRIS Steering Committee. An Education subcommittee is focusing on establishing the retention in education pilot which is a joint project between the Department of Justice and Equality, the Department of Education and Skills and Tusla. It is expected that the pilot will commence in the coming months. A new Employment subgroup has been established and is bringing together an action plan based on the NTRIS actions.
- The NTRIS Steering Committee last met on 16 October 2019. An evaluation of the NTRIS will be carried out by the Research and Data Analytics team in the first half of 2020. The evaluation will be used to inform the NTRIS Mid-Term review.

We will review the role of the National Disability Authority.

- Reviewing the work of the National Disability Authority will be undertaken within the framework of the National Disability Inclusion Strategy 2017 – 2021. Equality Division is in discussions with Civil Governance Unit on how to undertake and progress the Review.
- The implementation of the NDIS is ongoing. The mid-term review will be sent for approval to Government in January 2020 and this will provide a renewed focus for

the Strategy for the remainder of its lifetime. This includes a number of new and revised actions including the drafting of an implementation plan for UNCRPD.

We will develop initiatives to increase female representation on State boards to 40%.

- The Government agreed on 11 December 2018 to convene an interdepartmental group chaired by the Department of Justice and Equality to report by end March 2019 on best practices identified for the achievement of gender balance on State boards for adoption across Government. The group includes departments that are on the National Strategy for Women and Girls Committee and which have boards under their aegis as well as the Public Appointments Service.
- The Minister for Justice and Equality, Charlie Flanagan, T.D. and his colleague, the Minister of State with responsibility for Immigration, Equality and Integration, David Stanton, T.D., announced on 8 March 2019 that the Government had approved a number of recommendations made by the Inter-Departmental Working Group on Gender Balance on State Boards to promote greater gender balance in this area.
- To give effect to these recommendations, the Department of Justice and Equality, in consultation with other departments, is developing an implementation plan containing actions for implementation by all relevant public bodies.
- Work on the implementation plan has not been fully progressed in this period due to other priorities. A survey was issued by IEGE team to government departments on 19 November for updated statistics on gender balance on state boards and the conclusion and compilation of this survey is a priority.
- The finalisation and circulation of a draft cross-Departmental implementation plan, is ongoing with the aim to submit a progress update and statistics with a memorandum for information to Government by end January 2020.

We will administer EU Funding Programmes for ESF and AMIF funds.

- 20 Asylum, Migration and Integration Fund (AMIF) projects to support integration and capacity building and 23 European Social Fund (ESF) projects to support gender equality and integration and employment of migrants, continued to receive grant funding. These projects run until 2020.
- The EU Funds Unit carried out ongoing monitoring of these projects' financial and operational activities, including examination of returns, processing of payments and carrying out on-the-spot visits.
Consultations were also undertaken with these projects in advance of an open call for new projects under AMIF and ESF launched in 2019, to gain feedback on what was working well and where funds should be targeted for maximum benefit.
- The Department announced funding of €10m for migrant integration and gender equality projects to be carried out over 2019-2022.
- Two streams of funding were made available with up to €4.5m from the Asylum, Migration and Integration Fund to further migrant integration and reception activities, and a further €5.5m from co-financing from the Department of Justice and Equality and the European Social Fund for gender equality projects and specifically projects to support women returning to work and women's entrepreneurship.

We will reform family leave to significantly increase parental leave in the first year of a child, over a five-year period.

- As announced in Budget 2019, the introduction of a new paid parental leave scheme commenced in 2019. The new scheme is the key recommendation of the report of the interdepartmental committee which was established to develop recommendations as to how the relevant Programme for Partnership Government commitments could be best implemented.

- Parent's Benefit is a new scheme payable to parents who take parent's leave from their work within their child's first year. The payment is €245 a week, for two weeks, this is in addition to existing Maternity Benefit and Paternity Benefit.
- The Parental Leave (Amendment) Act 2019 was signed into law on 22 May 2019 and introduced important changes to parental leave.
- The Parent's Leave and Benefit Act was signed into law on 1 Nov 2019 and provides for 2 weeks statutory leave for a relevant parent within the first year of a child's life, or in the case of adoption, within one year of the placement of the child. Parent's leave and benefit is available to both parents

We will prepare legislation to implement the Government's commitment on a referendum on Article 41.2 of the Constitution on the place of women in the home.

- On 5 July 2018, the Government approved the General Scheme and priority drafting of the 38th Amendment of the Constitution Bill and for the Minister to seek a waiver of the requirement for pre-legislative scrutiny. At its meeting on 12 July, the Oireachtas Business Committee declined to issue a waiver. The Joint Oireachtas Committee on Justice and Equality conducted pre-legislative scrutiny on the general scheme of the 38th Amendment of the Constitution Bill on 19 and 26 September 2018. The Committee's report was published on 6 December 2018. The Government will outline its position on next steps in due course.

We will carry out AMIF Responsible Authority functions in compliance with EU Regulations

- Funding is available up until 2022 under the Asylum Migration and Integration Fund, to support objectives set out in the National Programme for AMIF. As well as ongoing monitoring of 20 grant aided projects, and consultation with them on the

focus of future funding, a new Direct Award process was agreed with the Irish Refugee Protection Programme (IRPP) in respect of mission costs.

- In December 2018, Ireland opted in to a proposal to amend Regulation (EU) No. 516/2014 to recommit funding to support AMIF actions, or re-allocate them to other actions by revisions to national programmes. €3.6m of additional funding was secured for Ireland under this process.
- AMIF accounts were prepared before year end with intention to submit to EU Commission to mitigate against a decommitment for 2017 period. The Internal Audit was unable to verify the accounts before year end and they will now fall to normal accounting cycle and be submitted by mid-February 2020. The RA has been progressing an application for Emergency Assistance from AMIF and have requested €20m from the EU Commission due to the emergency accommodation crisis.
- Examples of the migrant integration projects selected for funding in 2019 include:
 - A project in Cork to provide employment-readiness training to migrants based around a horticultural theme.
 - A nationwide project to provide structured diversity training in schools to promote diversity and integration.
 - A nationwide project to provide personal development programmes, through participation in personal, physical, community and team challenges.
- These grants support and bolster the work being carried out every day by local community organisations and national NGOs in support of migrant integration.

We will introduce a requirement on companies of 50 staff or more to complete wage surveys - publication of Bill.

- The National Strategy for Women and Girls 2017-2020 contains several actions to address directly or indirectly the gender pay gap including No. 1.23 to “promote wage transparency by requiring companies of 50 or more employees to complete a wage survey periodically and report the results.”
- Pre-legislative scrutiny of the General Scheme of a Gender Pay Gap Information Bill by the Oireachtas Committee took place on 21 November 2018 and the Bill passed Second Stage in the Dáil on 14 May 2019 and Committee Stage on 27 June 2019.

We will ratify the UN Convention on the Rights of Persons with Disabilities (CRPD);

- Ireland’s ratification of the UN Convention on the Rights of Persons with Disabilities (CRPD) came in to force on 19 April 2018. There are a number of implementation requirements including enactment of the Disability (Miscellaneous Provisions) Bill 2016. A drafter has been assigned within the Office of Parliamentary Counsel and work is underway on Committee Stage amendments to the Bill.
- In January 2019, the Select Committee on Justice and Equality debated the Disability (Miscellaneous Provisions) Bill 2016, some of the amendments carried include:
 - Deleting the reference to ‘mental and intellectual capacity to serve as a juror’ and replacing this with ‘decision-making’ capacity, to make the law more in line with the Assisted Decision-Making Capacity Act
 - Obliging local authorities to make polling stations accessible to wheelchair users
 - Giving the Referendum Commission a broader remit to provide accessible information
- These amendments to the Assisted Decision-Making (Capacity) Act 2015 will be progressed by way of an amendment Bill. The drafting of regulations under the Act is continuing.

5.4 A Fair and Balanced Immigration and Protection Regime

To provide immigration and protection services that support our vision of a safe, fair and inclusive Ireland

To ensure a streamlined and effective international protection regime, including improvements to the Direct Provision system.

We will deliver improvements in services and supports for people in the protection process.

- There were 39 accommodation centres in operation throughout the State, accommodating 6,058 people in Q4 2019. Seven of the centres were State owned, providing approximately 1,140 bed spaces, the other 32 centres were privately owned with almost 5,000 bed spaces.
- Due to a sharp rise in people seeking international protection this year, hotels and guesthouses were utilised by the Department to provide short-term accommodation on a bed and full-board basis to approximately 1,500 people. This is a temporary measure which will only be continued until sufficient places are available within the accommodation centre system for all those who wish to avail of the offer of accommodation while their application is being processed.
- Following intensive consultation with UNHCR Ireland and relevant NGOs new standards were agreed in August 2019. The new standards include:
 - Independent living including access to cooking facilities.
 - Each centre will have a residents' charter, which describes the service available to children and adults living in the centre, including how and where the services are provided.
 - Continuous training is provided to staff in the centre to improve the service provided for all children and adults living in the centre.

- Each centre will have a dedicated Reception Officer, who is suitably trained to support all residents especially those people with special reception needs both inside the accommodation centre and with outside agencies.
- An interdepartmental group has been established to enhance the provision of services from the range of departments and agencies involved in providing direct provision services. As part of that group's work, they are considering the use of State owned sites. The interdepartmental group is due to report shortly.
- The former EU Commission Secretary General, Catherine Day, is currently chairing a separate group examining international best practice in the provision of services to international protection applicants with a view to advising government on medium to long term service provision.

Prepare and publish a new mission statement for immigration services in Ireland

- Irish Naturalisation and Immigration Service (INIS) undertook to design a new mission statement by holding a series of workshops with staff. A draft mission statement was completed. This work will be reviewed as part of Immigration Service Delivery post transformation.
- The draft new mission statement will be refreshed in the context of the Immigration Service Delivery Pillar after the new functional model is in place ensuring alignment with the Department mission statement.

We will ensure full implementation of Ireland's opt-in to the EU Reception of Asylum Seekers (recast) Directive, including the right to seek work.

- A Statutory Instrument giving effect to Ireland's opt-in to EU (recast) Reception Conditions Directive was signed by the Minister on 29 June 2018. A Labour Market Access Unit was formed in INIS to administer applications for permission to access

the labour market under these European Communities (Reception Conditions) Regulations 2018 from 1 July 2018.

To support the relocation and resettlement of programme refugees and relocated asylum seekers

We will manage the Irish Refugee Protection Programme to bring asylum seekers and refugees to Ireland under relocation and resettlement mechanisms.

- As of 17 December 2019, 3,151 people had arrived to Ireland under the IRPP including 51 refugees who arrived that day. Progress across the various strands of the IRPP is as follows:
 - Under the EU Relocation strand, which is now complete, 1,022 people were relocated to Ireland
 - Under the IRPP Humanitarian Admission Programme 2018/19 (IHAP), a commitment was made to admit 740 family members of refugees, of which 159 people have arrived in Ireland to date. Those granted permission to travel to Ireland under IHAP make their own arrangements for travel, therefore the exact timing of the completion of this strand is not known at this time.
 - Under UNHCR-led Resettlement strand, a commitment was made to resettle 1,985 people, of which 1,858 resettlements have been completed. With the arrival of a further 55 people by the end of the year, a balance of only 72 people will remain to be resettled. Staff from the Department of Justice and Equality will travel to Beirut early in 2020 to finalise processes in relation to these 72 people.
 - Under other mechanisms (Search and Rescue Missions, Unaccompanied Minors from Greece, Calais Special Project), a commitment was made to admit 253 people, of which 112 have arrived to date.
- Financially, we have pledged €15.5 million to UNHCR for 2020 and Ireland has agreed with the UNHCR & EU to provide sanctuary to 2,900 people fleeing persecution over the next 4 years.

To enhance immigration controls at the State's borders

We will transfer registration functions from An Garda Síochána to INIS.

- A new IT system planned to support registration functions and project delivery has been deferred to 2021 to allow for its design and development.

To ensure responsive policies in respect of non- EEA nationals resident in the State and effective implementation of these policies

We will implement process changes to the service to improve its productivity, quality and customer service such as delivery of online services. (Phase 1) and improvements to data infrastructure and quality including ICT supports for priority business objectives.

- The INIS Service Improvement Plan 2018-2020 was published in October 2018 and the first Programme Board meeting was held on 29 November.
- In July the rollout began of a new online system for 3rd level non-EEA students. This replaced the existing system which required Dublin-based students to present in person at the Burgh Quay Registration Office of the Irish Naturalisation and Immigration Service (INIS). The new arrangements came into effect from 26 August 2019 to coincide with the start of the new academic year.
- The system has the capacity to register up to 7,000 students which will result in the freeing up in person appointments for other customers.
- In December, Immigration Service Delivery (ISD) launched elements of a new website which is an action set out in the ISD Service Improvement Plan (2018-2020). A key objective of the site is to impart information as clearly as possible and

as a result reduce the numbers of email and other queries. The action is a first key step towards a fully updated, modern Immigration Service Delivery website.

- 105,000 customers were registered in Burgh Quay under a range of different schemes during the year. Plans are now in place to establish a Quality Office within ISD which will examine each scheme to check its accordance with ever evolving legal changes and jurisprudence both from the Irish courts and EU and international law.

To provide a balanced visa regime to enable legitimate visitors, tourists and long term applicants to come here whilst ensuring relevant controls are maintained

In conjunction with the Department of Foreign Affairs and Trade, we will carry out a review of worldwide visa service and commence implementation of the subsequent recommendations.

- The joint visa service review undertaken in conjunction with the Department of Foreign Affairs and Trade made a number of recommendations focused on delivering change across a range of activities over 2019. This included some recommendations identified for immediate prioritisation and implementation in the first six months of the year.
- The Department introduced a number of new developments through the year to further facilitate Irish employers in recruiting skilled employees from outside the EEA.
- These changes allowed for additional types of roles to be recruited from outside the EEA and were also intended to improve living arrangements of employment permit holders and their spouses/partners when they move to Ireland.
- Following periodic reviews of the skills needs of the Irish market, the Employment Permit (Amendment) Regulations 2019 were enacted on 22 April 2019. The most recent regulations added a number of occupations across to the Critical Skills Occupations List and a number of trade and semi-skilled occupations were removed from the Ineligible Occupations List.

- New immigration arrangements enacted on 6 March 2019 permit spouses/partners of CSEP holders to access the Irish labour market without the need to obtain an employment permit.
- In April 2019, a new pre-clearance process was put in place for spouses/partners of CSEP holders. Pre-clearance for spouses/partners requires all non-EEA nationals to apply for a pre-clearance letter of approval (a PLOA) seeking permission to reside in the State as a family member of the CSEP holder prior to arriving in the State
- At the end of 2019 the Department commenced work on a review of access to the labour market for international protections applicants with a view to providing informed recommendations to the Minister.

We will implement the new enforcement and deportation provisions in the recently enacted International Protection Act 2015 to get tougher on abuses of our migration system.

- Good progress continues to be made on processing both the visa and in-country EU Treaty Rights (EUTR) application types on hand.
- In addition, significant progress has been made through a whole of Government approach to tackling marriages of convenience and also through the investigative work carried out by An Garda Síochána under Operation Vantage, in targeting immigration fraud and facilitation.

To continue to effectively operate the Common Travel Area

We will enhance Border Security including working with UK on further enhancing security of the CTA.

- The Government passed the Withdrawal of the United Kingdom from the European Union (Consequential Provisions) Act 2019 which included in Part 14 (commenced on 15 July 2019) provisions necessary to ensure the continued functioning of the immigration and asylum system in a no deal Brexit scenario.

- The Act will ensure the continuation of the British Irish Visa Scheme (BIVS) – which allows for travel of short stay visa holders between the UK and Ireland, based on a single visa. The Scheme has proved hugely successful in tourism and business terms.
- In addition to the provisions in the 2019 Act, the Department of Justice and Equality has prepared secondary legislation in the area of International Protection and Asylum in order to ensure the integrity of the Common Travel Area, in the event of the UK leaving the EU without an agreement.
- The border with Northern Ireland is somewhat unique as it is a jurisdictional border between the two States where the Common Travel Area also exists, in other words where Irish and British citizens are entitled to travel between both States. However, it is the case that immigration controls have to be deployed from time to time to detect and prevent people abusing the Common Travel Area to enter the State illegally.
- Although there are no permanent immigration controls in place between this jurisdiction and Northern Ireland, An Garda Síochána implements mobile immigration controls to tackle illegal immigration and human trafficking.
- In this context there is daily operational level cooperation between immigration officers and members of the Garda National Immigration Bureau with their UK counterparts including intelligence-led operations to prevent abuse of the Common Travel Area. A person can be refused leave to enter the State if it is determined that the purpose of entry is an abuse of the Common Travel Area.
- It is evident from the number of detections of illegal immigrants entering the State through Northern Ireland that immigration controls are required from time to time to prevent abuse of the Common Travel Area. To 31 October this year 158 illegal immigrants have been detected attempting to enter the State in this way.
- These checks are fully compatible with the Good Friday Agreement and Common Travel Area arrangements and An Garda Síochána and the UK authorities including the Police Service of Northern Ireland continue to work together very closely to enhance and facilitate law enforcement and public safety in both jurisdictions.

5.5 Leadership in and Oversight of Justice and Equality Policy and Delivery

To provide collaborative leadership to the Department and wider sector to achieve efficiency and effectiveness

To provide leadership and strategic direction on Justice and Equality matters building on the Department's Culture Charter

We will continue to work to integrate our Values Charter into how we work as a Department.

- The Department has prioritised its focus on a number of cultural objectives specifically to align with and energise the new Transformation model. These are as follows:
 - being collaborative in cross-functional work;
 - working transparently and with integrity;
 - being future-focused; and
 - having consideration for the customer and stakeholder perspective.
- These are cultural supports for the Functional Model and in the Department there has been a focus on embedding these cultural behaviours as the transition is being implemented.
- An enormous amount of work and attention in this project has, rightly, been focused on finalising the detailed design of the Department's new functional structure and on the assignment of staff to their new roles. This has been done very successfully and is now being implemented.
- In tandem with implementation of the new structure, the Department has focused on further developing its Operating and Accountability Models in order to realise the advantages which the clarity of the new structure brings
- These include:
 - clearly stated goals and Key Performance Indicators (KPIs) for the Department and each Function which are sufficient for and recognisable to the other Functions of the Department, the Agencies and the political system

which the Department and its functions serve, and which incorporate benchmarking and self-improvement at their core

- an approach to governance of non-agency operational services;
 - the creation and maintenance of a risk register;
 - the design of performance reviews;
 - budget development and adherence processes; and
 - technology development programs which will make effective and efficient the specific functions and their coordination.
- These are each in different stages of development at present and will be finalised as the Transformation project beds in.

We will ensure the successful and full commencement of the Legal Services Regulation Act 2015.

- Large parts of the landmark Legal Services Regulation Act 2015 were commenced through statutory instrument in October 2019
- This was one of the most significant commencement orders under the act, as it delivered on key structural reforms in relation to legal costs and legal services, while introducing a new and more independent professional conduct regime for legal practitioners.
- The commencement order meant that members of the public will no longer have to make complaints through the legal professional bodies, but be able to do so through the independent Legal Services Regulatory Authority which was established on 1 October 2016.
- It is anticipated that some urgent amendments to the existing levy provisions of the 2015 Act will also be required early in 2020 to make the existing funding model more sustainable (e.g. it is an entirely retrospective levy model at present that does not allow for future planned expenditure) and a WG at official level is working on this.

Follow up to enactment of Children and Family Relationships Act, 2015 – commencement of various provisions and Regulations for experts to ascertain the views of the child.

- The Guardianship of Infants Act 1964 (Child's Views Expert) Regulations 2018 (S.I. No. 587 of 2018) were signed by the Minister for Justice and Equality on 20 December 2018 and came into operation on 1 January 2019.

Follow up to Assisted Decision-making (Capacity) Act, 2015 - to ensure structures in place to enable Act to be commenced.

- New administrative processes and support measures, including the setting up of the Decision Support Service within the Mental Health Commission (a body under the Department of Health), must be put in place before the substantive provisions of the Assisted Decision-Making (Capacity) Act 2015 can be commenced.
- A high-level Steering Group comprised of senior officials from the Department of Justice and Equality, the Department of Health, the Mental Health Commission and the Courts Service, together with the Director of the Decision Support Service, is overseeing the establishment and commissioning of the Decision Support Service and this work is ongoing.
- The key preparations are being put in place under the oversight of the Steering Group to allow for further commencement orders for the provisions of the 2015 Act to be made when the Decision Support Service is ready to roll out the new decision-making support options.
- The 2019 Revised Estimates Volume provided for an allocation of €3.5 million in the Justice and Equality Vote for the establishment of the Decision Support Service.

We will commence the Criminal Law (Sexual Offences) Act 2017

- Commencement (other than Part 5, which requires the enactment of the Criminal Law (Sexual Offences) (Amendment) Bill 2018) is now complete.
- The Act was revised and updated to 2, September 2019
- The Department is funding a number of research projects that will measure the impact of the new legislation on the welfare of women engaged in prostitution, the outcomes of which will also inform a Report on the Act.

We will implement the Civil Liability (Amendment) Act 2017

- The Civil Liability (Amendment) Act 2017 (Parts 1, 2 and 3) (Commencement) Order 2018 (S.I. No. 377 of 2018) was signed by the Minister on 25 September 2018, bringing Parts 1, 2 and 3 of the Act into operation on 1 October 2018.
- The primary purpose of Parts 1, 2 and 3 of the Act is to empower the courts to make awards of damages in cases of catastrophic injury by way of periodic payments orders.
- A Commencement Order bringing Part 4 of the Act into operation was signed by the Minister for Health on 3 July 2018. Part 4 of the Act provides for open disclosure of patient safety incidents.

We will finalise implementation strategy for Civil Debt Procedures Act 2015 in consultation with D/EASP.

- Commencement of the Civil Debt (Procedures) Act 2015 requires systems to be put in place in the Department of Employment Affairs and Social Protection to process deductions from social welfare payments. It also necessitated Rules of Court to

enable the District Court to deal with the enforcement of court orders (abolition of imprisonment for debtors) and in respect of the processes for attachment of earnings and for the relevant District Court hearings under the Act.

- It is envisaged that the Civil Debt (Procedures) Act 2015 will be commenced once the appropriate procedures have been put in place in the Department of Employment Affairs and Social Protection and once the drafting of the necessary Rules of Court has concluded. Contact is being maintained with the Department of Employment Affairs and Social Protection with regard to arrangements for implementation.

Principal Officer led cross-grade Horizon groups to consider selected issues taking a longer term view.

- The final two reports of the Horizon Groups were submitted to the Principal Officer Forum.

To enhance international cooperation on justice and equality issues

We will continue to ensure that the Minister is fully supported at Justice and Home Affairs Councils and that the Department's policy positions are adequately represented at European meetings.

- Romania held the Presidency of the Council of the European Union for the first time from 1 January 2019 – 30 June 2019. During this period, the Presidency hosted an informal Justice and Home Affairs (JHA) Ministerial meeting in Bucharest (7-8 February). It also chaired two formal meetings of the JHA Council on 7-8 March in Brussels and on 6-7 June in Luxembourg.
- The Home Affairs agenda over the six-month reporting period continued to be focused on migration and counter-terrorism issues. Migration policy discussions focused on three aspects: cooperation with third countries, efficient border

Management and an effective return policy. The Reform of the Common European Asylum System (CEAS) was also discussed at the March Council.

- At the informal Council in Bucharest the Romanian Presidency pointed out the importance of the report presented by the European Parliament's Special Committee on Terrorism (TERR) The report was adopted by the Parliament on 1 December and the Ministerial discussions focused on the challenges stemming from the report's recommendations
- The Justice and Fundamental Rights agenda over the six-month reporting period saw the adoption of the e-evidence proposals; discussions on the future of substantive criminal law; discussions on judicial cooperation in various formats including the use of artificial intelligence; and discussions on the implementation of the European Public Prosecutor's Office Regulation (EPPO).
- Finland held the Presidency of the Council of the European Union for the third time from 1 July 2019 – 31 December 2019. During this period, the Presidency hosted an informal Justice and Home Affairs (JHA) Ministerial meeting in Helsinki (18-19 July). It also chaired two formal meetings of the JHA Council on 7-8 October in Luxembourg and on 2-3 December in Brussels
- Migration and Asylum continued to feature on the agenda for each Council meeting over the six-month reporting period. At the December Council meeting Ireland stated that migration and asylum remains a very important but also a very contentious issue and called on all Member States to engage actively on any new package.
- Counter Terrorism was another topic discussed at each Justice and Home Affairs Council meeting. Eurojust also provided information to the Member States on its newly-launched Counter-Terrorism Register
- The importance of cooperation with the private sector and academia was also mentioned and the benefits of existing and newly created cooperation mechanisms at EU level were pointed out.

We will take measures to minimise the impact of Brexit in the areas under the Department's remit, support negotiations as required, and keep under review sector approach to address legislative/operational issues arising therefrom.

- Work continued during December 2019 with a view to inputting actively into the finalisation of the Withdrawal Agreement of the UK from the European Union.
- The Department participated in a range of co-ordination structures across Government to ensure consistent and comprehensive planning and also participated in EU contingency planning workshops with colleagues from An Garda Síochána etc. A whole of Government approach was taken in relation to the Common Travel Area leading to development of a Memorandum of Understanding incorporating citizen rights and qualifications.
- Secretary General and other Management Board members met with the senior management team of the Department of Justice Northern Ireland in Belfast on 25 November 2019.
- The central Cabinet Committee, Secretary General, Assistant Secretary and other Brexit Coordination and Communications meetings continue to be actively supported.
- Throughout the year, priority legislation was prepared and published and contingency activities were put in place regarding extradition.

Prepare and publish priority Brexit legislation

- Withdrawal of the United Kingdom from the European Union (Consequential Provisions) “Brexit Omnibus” Bill was passed by the Oireachtas on 13th March 2019 and came into effect on 15 July 2019. The provisions in part 14 of the Act, relating to non-refoulement and taking of fingerprints for visa applications, were commenced.

Contingency activities in place regarding extradition

- Contingency plans to address the negative consequences of a hard Brexit in the context of extradition between Ireland and the UK were developed over the course of 2019.
- Arising from the positive outcome of negotiations on the Withdrawal Agreement and the ratification of that Agreement by both the UK and the EU, the plans in place have been stood down.
- Progress in relation to the negotiations on the future relationship are being monitored and, if required, contingency arrangements can be reviewed in the event of any negative outcome to these negotiations taking into account the transitional provisions on European Arrest Warrants provided for in the Withdrawal Agreement.

Prepare immigration services for the impact of Brexit

Make specific operational arrangements in the event of a no deal Brexit

- Operational plans have been agreed and are in place to be activated in the event of a 'no deal' outcome. (End date of project will move depending on actual Brexit date)
- In relation to Common Travel Area data exchanges in the event of a no-deal, a mechanism has been put in place to ensure that data exchanges can continue in this scenario.
- Arrangements have been made with the relevant authorities to update signage at approved airports and ports. Updated signage for Dublin Airport is arranged.

To comply with reporting requirements under Conventions

We will manage Ireland's examinations under relevant UN and Council of Europe Conventions.

- An analysis of outstanding legal obligations to allow Ireland to ratify the Council of Europe Convention on Cybercrime (Budapest Convention) was completed.
- The Statutory Instrument to implement the Hague Convention on International Recovery of Child Support and other forms of family maintenance, regarding non-EU States was finalised and with regard to disability, advancing implementation of the UN Convention on the Rights of Persons with Disabilities.

To enable justice sector bodies to exercise their functions satisfactorily and ensure effective governance

We will accelerate construction of the new Forensic Science Laboratory (Phase 1) and develop a plan for the merger of the Garda Technical Bureau and FSI.

- Enabling works for Forensic Science Ireland that commenced in October 2017 have now been completed. However, due to changes in international forensic laboratory standards, the merging of the Garda Technical Bureau with Forensic Science Ireland and changes to staff numbers, it was necessary to add further material to the tender documentation.
- On completion of this examination it was possible to re-invite tenders from the shortlist of building contractors for the new State Forensics Laboratory in Q4 2018 with a closing date for submissions of 29 March 2019.
- Due to the complex nature of this project it was necessary to extend the tender return date until May 2019. Tender assessment took place during Q3 2019.

- The Tender process was completed by the Office of Public Works and preferred contractor has been identified. Final cost is very close to Public Spending Code €100M limit, so sanction to approve was sought from the Department of Public Expenditure and Reform. The Department is engaged with DPER and responding to queries.

We will agree oversight agreements with Agencies, including regular monitoring arrangement in accordance with the requirements of the Department's Corporate Governance Framework and the Code of Practice for the Governance of State Bodies (2016).

- The newly established Governance functions, both Civil and Criminal, continued to ensure that agency structures, systems and skills were in place to underpin performance and compliance including appropriate governance frameworks.
- All governance agreements between the Department and the bodies under its aegis are reviewed annually, some Agreements span periods of longer than one year.

To promote public sector reforms across the sector in order to improve capacity and capability of the sector

We will support transition of the Department's Financial Shared Services to the Civil Service Financial Shared Service.

- This project is managed by the National Shared Services Office (NSSO) and has been deferred pending a process design review. The Department is continuing to engage with the project at a number of levels including membership of Programme

Board. Revised timelines for transition of the Departments Vote or other FSS based client organisations to the NSSO Shared Services centre are to be determined.

■ *Implement the Department's Transformation Programme*

- An interim recruitment plan was signed off by the Transformation Management Board in April 2019, focused on the recruitment priorities in advance of transformation.
- The Department's Transformation Programme was successfully implemented within the 9 month target timeframe, with a major reorganisation of the workforce to support the Department's new operating model.
- A full report on the Transformation programme is contained within the body of this Annual Report.

5.6 Develop our People, Culture, Systems and processes

To be a high performing, trusted Department with the capacity to deliver on our vision of a safe, fair and inclusive Ireland

We will implement the Human Resources Strategy and Workforce Plan to align structures and staff with the Statement of Strategy 2016-2019 and resource the Department effectively. Provide learning and development opportunities tailored to the needs of the organisation.

- Recruitment activity remained high in 2019, with 580 staff recruited (including promotions from within). These recruitment processes assisted HR in providing all areas of the Department with the resources they needed to carry out their roles. There is a considerable international dimension for the Department, which HR supported throughout 2019, including supporting our Offices and Officers in Abu Dhabi, Abuja, Ankara, Beijing, New Delhi, Moscow, London, Brussels, Strasbourg and Washington DC.
- HR Business Partners continue to work closely with all Divisions to prioritise resourcing requirements, and the HR Recruit team works closely with PAS in anticipating gaps/upcoming competitions.
- 1,583 staff participated in a range of courses in 2019. This figure includes 626 staff attending soft skills and IT end user courses through the new L&D Shared Service, *OneLearning*.
- There were 382 staff newly appointed or promoted, across all grades from CO to AP, who completed grade-based development programmes. Induction training was also delivered for 255 new entrants.

To improve internal and external communications

We will continue to implement the Communications Strategy, “Communicating Change”

- As part of the Transformation process, the Transparency function within the Department of Justice and Equality was given responsibility for sourcing, assessing and communicating all information required by the Minister, the Department and the public, as well as ensuring consistent standards of internal and external communications.
- The newly developed Transparency function integrates information, analysis and communications from across the Department to create coherent narratives on Justice and Equality themes. It proactively determines where there is a need for information to be communicated or published, as well as responding in an agile way to incoming requests. The Transparency function uses a variety of channels, leveraging technology and real-time information, to ensure the Minister upholds their commitment of democratic accountability to citizens, the Oireachtas, the media and other stakeholders.
- Four editions of the internal JustNews newsletter were published in 2019.
- The new weekly staff eBulletin, which commenced publication in June, continued to be circulated to all Department staff each Friday afternoon. Divisions were very responsive in terms of providing content.

To deliver excellent customer service to our stakeholders

We will enhance the quality of our engagement with our customers. In particular, the delivery of improvements in our correspondence response times and management systems.

- eCorrespondence, the new IT solution intended to provide a whole of Government response to tracking Ministerial correspondence, has been rolled out across the Department.
- eDocs is a document management system developed by the Office of the Government Chief Information Officer (OGCIO) for use by Government Departments and Agencies. It greatly enhances records management capability across Government.
- The Department prioritised the adoption of eDocs as a critical factor in the successful transformation of the Department. At year end, eDocs had been rolled out to Transparency Function (101 staff), Criminal Justice Pillar (160 staff), Civil Justice Pillar (excluding Immigration Service Delivery (139 staff). Staff in those areas now operate exclusively in the eDocs environment.
- A Departmental Customer Service Network has been put in place and work is ongoing on the development of a new Customer Service Action Plan and Charter.

To ensure better management, integration and use of knowledge, data and research

We will restructure ICT and Data functions and publish a Data Strategy and Research Programme.

- The Data and Research Strategy was launched on the 27th July 2018 with a new CIO appointed on the 3 September. Work was ongoing through 2019 to recruit the remaining members of the ICT/CIO management team.

- Early work on implementation has begun. A 2019 Research Plan was developed and approved by the Management Board and involved the commissioning of research externally.

We will implement in association with the OGCIO 'Build to Share Strategy' a range of applications to support administration.

- eDocs was rolled out across functions in line with the initial Project Plan across Transparency, Civil & Criminal Justice pillars, European Affairs and Corporate.
- The eDocs system allows for efficient sharing of documents and facilitates versioning and co-editing of documents. The system also has advanced security measures including action logs and audit trails. eDocs enables users to store information and export it to the National Archives at the end of its lifecycle.
- Induction training for all new staff is provided by OGCIO and is compulsory for all staff. Human Resources manage this training.

Tuarascáil Bhliantúil 2019



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Brollach ón Aire Dlí agus Cirt



Is cúis áthais dom Tuarascáil Bhliantúil 2019 mo Roinne a chur i láthair. Léirítear sa tuarascáil seo an dul chun a rinneadh chun clár Bunathraithe na Roinne a chur i bhfeidhm agus na cuspóirí a leagadh amach i Ráiteas Straitéise 2016-2019 a chomhlíonadh.

Tá sainchúram na Roinne an-leathan agus téann an obair a dhéanaimid i bhfeidhm ar shaol ár gcuid saoránach ar go leor bealaí. Tá sé de chúram orainn sochaí na hÉireann a dhéanamh níos sábháilte, córa agus uilechuimsithí, agus is mór an onóir domsa, mar Aire Dlí agus Cirt, an deis a bheith tugtha dom bheith mar threoraí ag an eagraíocht seo.

Ar ndóigh, tá go leor athraithe ón mbliain 2019, lena n-áirítear cinneadh an Rialtais roinnt feidhmeanna a aistriú ó mo Roinnse i mí Dheireadh Fómhair, 2020, chuig an Roinn nua Leanaí, Comhionannais, Míchumais, Lán-

pháirtíochta agus Óige. Ag cur san áireamh an tréimhse atá i gceist, áirítear sa tuarascáil seo obair áirithe a rinneadh fad a bhí na feidhmeanna sin faoi chúram mo Roinne.

Is í *'Éire atá sábháilte, cóir agus uilechuimsitheach'* fíis mo Roinne agus, ós rud é go bhfuil an tuarascáil seo a tíolacadh le linn phaindéim Chóivid-19, ní raibh an fhís sin chomh tábhachtach riamh is atá sí anois.

Bhí go leor d'oifigigh na Roinne sa líne thosaigh sa fhreagra a thug an tír ar phaindéim Chóivid-19, oifigigh i ngníomhaireachtaí na Roinne agus sa Roinn féin, agus gabhaim mo bhuíochas ó chroí leo as sin. Is cúis mhór bhróid dom a bheith ag obair in éineacht leis an bhfoireann chumasach dhícheallach san earnáil Dlí agus Cirt.

Sna trí bliana a bhain le Plean Straitéiseach na Roinne (2016-2019), leagadh béim ar leith ar an mbealach a n-oibrímid a athrú ó bhonn agus ar a chinntiú go mbeadh luachanna dearfacha mar bhonn agus mar thaca le gach a ndéanaimid. Tá an tso-

lúbthacht, an uaimhian agus an t-athrú sin ag seasamh dúinn anois tráth a bhfuilimid ag dul i ngleic le ceann de na tuairteanna is mó a fuair an náisiún ó bunaíodh an Stát.

Leagadh béim mhór sa Ráiteas Straitéise ar oibriú go dlúth le gníomhaireachtaí na Roinne, ar cheannaireacht straitéiseach a thabhairt agus ar chuir chuige ilghníomhaireachta a threisiú. Léirítear leis an dul chun cinn a leagtar amach sa Tuarascáil Bhliantúil seo a thoilteanaí a bhí foireann na Roinne, a cuid gníomhaireachtaí agus comhlachtaí an cultúr dearfach sin a neadú i ngach a ndéanaimid, d'fhonn freastal níos fearr ar leas an phobail.



Leagtar amach go cuimsitheach sa tuarascáil seo obair na Roinne Dlí agus Cirt agus Comhionannais, chomh maith le haird a tharraingt ar na daoine laistiar de na figiúirí. Meabhraítear dúinn sa doiciméad seo nach bhfuil ach 60 bliain ann ó glacadh leis na chéad mhná sa Gharda Síochána; díritear ann ar shaincheisteanna comhionannais agus tearmáin an lae inniu agus meabhraítear dúinn gur eagraíocht sa líne thosaigh muid agus gur den tábhacht dhomhain phearsanta do go leor daoine an obair a dhéanaimid.

Thar mo cheann féin agus thar ceann an Aire Stáit, ba mhaith liom mo bhuíochas a ghabháil le foireann uile na Roinne agus ghníomhaireachtaí na Roinne agus táim ag súil le leanúint i mbun oibre le gníomhaireachtaí agus baill foirne ar fud na hEarnála.

Réamhrá ón Ard-Rúnaí

Is mór an onóir dom, i m'Ard-Rúnaí sa Roinn, Tuarascáil Bhliantúil 2019 a chur i láthair.

Mar Roinn, ba é ár gclár Bunathraithe ba mhó a bhí i gceist sa bhliain 2019. Bailchríoch phróisis a thosaigh cúig bliana roimhe sin le Tuarascáil Toland a bhí ann. Tuigeadh ag an am nár mhór dúinn cultúr, córais agus struchtúr na Roinne a chur in oiriúint chun freastal níos fearr ar na héilimh a bhí sa timpeallacht oibre agus chun príomh-mhisean na Roinne a chomhlíonadh – is é sin, Éire atá sábháilte, cóir agus uilechuimsitheach. Ba mhaith liom ómós a thabhairt do mo réamhtheachtaí, Aidan O'Driscoll, a rinne maoirsiú ar an gclár agus a rinne sin go cumasach, dílis agus le dúthracht.



Bhí an clár Bunathraithe ar an athstruchtúrú ba mhó ar Roinn Rialtais ó bunaíodh an Stát agus b'éigean athrú ó bhonn a dhéanamh d'fhonn struchtúir, próisis agus scileanna nua a chur i bhfeidhm chun freastal ar na dúshláin agus na deiseanna a bhaineann lenár ndomhan agus é ag athrú go tapa.

Tugtar léargas sa tuarascáil seo ar bhliain inar chúis mhór inní an neamhchinnteacht a bhain leis an mBreatimeacht agus na brúnna a bhí ar chlár cosanta teifeach na hEorpa. Tá an obair a bhaineann leis na saincheisteanna sin a bhainistiú fós ar bun, ach tráth a raibh an tuarascáil seo á cur i dtoll a chéile bhí Éire, mar aon le tíortha uile an domhain, i ngreim ag paindéim Chóivid-19 agus múnlóidh an freagra a thabharfaimid ar an bpaindéim sochaí na tíre go ceann blianta fada.

Thug an struchtúr arna athrú deis dúinn dul in oiriúint go fuinniúil do na dúshláin a bhain le géarchéim Chóivid-19 agus, cé go bhfuil an ghné athstruchtúraithe den Bhunathrú tugtha chun críche go foirmiúil, níl an obair ach ina tús ar go leor bealaí.

An t-údar dóchais is mó atá agam ar an tuarascáil seo a léamh ná, in ainneoin obair mhór a bheith i gceist le hathstruchtúrú na Roinne, lean sí fós ag tabhairt seirbhís eiseamláir-each d'Airí, don Oireachtas agus don phobal. Is cúis bhróid dúinn é sin agus is creidiúint mhór é d'obair ár gcomhghleacaithe ar fad.

Oonagh McPhillips

1. Timpeallacht Oibre na Roinne

1.1 Freagrachtaí na Roinne

Oibríonn an Roinn Dlí agus Cirt agus Comhionannais, mar a tugadh uirthi sa bhliain 2019, chun slándáil an phobail agus an tslándáil náisiúnta a chur ar aghaidh, ceartas agus comhionannas a chur chun cinn agus cearta an duine a chosaint, chun an fhís atá againn d'Éirinn atá sábháilte, cóir agus uilechuimsitheach a thabhairt chun fíre.

Amhail fómhar na bliana 2019, tá athstruchtúrú mór déanta ar an Roinn agus athrú déanta chuig samhail nua eagraíochta feidhme. Tá an Roinn athlínithe faoi dhá cholún, Ceartas Sibhialta agus Ceartas Coiriúil, gach colún díobh faoi stiúir Leas-Ard-Rúnaí. Tá na feidhmeanna seo a leanas i gceist faoin dá cholún: Beartas, Reachtaíocht, Rialachas agus Soláthar Oibríochtaí & Seirbhíse.

Sa bhreis air sin, déanann an fheidhm Soláthar Seirbhísí Inimirce atá ag teacht faoi cholún an Cheartais Sibhialta bainistiú ar sheirbhísí cosanta idirnáisiúnta agus inimirce a sholáthar thar ceann na Roinne agus an Stáit.

Trí thacú le hobair an dá cholún déantar feidhmeanna na Trédhearcachta, Gnóthaí Corparáideacha agus Gnóthaí Eorpacha a chumasú. Déanann gníomhaireachtaí a fheidhmíonn ar bhonn reachtúil nó ar bhonn riaracháin réimse freagrachtaí eile a fheidhmiú freisin thar ceann an Aire.

1.2 Dualgas na hEarnála Poiblí

Cur chun cinn an cheartais agus an chomhionannais agus cosaint chearta an duine is ea na clocha coirnéil ar a bhfuil an Roinn Dlí agus Cirt agus Comhionannais tógtha. Tá an comhionannas agus cearta an duine ina gcuid dhílis cheana féin d'fhís na Roinne, dár ráiteas misin, dár gcuspóirí straitéiseacha agus dár luachanna. Le linn dúinn ár gcuid cumhachtaí agus feidhmeanna a fheidhmiú, leagaimid béim mhór ar an gceart chun nós imeachta chothroim, ar an gceart chun príobháideachais, ar chothroime rochtana agus ar chóir chothrom. Cuid dár gcuspóir níos leithne feidhmiú mar Roinn atá bunaithe ar luachanna is ea an comhionannas agus cearta an duine a chur chun cinn inár n-obair laethúil, bíodh sé le linn reachtaíocht nó beartas a fhorbairt nó i ndáil le cúrsaí riaracháin i gcoitinne.

Bonn agus taca eile atá ag ár gcuid luachanna agus cuspóirí is ea alt 42 den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014. Leagtar dualgas dearfach ar chomhlachtaí eárnála poiblí le ‘Dualgas na hEárnála Poiblí’ aird a thabhairt ar an ngá atá ann deireadh a chur le hidirdhealú, leis an gcomhionannas a chur chun cinn agus le cearta an duine a chosaint san obair laethúil.

I Ráiteas Straitéise 2016-2019 na Roinne leagamar amach na gníomhartha a dhéanfaimis chun na hoibleagáidí atá orainn faoi alt 42 den Acht fá Choimisiún na hÉireann um Chearta an Duine agus Comhionannas, 2014, a chomhlíonadh. Áirítear orthu:

- measúnuithe a dhéanamh ar an gcomhionannas agus ar chearta an duine agus na torthaí a fhoilsiú ar ár láithreán gréasáin,
- oiliúint agus faisnéis maidir le cearta an duine agus leis an gcomhionannas a chur ar fáil don fhoireann mar chuid den timthriall oiliúna,
- tuairisc a thabhairt ar dhul chun cinn inár dTuarascáil Bhliantúil agus, nuair is cuí, ceangal a chur ar chomhlachtaí atá faoi chúram na Roinne measúnuithe den chineál céanna a dhéanamh agus tuairisc a thabhairt ar dhul chun cinn ina dtuarascálacha bliantúla.

Bunaíodh an Grúpa Oibre um Dhualgas na hEárnála Poiblí chun maoirsiú a dhéanamh go bhfuil Dualgas na hEárnála Poiblí á chomhlíonadh agus chun tacú leis. Tháinig an grúpa le chéile trí bhabhta le linn na bliana 2019, sular tugadh faoin athstruchtúrú eagraíochtúil ar an Roinn.

1.2.1 MEASÚNUITHE AR DHUALGAS NA HEARNÁLA POIBLÍ

Thug an Roinn measúnuithe ar shaincheisteanna maidir le cearta an duine agus comhionannas chun críche le linn na bliana 2018 agus a chumhdaigh go leor Rannán laistigh den eagraíocht. Ba é cuspóir na measúnuithe sin saincheisteanna maidir le cearta an duine agus comhionannas a shainaithint atá ábhartha d’fheidhmeanna aon rannáin ar leith, do na seirbhísí a sholáthraíonn sé, a rialálann nó a mhaoirsíonn sé agus dá chuid fostaithe. Foilsíodh na measúnuithe sin ar fad ar láithreán gréasáin na Roinne i mí Mheán Fómhair, 2019.

1.2.2 COMHAONTUITHE RIALACHAIS

Ón 1 Eanáir, 2019, amach, leagtar amach i ngach comhaontú rialachais arna dhéanamh ag an Roinn an oibleagáid atá ar gach gníomhaireacht faoi chúram na Roinne a Dualgas Earnála Poiblí a áireamh ina bpróiseas planála straitéisí agus tuairisc a thabhairt go rialta ar an dul chun cinn a bheidh déanta acu. Is cloch mhíle shuntasach an gníomh sin chun oibleagáidí Dhualgas na hEarnála Poiblí a neadú i gcreat rialachais na Roinne.

1.2.3 FOGHLAIM AGUS FORBAIRT

Oiliúint i nDualgas na hEarnála Poiblí

I ndiaidh modúl oiliúna píolótach a thabhairt chun críche go rathúil do bhaill foirne san Oifig Clárúcháin, sa réimse Soláthar Seirbhísí Inimirce (SSI), chuir an Roinn tús sa bhliain 2019 le hoiliúint maidir le Dualgais na hEarnála Poiblí a thabhairt isteach don fhoireann trí chéile sa bhfeidhm Soláthar Seirbhísí Inimirce. Arna leagan amach ag Ionad na hÉireann um Éagsúlacht, rinneadh an modúl cuimsitheach oiliúna sin a chur ar fáil do bhreis is 230 ball foirne sa réimse Soláthar Seirbhísí Inimirce i roinnt oifigí. Féachadh leis an sainchúrsa oiliúna seo le leibhéal feasachta na foirne a mhéadú maidir le Dualgais na hEarnála Poiblí agus maidir le ceisteanna Comhionannais agus Chearta an Duine i measc fhoireann na Roinne agus sna seirbhísí a sholáthraímid don phobal.

Ceannaireacht Uilechuimsitheach

Mar chuid den Chlár Foghlama agus Forbartha a cuireadh ar fáil faoin gClár Bunathraithe, cuireadh trí mhodúl maidir le Ceannaireacht Uilechuimsitheach ar fáil do bhaill foirne ag leibhéal Rúnaí Cúnta, Stiúrthóra agus Príomhoifigigh. Le linn an Chláir Bunathraithe, bhí foirne nua ag teacht le chéile ó chúlraí éagsúla a raibh taithí agus léargais éagsúla acu. Rinneadh na modúil Ceannaireachta Uilechuimsitheacha sin a fhorbairt chun cur ar chumas ceannairí sinsearachá daoine laistigh de na foirne éagsúla sin a spreagadh agus a bhainistiú agus oibriú laistigh díobh.

Ionduchtú agus Forbairt

Reáchtáil an Roinn oiliúint ionduchtúcháin le linn na bliana 2019 do 255 iontrálaí nua lenar cuireadh deis ar fáil a chur ina luí ar na hiontrálaithe mar a chuireann an Roinn comhionannas deiseanna agus dínit ag an obair chun cinn, chomh maith le caitheamh go cóir agus go cothrom le baill foirne agus le daoine a gcuirtear seirbhísí ar fáil dóibh.

Tugadh ar aird freisin sna cláir forbartha a cuireadh ar fáil do bhaill foirne ag leibhéal an Oifigigh Chléireachais, an Oifigigh Feidhmiúcháin, an Ard-Oifigigh Feidhmiúcháin agus an Phríomh-Oifigigh Chúnta an tábhacht atá le cothroime, comhionannas agus meas ar an éagsúlacht. Thug ceathrar ball foirne faoi Dhioplóma i gCearta an Duine agus Comhionannas leis an bhForas Riaracháin.

Lá na Scáthfhoghlama

Mar chuid de Lá náisiúnta na Scáthfhoghlama i mí Aibreáin, reáchtáil an Roinn socrúchán do cheathrar a bhí faoi mhíchumas. Ar Lá na Scáthfhoghlama, tugtar deis do dhaoine atá faoi mhíchumas intleachtúil scáthú a dhéanamh ar mheantóir san ionad oibre fad atá sé nó sí i mbun a lae oibre agus is é buaicphointe na Seachtaine Náisiúnta um Fhostaíocht faoi Thacaíocht é.

Clár WAM

Reáchtáladh dhá shocrúchán, de suas le sé mhí, tríd an gClár Meantóireachta *Willing and Able* (WAM), lena cuireadh taithí oibre le híocaíocht agus meantóir ar fáil do chéimithe faoi mhíchumas.

2. Ár nEagraíocht á hAthrú ó Bhonn



2.1 Cuspóir agus Fís an Bhunathraithe

Tá an Roinn Dlí agus Cirt agus Comhionannais ag obair i dtreo “Éire atá sábháilte, cóir agus uilechuimsitheach”. Is é misean na Roinne sábháilteacht an phobail agus an tslándáil náisiúnta a chur ar aghaidh, ceartas agus comhionannas a chur chun cinn agus cearta an duine a chosaint.

Ó bunaíodh an Stát, tá an Roinn seo ar thús cadhnaíochta i dtaobh athrú a dhéanamh, ag freagairt do dhúshláin na linne. Chun freagairt do dhúshláin an tsaol oibre sa 21ú céad agus ag teacht leis na moltaí a chuir an Grúpa Éifeachtúlachta agus Athnuachana (GÉA) chun cinn sa bhliain 2018, cuireadh tús le tionscadal mór athstruchtúraithe i dtús na bliana 2019. Is é an Clár Bunathraithe an clár athraithe is mó riamh a cuireadh ar bun i roinn rialtais in Éirinn agus d’fhéach an GÉA féin ar an gclár mar ábhar samhla a d’fhéadfaí a chur i bhfeidhm ar fud na státseirbhíse.

Féachadh leis an gClár Bunathraithe le Roinn a chruthú a bheadh sofhreagrúil, bunaithe ar fhianaise agus oscailte ach a beadh fós dílis do luachanna traidisiúnta na státseirbhíse amhail ionracas, neamhchlaontacht agus gairmiúlacht. Ach ba é bun agus barr an Chláir Bunathraithe cur ar chumas na Roinne a fís a bhaint amach – go mbeadh Éire ina tír atá sábháilte, cóir agus uilechuimsitheach.

Sular tharla an Bunathrú, bhí an Roinn leagtha amach de réir réimsí ábhair a bhain le codanna éagsúla de na hearnálacha Dlí agus Cirt agus Comhionannais. Faoin tsamhail sin, bhíothas ag súil leis go n-oibreodh baill foirne ar réimse leathan gníomhaíochtaí, ag cur tascanna de chineálacha éagsúla, de thábhacht éagsúil agus de phráinn éagsúil, agus a bhí in iomaíocht lena chéile, in ord tosaíochta. Tuigeadh go raibh forbairt tagtha ar an Roinn féin le himeacht ama ar bhealach neamhphleanáilte agus gan struchtúr, mar fhreagra ar riachtanais agus ar ghéarchéimeanna éagsúla.

D’athraigh an Clár Bunathraithe an Roinn ó bheith ina Roinn de ghnáthshamhail ábhar-bhunaithe (ár n-eagrú féin bunaithe ar an méid a bhí ar eolas againn) go samhail feidhme (an obair a bhíonn ar bun againn) – i mbun maoirsiú agus rialachais ar ár ngníomhaireachtaí agus comhlachtaí, mar shampla, nó cruthú agus rith reachtaíochta a

bhainistiú; ag tabhairt deis don fhoireann oibriú ar bhealach níos dírithe ar réimsí oibre dea-shainithe.

Chomh maith le bogadh go samhail feidhme, rinneadh an Roinn a athlíniú faoi dhá phríomhcholún leis an gClár Bunathraithe – Ceartas Sibhialta agus Comhionannas agus Ceartas Coiriúil – chomh maith leis na Gníomhaireachtaí agus Comhlachtaí comhréire a athlíniú. Tacaíonn príomhcholún gnóthaí corparáideacha leis an dá cholún sin. Mar thoradh ar an athlíniú sin bhí ar ár gcumas an raon rialaithe a bhainistiú níos éifeachtaí agus athlíniú a dhéanamh le réimsí ar leith den tsochaí a ndéanann an Roinn freastal orthu.

Dúshlán uailmhianach a bhí sa Bhunathrú, lenar tógadh dearadh coincheapúil bunathraithe, a ndearnadh mionsonraí a fhí isteach ann agus ar cuireadh samhail oibriúcháin de i bhfeidhm laistigh de naoi mí ó mhí Eanáir go Meán Fómhair, 2019. A bhuíochas d'fhís, do thiomantas, d'íobairt agus do bhuanseasmhacht na foirne, cuireadh an clár i bhfeidhm in am agus de réir an bhuiséid.

2.2 Próiseas an Bhunathraithe

Mhol an Grúpa Éifeachtúlacha agus Athnuachana (GÉA) acmhainn sheachtrach a fháil chun cuidiú leis an bhfoireann inmheánach sa Roinn an tsamhail nua oibriúcháin a chur i bhfeidhm. I ndiaidh próiseas soláthair, ceapadh Ernst & Young le dul i bpáirt leis an Roinn chun an clár a sholáthar.

Bhí foireann an chlár comhdhéanta de cheithre phríomhshruth oibre: Dearadh, Bainistíocht Athruithe, Bainistíocht Clár agus Foghlaim agus Forbairt. Reáchtáladh go leor ceardlann dearaidh ar feadh tréimhse sé mhí, ar cheardlanna iad a bhíodh ar siúl beagnach gach seachtain agus ina raibh breis is céad ionadaí ó ar fud na Roinne ag obair chun struchtúr nua na heagraíochta a mhúnlú agus a leagan amach.

Ghníomhaigh Bord Bainistíochta na Roinne mar phríomhlucht déanta cinntí maidir le Dearadh agus Cur i bhFeidhm. Tháinig an Bord le chéile gach seachtain ar feadh thréimhse 9 mí chun dul chun cinn a chumasú agus tacú leis an móiminteam a choinneáil feadh na tréimhse sin.

Bhí an próiseas faoi réir dearbhú agus maoirsiú mionsonrach ar bhonn seachtrach freisin. Sheol an GÉA tuairisc ar dhul chun cinn gach ráithe chuig an Rialtas agus d'fhóin

státseirbhísigh shinsearacha sheachtracha, Ard-Rúnaí an Rialtais agus Roinn an Taoisigh ina measc, ar bhord an Chláir Bunathraithe.

2.3 Struchtúr Nua na Roinne a chur i bhfeidhm

I ndiaidh don Bhord Bainistíochta an dearadh deiridh a cheadú, cuireadh tús i dtús mhí Lúnasa le baill foirne a athrú chuig róil nua. Glacadh cur chuige céimithe ina ndearnadh sean-Rannáin “a scor” agus cuireadh feidhmeanna nua “sa siúl” i dtréimhse 6 seachtaine. Sa am sin, ghluais breis is 500 ball foirne trasna an eastáit Dlí agus Cirt chuig róil agus foirne nua. Chumasaigh comhghleacaithe i dTeicneolaíocht na Faisnéise, Acmhainní Daonna, Airgeadas agus Saoráidí an t-athrú casta sin, fad a rinneadh córais oibríochta chorpáraideacha a uasdátú chun na hathruithe struchtúrtha nua a léiriú. Bhí leagan amach nua na heagraíochta i bhfeidhm go hiomlán coicís roimh an sprioc – Dé Luain, an 23 Meán Fómhair.

Gné thábhachtach den chur chuige maidir le hathrú, cumarsáid agus foghlaim agus forbairt laistigh den Chlár ba ea tacú leis an bhfoireann lena linn. Coinníodh baill foirne ar an eolas lena linn trí Mhol ar leith don Bhunathrú chomh maith le cruinnithe faisnéise rialta ó cheannairí sinsearacha. Leath bealaigh tríd an gcéim Dearaidh, tugadh cuireadh don fhoireann ar fad chuig imeacht mór Spáis Oscailte i dTeach an Ard-Mhéara i mBaile Átha Cliath. Thug an t-imeacht deis don fhoireann ar fad a bheith páirteach sa phróiseas dearaidh, agus tuiscint a fháil ar na leibhéil éagsúla tionchair a bheadh aige ar fud na Roinne.



Tacaíodh freisin leis an bhfoireann le linn an phróisis trí chlár saincheaptha Foghlama agus Forbartha a chur ar fáil a bhí bunaithe ar riachtanais na bhfoirne nua-dheartha

laistigh den tsamhail feidhme. Eagraíodh laethanta oiliúna foirne agus cairteacha foirne do bhaill foirne a raibh tionchar mór ag an athrú orthu agus cuireadh roinnt modúl saincheaptha ríomhfhoghlama ar fáil don fhoireann ar fad a bhí leagtha amach chun baill foirne a chur ar an eolas faoin tsamhail nua agus iad a spreagadh chun bheith páirteach inti.

2.4 I ndiaidh an Bhunathraithe

Tháinig roinnt tionscnamh cultúir as an gClár Bunathraithe freisin a bheidh ríthábhachtach chun cuir chuige nua a ghlacadh i leith ár gcuid oibre amach anseo. Tá an cúram na tionscnaimh seo a chur i bhfeidhm leagtha ar fhoghrúpa den Bhord Bainistíochta le súil béim a leagan as an nua ar chultúr agus sin a thabhairt chun cinn agus go mbeadh baill foirne ar gach leibhéal páirteach.

Tá athbhreithniú ar bun freisin ar bhonneagar Theicneolaíocht Faisnéise agus Cumar-sáide (TFC) na Roinne mar thoradh ar an gClár Bunathraithe. Tá obair ar bun faoi láthair chun straitéis nua TFC a fhorbairt ina leagfar amach an infheistíocht a theastóidh agus ina ndéanfar réimsí a aithint a gcuirfidh athchóiriú digiteach athrú ó bhonn ar ár gcuid seirbhísí agus modhanna oibre.

Cé go bhfuil an ghné athstruchtúraithe den Chlár tugtha chun críche go foirmiúil, tá an Roinn ag féachaint lena cumas chun feidhmiú go héifeachtach laistigh den struchtúr a fhorbairt agus a chobhsú, próiseas a ghlacfaidh roinnt ama fós.

Beidh mar thosaíocht ag an Roinn sna míonna atá romhainn súil a chaitheamh ar éifeachtacht an struchtúir nua agus ar an gcomhoibriú trasfheidhme agus athbhreithniú a dhéanamh air, agus tá measúnú foirmiúil beartaithe 18-24 mí i ndiaidh an bhunathraithe.

I ríomhphost pearsanta ón Ard-Rúnaí ar an 22 Iúil cuireadh baill foirne ar an eolas maidir lena bpoist nua. In éineacht leis an gcomhfhreagras cuireadh modúl ríomhfhoghlama ar fáil ar an Mol Bunathraithe, chomh maith le cáipéis chuimsitheach de Cheisteanna a Chuirtear go Minic, sraith iomlán de chairteacha eagraíochta, sainchuntais feidhme agus sainchuntais foirne. Fuair baill foirne a fuair post nua, agus sainchuntas nua poist, litir agus beart ó lucht Acmhainní Daonna chun fáilte a chur rompu agus iad a chur ar an eolas maidir lena ról nua.

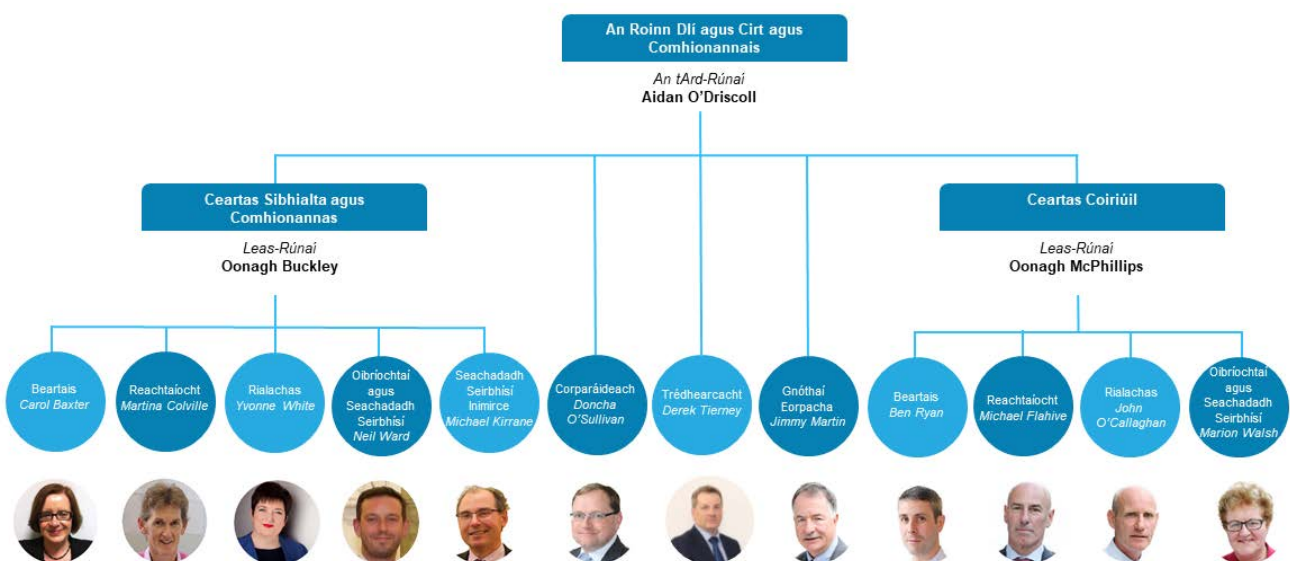
Ó dheireadh mhí Iúil go dtí an 13 Lúnasa, eagraíodh raon seisiún agus gníomhaíochtaí oiliúna chun réiteach do gach athrú. Áiríodh sna gníomhaíochtaí sin oiliúint foirne, clár ama inar tugadh forléargas maidir lenar cheart a bheith ag súil leis seachtain an athraithe, eagrán speisialta de *Just News*, nuachtlitir na Roinne, ag seoladh an cholúin agus ag cur na bhfoirne nua in aithne, dáileadh ar bhirt ionduchtúcháin ar bhaill foirne agus seoladh foirmiúil na feidhme ar fud na Roinne, ar an tairseach agus ar an mol bunathraithe.

Seoladh feidhm na Trédhearcachta Dé Luain an 12 Lúnasa arbh é Athrú 1 é, an chéad athrú chuig an struchtúr nua.

Faoin 26 Lúnasa bhí Athrú 2 tugtha chun críche. D'athraigh formhór na foirne sna rannáin Ceartais Shibhialta agus Chomhionannas, mar a bhí, chuig na feidhmeanna nua Ceartais Shibhialta agus Comhionannais, lena n-áirítear **Beartas**, **Reachtaíocht**, **Rialachas** agus **Soláthar Oibríochtaí agus Seirbhísí**. D'athraigh baill foirne iomchuí INIS a sannadh chuig réimsí nua an lá sin freisin.

Tugadh Athrú 3 chun críche faoin 9 Meán Fómhair nuair a d'athraigh baill foirne a sannadh chuig an gColún Ceartais Choiriúil go foirmiúil isteach lena gcuid foirne nua laistigh de na feidhmeanna **Beartais**, **Reachtaíochta**, **Rialachais** agus **Soláthar Oibríochtaí agus Seirbhísí**.

An 23 Meán Fómhair a tharla an ceathrú hathrú agus an t-athrú deiridh agus a bunaíodh Soláthar Seirbhísí Inimirce.



2.5 Réimsí Feidhme i mBeagán Focal

Beartas

Is í an fheidhm Bheartais meitheal mhachnaimh na Roinne. Feidhmíonn sí mar a bheadh ceannaire smaointeoireachta ann. Déanann sí beartas fadtéarmach, fianaise-bhunaithe a fhorbairt trí thaighde agus trí anailís a dhéanamh ar fhaisnéis agus sonraí ó roinnt foinsí.

Glacann sí dearcadh forghníomhach agus straitéiseach i leith Beartas Dlí agus Cirt agus Comhionannais a leagan amach agus a athbhreithniú agus cuireann ar chumas na Roinne comhairle 'den chéad scoth' a chur ar an Aire agus ar an Rialtas ar mhaithe le leas fadtéarmach shaoránaigh uile na tíre.

Reachtaíocht

Is faoin bhfeidhm reachtaíochta a dhéantar an dlí thar ceann na Roinne; is í atá freagrach as reachtaíocht phríomha agus thánaisteach a dhréachtú agus Billí a cheapadh agus a chur trí Oifig an Ard-Aighne agus tríd an Oireachtas.

Trí dhul i gcomhairle leis na páirtithe leasmhara cuí, pléitear faoin bhfeidhm reachtaíochta le dlí na hÉireann agus le dlí an AE agus an dlí Idirnáisiúnta a thrasú i ndlí na hÉireann. Cuireann sí comhairle ar fheidhmeanna eile agus oibríonn go dlúth leo lena chinntiú go mbreithnítear gach impleacht iomchuí ag gach céim den phróiseas reachtaíochta.

Rialachas

Is í an fheidhm Rialachais an fheidhm a dhéanann formhaoirsiú thar ceann na gComhlachtaí Ceartais Shibhialta agus Comhionannais agus na gComhlachtaí Ceartais Choiriúil atá faoi chúram na Roinne. Ag obair i gcomhar, cinntíonn an fheidhm seo go bhfuil straitéis shoiléir ag Comhlachtaí, go mbaineann siad na caighdeáin atá aontaithe amach ó thaobh feidhmíochta, trédhearcachta agus rialachais agus go ndéanann siad a gcuid acmhainní a bhainistiú mar is cuí.

Tacaíonn an fheidhm Rialachais le Comhlachtaí neamhspleácha feidhmiú go héifeachtach agus cur chuige leanúnach a ghlacadh bunaithe ar chaighdeáin aitheanta, ar féidir iad a shaincheapadh de réir gach Comhlachta mar is cuí, d'fhonn soiléireacht, cothrom na Féinne agus cuntasacht a chinntiú.

Trédhearacht

Tá freagracht ar an bhfeidhm Thrédhearcachta an fhaisnéis ar fad a éilíonn an tAire a fhoinsiú, a mheas agus a chur in iúl, maille le caighdeáin chomhsheasmhacha na cumarsáide inmheánaí agus seachtraí a chinntiú.

Lánpháirtíonn an fheidhm seo faisnéis, anailís agus cumarsáid ó ar fud na Roinne chun insint chomhleanúnach a thabhairt ar nithe a bhaineann le Dlí agus Ceart agus Comh-ionannas. Cinneann sí, ar bhonn forghníomhach, cá bhfuil gá le faisnéis a chur in iúl nó a fhoilsiú chomh maith le freagairt ar bhealach sofhreagúil d'arrataí a thagann isteach.

Baineann an fheidhm úsáid as bealaí éagsúla chun sin a dhéanamh, ag baint leas as an teicneolaíocht agus as faisnéis fíor-ama lena chinntiú go gcomhlíonann an tAire an gheallúint a bheith daonlathach agus freagrach do gach saoránach, don Oireachtas, do na meáin chumarsáide agus páirtithe leasmhara eile.

Oibríochtaí

Tá Soláthar Seirbhísí agus Oibríochtaí ar cheann de na príomhfheidhmeanna laistigh den Roinn a chuireann seirbhísí líne tosaigh ar fáil don Roinn, chomh maith le gach feidhm eile a chumasú chun feidhmiú go héifeachtach i saol a ghluaiseann agus a athraíonn go tapa.

Tá na foirne Oibríochtaí freagrach as pleanáil, bainistíocht rioscaí, bainistíocht tionscadal agus athruithe ar fud an cholúin. Díríonn siad freisin ar fheabhas leanúnach laistigh den Roinn, trí phríomhtháscairí feidhmíochta agus spriocanna a leagan amach agus a rianú, chomh maith le taobh amuigh den Roinn, trína chinntiú go bhfaigheann gach custaiméir seirbhís custaiméara atá comhleanúnach.

Déanann na foirne Soláthar Seirbhísí soláthar seirbhísí líne tosaigh atá éifeachtach, láidir agus dírithe ar an gcustaiméir a bhainistiú don Roinn agus téann i gcomhairle leis na páirtithe leasmhara cuí chun deiseanna d'fheabhas leanúnach a aithint.

Soláthar Seirbhísí Inimirce

Is é cuspóir na feidhme Soláthar Seirbhísí Inimirce seirbhísí inimirce líne tosaigh atá éifeachtach, láidir agus dírithe ar an gcustaiméir a bhainistiú don Roinn agus don Stát

agus, ag an am céanna, a bheith dírithe go leanúnach ar dheiseanna a aithint le feabhas leanúnach a chur ar sheirbhísí inimirce dá custaiméirí. Cuireann an fheidhm ar chumas na foirne díriú ar aschuir agus ar thorthaí dá custaiméirí a fheabhsú fad a chinntíonn obair i gcomhar le feidhmeanna eile go bhfuil leagan amach na seirbhísí agus feabhas ar thaithí an chustaiméara i gcroílár na seirbhísí inimirce.

Gnóthaí Eorpacha

Tá Gnóthaí Eorpacha freagrach as gnó na Roinne leis an Eoraip agus roinnt gnó idirnáisiúnta dá cuid a chomhordú agus monatóireacht a dhéanamh air, go háirithe saincheisteanna leathana a mbeadh roinnt feidhmeanna agus ranna páirteach iontu. Oibríonn an fheidhm freisin le réimsí eile den Rialtas chun cur chuige straitéiseach na hÉireann a mhúnlú i leith Thodhchaí na hEorpa agus Chlár Cheannairí an AE, agus imríonn ról gníomhach chun rannpháirtíocht agus comhoibriú níos mó a spreagadh le comhghleacaithe san Eoraip ar shaincheisteanna ábhartha Dlí agus Cirt agus Comhionannais.

Cé go bhfuil an fhoireann lonnaithe i mBaile Átha Cliath, oibríonn sí go dlúth le baill foirne sa Bhruiséil atá ar iasacht ag Buanionadaíocht na hÉireann chuig an Aontas Eorpach agus leosan atá lonnaithe i mBuanionadaíocht na hÉireann chuig Comhairle na hEorpa i Strasbourg. Tacaíonn an fheidhm freisin leis an Aire agus leis an Roinn araon chun freagrachtaí na Roinne i leith an Aontais Eorpaigh agus Chomhairle na hEorpa a chomhlíonadh agus chun ionadaíocht a dhéanamh ar leasanna na hÉireann go hidirnáisiúnta agus iad sin a chur in iúl.

Cúrsaí Corparáide

Déanann an colún Corparáide gníomhaíochtaí a chur ar aghaidh agus a bhainistiú ar fud na heagraíochta chun cur ar chumas na Roinne a cuid spriocanna straitéiseacha a bhaint amach agus seirbhísí agus próisis Roinne atá éifeachtach agus freagrúil a sholáthar. Déanann an colún Corparáide cuir chuige, réitigh agus bonneagar a fhorbairt agus a chur i bhfeidhm i roinnt réimsí éagsúla: teicneolaíocht, airgeadas agus pleanáil daoine, soláthar, dlí, rialachas corparáideach, comhlíonadh agus rialuithe iniúchta.

3. An bhliain 2019 i bhfigiúirí

Bhí Grúpa an Vóta Dlí agus Cirt comhdhéanta de 6 Vóta sa bhliain 2019 – an Roinn Dlí agus Cirt agus Comhionannais, an Garda Síochána, an tÚdarás Póilíneachta, Seirbhís Phríosúin na hÉireann, an tSeirbhís Chúirteanna agus Coimisiún na hÉireann um Chearta an Duine.

3,758



Ceist Pharlaiminte Freagartha

30,000+



Ríomhphost agus litir a fuarthas

894



Iarrataí faoin Acht um Shaoráil Faisnéise

427



Iarrataí ar Rochtain ó Ábhair Shonraí

1,448



Ball foirne ar an iomlán

€2.84 billiún



Ollchaiteachas iomlán do Ghrúpa an Vóta Dlí agus Cirt

4. Súil siar ar an mBliain 2019

4.1 Eanáir – Márta

Tosach Feidhme an Achta um Fhoréigean Baile, 2018

Tháinig an tAcht um Fhoréigean Baile, ar cuid thábhachtach é den dara Straitéis Náisiúnta i gcoinne Foréigean Baile, Gnéasach agus Inscnebhunaithe, i bhfeidhm i mí Eanáir, 2019. Neartaítear leis an Acht na cosaintí atá ar fáil d'íospartaigh an fhoréigin bhaile faoin dlí sibhialta agus coiriúil araon agus tugadh isteach leis gur cion é an smacht comhéigneach.

Reifreann chun forálacha an Bhunreachtá maidir leis an gcolscaradh a leasú

Cheadaigh an Rialtas ar an 29 Eanáir, 2019, reifreann a réachtáil – chun forálacha an Bhunreachtá maidir leis an gcolscaradh a leasú. Réachtáladh an reifreann in éineacht leis an vótáil sna toghcháin Áitiúla agus Eorpacha ar an 24 Bealtaine, 2019.



An tAcht um an Dlí Coiriúil (Cionta Gnéasacha) (Leasú), 2019

Ritheadh an Bille um an Dlí Coiriúil (Cionta Gnéasacha) (Leasú) i mí Feabhra, 2019. Faoin mBille leasaithe, tugtar isteach íos-phianbhreitheanna toimhdean i gcás athchiontóirí gnéis agus ceartaítear aimhrialtacht sa dlí a bhaineann le ciorrú coil tríd an bpionós i leith ciorrú coil a chothromú cibé acu an fear nó bean a dhéanfaidh é.

Méadú ar líon na mBreithiúna sa Chúirt Achomhairc

I mí na Márta ghlac an Rialtas le moltaí cur le líon na mBreithiúna sa chúirt achomhairc ó 9 mbreitheamh go 15, d'fhonn dul i ngleic le hamanna feithimh do chásanna, agus éifeachtúlacht fhoriomlán sa phróiseas achomhairc a fheabhsú.

Tionscnamh Breatimeachta na hEarnála Seirbhísí Dlí

D'fhógair an tAire Ó Flannagáin tacaíocht fhoirmiúil an Rialtais do chomhthionscnaimh idir Comhairle Bharra na hÉireann, Dlí-Chumann na hÉireann agus an pobal dlí níos leithne ina gcuirtear Éire chun cinn mar phríomhionad do sheirbhísí dlí idirnáisiúnta. Nuair a imeoidh an Ríocht Aontaithe as an AE beidh Éire ar an aon comhdhlínse dlí san Aontas ina labhraítear Béarla. Beidh an comhthionscnamh seo anois ar ghné de Straitéis Breatimeachta an Rialtais.

200 Comhalta nua sa Gharda Síochána

An 8 Márta, 2019 – chuir an tAire Dlí agus Cirt agus Comhionannais, Cathal Ó Flannagáin TD, fáilte roimh 200 comhalta nua sa Gharda Síochána i ndiaidh dóibh fianú a thabhairt ag searmanas i gColáiste Oiliúna na nGardaí sa Teampall Mór.



Ba ar Lá Idirnáisiúnta na mBan a thit lá an fhianaithe agus tugadh ar aird go bhfuil ardú seasta ar líon na mban sa Gharda Síochána le deich mbliana go háirithe, ardú ó 18.5% sa bhliain 2006 go dtí faoi bhun 27% faoi mhí Márta, 2019. Tá sin os cionn an mheáin i dtíortha san Eoraip. Tháinig méadú faoi dhó sa tréimhse chéanna ar líon na gCeanfort, Cigirí agus Sáirsintí mná sa eagraíocht.

Feachtas 2019 do Phost mar Earcach Oifigh Príosúin

An 1 Márta, 2019 – D'fháiltigh an tAire Dlí agus Cirt agus Comhionannais, Cathal Ó Flannagáin TD, roimh thús fheachtas 2019 do phost mar Earcach Oifigh Príosúin i Seirbhís Phríosúin na hÉireann. Earcaíodh 215 Earcach Oifigeach Príosúin i Seirbhís Phríosúin na hÉireann sa bhliain 2019.

4.2 Aibreán – Meitheamh

Foilsíonn an grúpa ‘Cothromaíocht níos Fearr do Ghnó níos Fearr’ a gcéad tuarascáil

D’fhoilsigh Cothromaíocht níos Fearr do Ghnó níos Fearr, grúpa neamhspleách athbhreithnithe arna dtreorú ag gnónna agus arna mbunú ag an Rialtas, an chéad tuarascáil ón ngrúpa ina leagtar amach sraith spriocanna uailmhianacha, chomh maith le comhairle do chuideachtaí in Éirinn faoi mar a d’fhéadfadh tuilleadh ban a bheith rannpháirteach i ndéanamh cinntí ag an leibhéal is airde gnó in Éirinn.

Láithreán gréasáin nua seolta ag Oifig Aicmithe Scannán na hÉireann (OASÉ)

Sheol an tAire Standúin láithreán gréasáin nuashonraithe Oifig Aicmithe Scannán na hÉireann i mí Bealtaine, 2019. Chomh maith leis an aois rátála a shannann OASÉ ar scannáin a chuirtear amach in Éirinn a liostú, agus sonraí faoi sheánra an scannáin, tugtar treoir le gach iontráil maidir le Foréigean, Drugaí, Gnéas/Nochtacht agus Teanga sa scannán, in éineacht le tráchttaireachtaí ábhartha eile le deis a thabhairt do dhaoine aonair, tuismitheoirí go háirithe, roghanna féachana níos eolasaí a dhéanamh.

Coimisiúnú déanta ar staidéar faoin bhfinemharú agus ar athbhreithnithe ar dhúnbhású teaghlaigh

I mí na Bealtaine, 2019, rinne an tAire Ó Flannagáin coimisiúnú ar ghrinnstaidéar ar an bhfinemharú agus ar athbhreithnithe ar dhúnbhású teaghlaigh. Táthar ag díriú ar dhá phríomhcholún sa staidéar; na tacaíochtaí a chuirtear ar fáil do theaghlaigh ar íospartaigh iad den fhinemharú, agus dea-chleachtas idirnáisiúnta maidir le tabhairt faoi Athbhreithnithe ar Dhúnbhású Teaghlaigh. Rachfar i gcomhairle le réimse leathan páirtithe leasmhara sa staidéar, lena n-áirítear gníomhaireachtaí Stáit, baill teaghlaigh íospartach agus eagraíochtaí neamhrialtasacha.

Athrú ar pholasaí éide an Gharda Síochána chun freastal ar an éagsúlacht

I gcéim thábhachtach i dtreo na huilechuimsitheachta agus na héagsúlachta, d'fhógair an Coimisinéir Harris a chinneadh athruithe ar leith a cheadú ar éide an Gharda Síochána chun riachtanais chreidimh agus eitneacha a chur san áireamh – an cead turbain agus hidseabanna a chaitheamh, mar shampla. Cinneadh é a bhí dírithe ar an uilechuimsitheacht a chur chun cinn san eagraíocht agus pobail mhionlaigh a spreagadh chun dul leis an tseirbhís póilíneachta le linn fheachtas earcaíochta 2019.

Searmanas tionscnaimh Ghradaim Náisiúnta an Gharda Síochána don Óige

Ag an gcéad Searmanas de Ghradaim Náisiúnta an Gharda Síochána don Óige, bhronn an tAire, in éineacht le Coimisinéir Cúnta an Gharda Síochána, Anne Marie McMahon, 22 gradam ar bhreis is 100 duine óg, idir 13 bliana agus 21 bhliain d'aois, mar aitheantas ar an obair a dhéanann siad chun a bpobal a fheabhsú mar áit le mair-eachtáil ann. Cuireann an searmanas le Gradaim Rannáin an Gharda Síochána atá ar bun le scór bliain.

Comóradh ar bhuamálacha Bhaile Átha Cliath agus Mhuineacháin

An 1 Bealtaine, 2019 – cothrom an lae 45 bliain ó tharla buamálacha Bhaile Átha Cliath agus Mhuineacháin, leag an tAire Ó Flannagáin bláthfhleasc ag an leacht chuimhneacháin ar Shráid Thalbóid agus dhearbhaigh tacaíocht leanúnach an Rialtais d'íospartaigh buamálacha Bhaile Átha Cliath agus Mhuineacháin agus dóibhsean a tháinig slán astu.



Rachfar i ngleic le ciapadh digiteach agus le cumarsáid dhochrach

1 Bealtaine, 2019 – Fuair an tAire Dlí agus Cirt agus Comhionannais, Cathal Ó Flannagáin T.D., cead ón Rialtas leasuithe a dhréachtú, ar bhonn práinne, ar an mBille um Chiapadh, Cumarsáid Dhochrach agus Cionta Gaolmhara, 2017. Tá an Bille bunaithe ar thuarascáil ón gCoimisiún Athchóirithe Dlí ó 2016 agus lena moltar roinnt cionta nua a thabhairt isteach lena n-áirítear íomhánna dlúthphearsanta a ghlacadh agus a dháileadh gan cead, ciapadh ar líne agus digiteach, cion sonrach stalcaireachta agus cion níos leithne maidir le teachtaireachtaí bagartha nó mígheanasacha a sheoladh.

Dul i ngleic le rátaí athchiontaithe trí fhiontar sóisialta

An 2 Bealtaine, 2019 – d'fhógair an tAire Dlí agus Cirt agus Comhionannais, Cathal Ó Flannagáin T.D., go raibh maoiniú le leithroinnt ar fhiontair shóisialta chun dul i ngleic le rátaí athchiontaithe trí dheiseanna fostaíochta a chur ar fáil do dhaoine a raibh baint acu leis an gcoiriúlacht san am a caitheadh. Is faoi Shíolchiste *KickStart* Chlár Tionchair Shóisialta na Roinne Dlí agus Cirt agus Comhionannais a chuirtear an maoiniú ar fáil.



Faoin gciste cuirtear deontais mheaitseála suas le €30,000 ar fáil do 14 eagraíocht a chuireann fostaíocht ar fáil d'iarchiontóirí agus do dhaoine ag teacht amach as an bpríosún. Ceadaiódh €300,000 ar fad don chlár faoi Scéim Eisíocaíochtaí Chiste na gCuntas Díomhaoin.

Seoladh an fheachtais *No Excuses*

Sheol an tAire mórfeachtas feachtas náisiúnta trí bliana maidir le gnéaschiapadh dar teideal *No Excuses*. Cuireadh trí fhógra raidió amach mar chuid den seoladh, inar tarraingíodh aird ar shamplaí de ghnéaschiapadh, agus treoraíodh an lucht éisteachta chuig láithreán gréasáin an fheachtais, gov.ie/noexcuses, áit a bhfuil tuilleadh eolais chomh maith le comhairle le fáil chun cuidiú le duine a bheadh sa chás sin.

Is cuid den dara Straitéis Náisiúnta i gcoinne an Fhoréigin Bhaile, Ghnéasaigh agus Inscnebhunaithe, 2016-2021, an feachtas a bhfuil fógraíocht ar an teilifís, i bpictiúr-lanna, taobh amuigh, ar na meáin shóisialta agus dhigiteach mar chuid de.



Fuarthas maoiniú €950,000 chun an feachtas a reáchtáil sa bhliain 2019.

Seachtain Mhórtais an Lucht Siúil agus na Romach

Bhí Seachtain Mhórtais an Lucht Siúil agus na Romach ar siúl ón 30 Bealtaine go dtí an 13 Meitheamh. Ag teacht le tiomantas na Roinne do Ghníomh 1 den Straitéis Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach (SNCLSR), 2017-2021, oibríonn an Roinn Dlí agus Cirt agus Comhionannais chun tacú le Seachtain Mhórtais an Lucht Siúil agus na Romach agus í a neartú agus a leathnú.

Mar chuid den tseachtain, reáchtáiltear imeachtaí náisiúnta agus ar bhonn áitiúil ar fud na tíre chun an méid a chuireann an Lucht Siúil le gach gné de shaol na hÉireann a cheiliúradh agus a chur chun cinn. Sheol an tAire Standúin Tionscadal Taighde ar Úinéireacht Capall i measc an Lucht Siúil arna mhaoiniú ag an Roinn Talmhaíochta agus atá ar phríomhghníomh eile na SNCLSR.

Saoránaigh nua eadóirsithe

Bronnadh deimhniú eadóirseachta ar timpeall is 650 saoránach Éireannach nua, de bhunadh 50 tír, ag Searmanas Saoránachta in Airéine na hInstitiúide Teicneolaíochta i bPort Láirge. Reáchtáladh an ócáid ar an 27 Meitheamh ionas go mbeadh sí ar siúl ag an tráth céanna leis an gCeiliúradh bliantúil a dhéantar ar Bhratach na hÉireann, is é sin, ceiliúradh ar an gcéad uair ar chuir Thomas Francis Meagher Bratach na hÉireann ar foluain i bPort Láirge sa bhliain 1848.

Sa bhliain 2011 a cuireadh tús leis na searmanais saoránachta agus tá 141 searmanas reáchtáilte go dtí seo ag a bhfuair daoine as breis is 180 tír a ndeimhniú eadóirseachta.

Paráid Bhróid Bhaile Átha Cliath

Faoin téama ‘Bródúil as a bheith ag Obair d’Éirinn’ ghlac breis is 600 seirbhíseach poiblí páirt go foirmiúil den chéad uair i bParáid Bhróid Bhaile Átha Cliath i mí an Mheithimh, 2019.

Bhí ionadaithe ó Bhanna Ceoil an Gharda Síochána agus ó Bhanna Ceoil an Airm páirteach, chomh maith le hArd-Rúnaithe, Gobharnóir Phríosún Mhuinseo, comhaltaí sinsearach den Gharda Síochána, de Sheirbhís Póilíneachta Thuaisceart Éireann agus d’Óglaigh na hÉireann.



4.3 Iúil – Meán Fómhair

An Bille um Chomhairle na mBreithiúna

Síníodh an Bille um Chomhairle na mBreithiúna ina dhlí i mí Iúil, 2019. Ceann de phríomhfheidhmeanna an Bhille is ea an scoth a chur chun cinn i measc breithiúna i bhfeidhmiú a gcuid feidhmeanna breithiúnacha. Faoin mBille, déanfar ‘Coiste um Threoirínite agus Faisnéis maidir le Gearradh Pianbhreitheanna’ a bhunú, a chuideoidh chun leanúnachas níos fearr a thabhairt chun cinn nuair a bhíonn pianbhreitheanna á ngearradh i gcásanna coiriúla.



Cur chuige dírithe ar an tsláinte maidir le seilbh a bheith ag duine ar dhruagaí d’úsáid phearsanta

In éineacht leis na hAirí Sláinte Harris agus Byrne, d’fhógair an tAire Ó Flannagáin cur chuige nua atá dírithe ar an tsláinte i leith drugaí a bheith i seilbh duine d’úsáid phearsanta. Féachtar leis an gCur Chuige seo i dtreo na Sláinte le ceangal a dhéanamh idir lucht úsáide drugaí agus seirbhísí sláinte, agus tacú leo ar a n-aistear bisigh.

Saoire bhreise Thuismitheoireachta gan phá tugtha isteach

Síníodh an tAcht um Shaoire do Thuismitheoirí (Leasú), 2019, ina dhlí, lena gcuirtear ar chumas tuismitheoirí a bhíonn ag obair iarratas a dhéanamh ar 4 sheachtain bhreise

saoire tuismitheoireachta gan phá ón 1 Meán Fómhair, 2019, ag cur síneadh leis an teidlíocht a bhí ann roimhe sin ó 18 seachtain go 22 seachtain.

An Bille Cróinéirí (Leasú)

Ritheadh an Bille Cróinéirí (Leasú) i mí Iúil, 2019. Leis an mBille, déantar soiléiriú, treisiú agus nuachóiriú ar na cumhachtaí atá ag cróinéirí maidir le básanna a thuairisciú agus a imscrúdú, agus ionchoisne a chur ar bun ina leith, agus tá sé ar cheann de na leasuithe is mó i gcomhthéacs oibleagáidí na hÉireann faoin gCoinbhinsiún Eorpach um Chearta an Duine a chomhlíonadh.

Ceiliúradh 60 Bliain ó chuaigh mná sa Gharda Síochána

Rinne an Garda Síochána ceiliúradh ar an 10 Iúil ag ócáid in Farmleigh i mBaile Átha Cliath ar 60 bliain ó chuaigh mná isteach ina gcomhaltaí sa Gharda Síochána. Rinneadh ceiliúradh ag an ócáid, ag a raibh cúpla duine de na chéad 12 bean a chuaigh sa Gharda Síochána i 1959 i láthair chomh maith le mná a d'fhóin sa Gharda Síochána le 60 bliain anuas, ar an méid atá déanta ag ban-oifigigh ar mhaithe leis an eagraíocht, chomh maith leis an tsochaí, agus ar an méadú atá ag teacht ar ionad-áocht na mban sa Gharda Síochána.



Amhail ar an 1 Iúil, 2019, is 3,780 ban-phóilín a bhí sa Gharda Síochána, méid is ionann is 27% de chomhaltaí na nGardaí. Tá an figiúr seo os cionn an mheáin i gcomparáid le hionadaíocht bhan i seirbhísí póilíneachta eile ar fud na hEorpa ar fad.

An Bille Parúil, 2016

Rith an tOireachtas an Bille Parúil, 2016, i mí Iúil, 2019. Déantar socrú leis an reacht-áocht seo maidir le Bord Parúil neamhspleách reachtúil a bhunú, agus leagtar amach inti próiseas trédhearcach, cóir agus lán-eolach a leanfaidh an Bord nuair a bheidh cinntí le déanamh aige. Faoin mBille leasaithe, is féidir príosúnaigh atá ag cur isteach príosúin saoil a bhreithniú lena scaoileadh amach ar parúl i ndiaidh 12 bhliain, ardú ó 7 mbliana.

Plean Straitéiseach Sheirbhís Phríosúin na hÉireann, 2019-2022

Fógraíodh Plean Straitéiseach Sheirbhís Phríosúin na hÉireann, 2019-2022, i mí Mheán Fómhair, 2019. Faoin bplean, cuirtear feabhas ar struchtúr rialachais Sheirbhís Phríosúin na hÉireann trí Bhord nua Comhairleach Príosún a cheapadh a thacóidh leis an bhformhaoirsiú seachtrach ar Sheirbhís Phríosúin na hÉireann.

Faoin straitéis, leantar den tacaíocht atá ar fáil don fhoireann a threisiú, de choinníollacha oibre a fheabhsú agus de bhreis oiliúna agus seirbhísí comhairleoireachta a chur ar fáil.

Glacann an Roinn Dlí agus Cirt agus Comhionannais páirt san 'Oíche Chultúir' den chéad uair

Cuireadh fáilte roimh bhreis is 250 aoi chuig 51 Faiche Stiabhna i mí Mheán Fómhair, 2019, don Oíche Chultúir. Bhain cuairteoirí sult as turas an fhoirgnimh a thabhairt agus as taispeántas san Aitriam ar an gcinsireacht in Éirinn – bhí roinnt leabhar a ndearnadh cinsireacht orthu san am a caitheadh ar



taispeáint, chomh maith le hábhar cartlainne eile a bhain le hábhar.

Ní éireodh leis an ócáid gan an cúnamh a thug beagnach 30 oibrí deonach ó ar fud na Roinne.

4.4 Deireadh Fómhair – Nollaig

Seoladh comhairliúcháin poiblí ar an bhfuathchaint



An 24 Deireadh Fómhair seoladh comhairliúchán ar an bhfuathchaint agus ar an tionchar a bhíonn aici. Bhí an comhairliúchán oscailte don phobal, do ghrúpaí mionlaigh agus dóibhsean a bhfuil saineolas acu agus ar iarradh orthu cur leis an gcomhairliúchán ar cheann amháin nó níos mó de thrí bhealach: ceistneoir a chomhlánú ar láithreán gréasáin na Roinne, freastal ar shraith struchtúrtha ceardlann nó aighneacht mhionsonraithe a dhréachtú. Is é aidhm an phróisis tacú le lucht déanta reachtaíochta de réir mar atá siad ag nuashonrú an dlí choiriúil a bhaineann leis an bhfuathchaint agus an fhuathchoireacht.

An Straitéis Náisiúnta Leispiach, Aerach, Dhéghnéasach, Thrasinscneach agus Idirinscneach+, 2019-2022, á seoladh

Seoladh an Straitéis Náisiúnta LADTI+, 2019-21, i mí na Samhna, arna forbairt trí réimse comhairliúchán poiblí ar fud na tíre, lena n-áirítear ceardlanna bríomhara agus aighneachtaí scríofa.



Tá breis is 100 gníomh sa straitéis lena gcuirfear cuimsiú chun cinn, lena dtabharfar cosaint do chearta agus a gcuirfear feabhas ar fholláine agus ar chaighdeán saoil daoine laistigh den phobal LADTI+ Cuirfear beagnach €1m ar fáil faoin straitéis chun tacú le tionscnaimh LADTI+.

An Fóram Náisiúnta um Shábháilteacht faoin Tuath



Bhunaigh an tAire Ó Flannagáin an 'Fóram Náisiúnta um Shábháilteacht faoin Tuath' ag an gComórtas Náisiúnta Treabhdóireachta i gCeatharlach. Tá an fóram seo comhdhéanta de réimse leathan eagraíochtaí pobail agus deonacha agus de chomhaltaí den Gharda Síochána.

Is é cuspóir an fhórait na deiseanna atá ann don choireacht a chosc agus a laghdú trí rannpháirtíocht leis an bpobal, faisnéis a roinnt agus líonra cumarsáide.

An tAcht um an Dlí Teaghlaigh, 2019

I ndiaidh an reifrinn ar an gcolscaradh i mí na Bealtaine, d'fhógair an tAire Cathal Ó Flannagáin go raibh an Bille um an Dlí Teaghlaigh, 2019, rite. Faoin mBille, i gcás

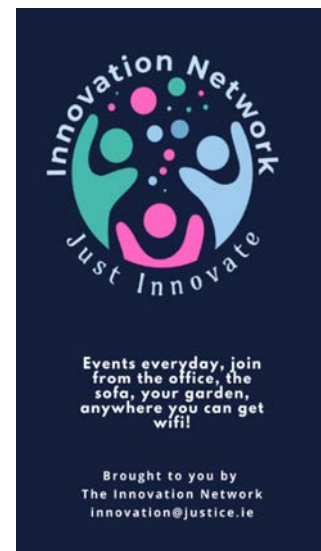
lánúin atá scartha óna chéile, déantar an íostréimhse a gcaithfidh an lánúin a bheith ina gcónaí ar leithligh óna chéile a laghdú go dhá bhliain as na trí bliana roimhe sin.

Siompóisiam ar Dhlí an Chlúmhilleadha arna óstáil ag an Aire Ó Flannagáin

Seoladh an chéim dheiridh mhachnaimh ar an Acht um Chlúmhilleadh, 2009, ag imeacht siompóisiam i mí na Samhna arna óstáil ag an Aire Ó Flannagáin agus ar ar fhreastail lucht na meán, an lucht acadúil agus gnónna, comhlachtaí neamh-rialtasacha agus comhlachtaí stáit iomchuí. Bhí an t-imeacht leathlae comhdhéanta de phríomhchainteoirí agus de dhíospóireacht phainéil a tharraing ar na téamaí a tháinig chun cinn ó chomhairliúchán poiblí roimhe sin. Ba é aidhm an lucht eagraithe áit a thabhairt chun castacht na dtéamaí sin a phlé sula dtabharfaí faoi na machnaimh dheiridh ar na hathruithe a bhí le déanamh ar an Acht reatha um Chlúmhilleadh.

Seoladh Ghréasán Nuálaíochta na Roinne

I mí na Samhna bunaíodh Gréasán Nuálaíochta ar fud na Roinne chun fóram a thabhairt don fhoireann a dtaithí a roinnt agus ceangal lena chéile, an nuálaíocht a chur chun cinn agus aird a tharraingt ar obair nuálach atá ar siúl cheana féin ar fud na heagraíochta. Trí imeachtaí agus ceardlanna, cuirfidh an Gréasán deiseanna foghlama agus forbartha ar fáil do bhaill i réimse na nuálaíochta agus do bhaill foirne de gach grád ar fud na Roinne.



Clár Urraíochta Phobal na dTeifeach in Éirinn

I ndiaidh scéime píolótaí ar éirigh thar cionn léi i gCorcaigh, i bPort Láirge agus sa Mhí, d'fhógair an tAire Standúin go raibh Clár Urraíochta Phobal na dTeifeach le seoladh mar shruth athlonnaithe malartach ar an tsamhail thraidisiúnta stát-lárnaithe athlonnaithe. Cuireann an clár ar chumas grúpaí áitiúla urraíochta tacaíochtaí praiticiúla agus fáilte chroíúil a chur roimh theaghlaigh teifeach a bheadh ag athlonnú san áit agus muintearas a dhéanamh leo. Rinneadh Urraíocht Phobail Éireann a fhorbairt in Éirinn i gcomhar leis an Tionscnamh Urraíochta Domhanda ar Theifigh, Cumann

Croise Deirge na hÉireann, NASC, Comhairle Dídeanaithe na hÉireann agus Ard-Choimisinéir na Náisiún Aontaithe le haghaidh Dídeanaithe.

Rinneadh saoránaigh nua Éireannacha de bhreis is 2,000 duine

Ag dhá shearmanas éagsúla san INEC i gCill Airne ar an 9 Nollaig, fuair iarratasóirí as breis is 100 tír a ndeimhniú eadóirseachta agus ghlac mionn a bheith dílis do Stát na hÉireann. Ba í seo an dara bliain ar réachtáladh searmanais shaoránachta ar mhórsála lasmuigh de Bhaile Átha Cliath.

Ina chuid cainte leis na saoránaigh nua ag an dara searmanas, dúirt an tAire Stáit atá freagrach as Comhionannas, Inimirce agus Lánpháirtiú, Dáithí Standúin:

“Tá sibh anois i dtús aistir agus ar tí tabhairt faoi ré eile in bhur saol agus sibh ar na saoránaigh Éireannacha is déanaí atá ann.

“Is é mo mhian do gach duine agaibh, agus sibh ag tabhairt faoin tréimhse nua seo, gur aistear lán dóchais agus misnigh a bheidh ann agus go mbeidh todhchaí ghlé nua romhaibh ar fad mar dhaoine d’ollteaghlach domhanda na hÉireann.”



100 bliain de mhná sa Státseirbhís agus i ngairm an dlí

Mar thoradh ar an *Sex Disqualification (Removal) Act* i 1919 fuair mná cead, den chéad uair, dul le gairmeacha an dlí agus dul sna céimeanna is airde den Státseirbhís. Reáchtáladh ócáid cheiliúrtha i mí na Nollag chun obair, scileanna, agus ceannair-eacht na mban i ngairm an dlí agus sa státseirbhís a cheiliúradh. Mar chuid den cheiliúradh bhí taispeántas inar leagadh amach cláir thaispeána ar fud an aitriaim ar a raibh grianghraif agus beathaisnéisí mná atá agus a bhí ina gceannródaithe i riarachán poiblí agus i ngairm an dlí sa lá atá inniu ann agus san am a caitheadh. Reáchtáladh agallamh 'foghlaím ag am lóin' leis na Leas-Rúnaithe Oonagh Buckley agus Oonagh McPhillips chomh maith le hócáid oíche le léachtaí agus díospóireacht phainéil ar cuireadh clabhsúr leis le bronnadh taisceadáin todhchaí ar an Dr Sandra Collins, Stiúrthóir Leabharlann Náisiúnta na hÉireann, agus a bheidh le hoscailt faoi cheann 100 bliain.



5. Réimsí de Straitéis 2016-19 atá bainte amach

Dírítear aird sa chuid seo den tuarascáil réimsí tábhachtacha de phlean straitéiseach trí bliana na Roinne, 2016-2019, agus scrúdaítear inti an dul cinn atá déanta sna réimsí sin de réir sraith ráiteas straitéise inghníomhaithe ar tugadh tosaíocht dóibh faoi chóras bliantúil Aon Phlean na Roinne.

5.1 Éire atá slán sábháilte

Slándáil an Stáit a chosaint agus an choireacht agus athchiontú a laghdú, chomh maith le sábháilteacht na ndaoine a fheabhsú

Dul chun cinn sa réimse seo le linn na bliana 2019:

Seirbhís póilíneachta atá éifeachtach, infheicthe agus cuntasach

- Fianaíodh tuairim is 600 earcach sa Gharda Síochána sa bhliain 2019 agus sannadh iad ar dhualgais phóilíneachta líne tosaigh ar fud na tíre.
- Faoi dheireadh na bliana 2019, bhí an líon ba mhó oifigeach ón mbliain 2010 i leith sa Gharda Síochána, tráth a raibh 14,307 oifigeach san iomlán ann.
- Chomh maith leis sin d'earcaigh an Garda Síochána beagnach 750 comhalta foirne sa Gharda Síochána ar shibhialtaigh iad chun aghaidh a thabhairt ar bhearnaí scileanna criticiúla agus chun go bhféadfaí Gardaí a athlonnú. Mar gheall air sin, d'fhéadfaí tuairim is 600 Garda a athshannadh ó dhualgais riaracháin go dualgais phóilíneachta oibríochta chun an leas ab fhearr a bhaint as a gcuid oiliúna agus saineolais.
- Ó 2016 i leith, tá neart foriomlán an Gharda Síochána méadaithe ó 12,943 go 14,307 amhail ar an 31 Nollaig, 2019 – is é sin, méadú de bheagnach 10.6% le linn thréimhse Straitéis na Roinne.

Tabharfaimid freagra ar an tuarascáil ón gCoimisiún um Thodhchaí na Póilíneachta in Éirinn

- Ar an 18 Nollaig, 2018, thacaigh an Rialtas leis an tuarascáil ón gCoimisiún um Thodhchaí na Póilíneachta in Éirinn agus ghlac siad le gach ceann de na 157 bpríomh-mholadh a dhéantar sa tuarascáil.
- Tháinig sé sin sna sála ar chomhairliúchán a reáchtáladh le páirtithe leasmhara ábhartha, lena n-áirítear an Garda Síochána, comhlachtaí formhaoirseachta an Gharda Síochána agus Ranna Rialtais/gníomhaireachtaí eile. Ar an 18 Nollaig, d'fhoilsigh an tAire plean ardleibhéil ceithre bliana, freisin, dar teideal “Seirbhís Póilíneachta don Todhchaí”, ina leagtar amach an cur chuige a ghlacfar i leith forfheidhmiú. Déanfaidh Oifig Cláir ar leith i Roinn an Taoisigh formhaoirsiú ar fheidhmiú an chláir, faoi mar a mholtar sa tuarascáil ón gCoimisiún.

An clár comhaontaithe athchóirithe agus infheistíochta sa Garda Síochána a thiomáint, agus formhaoirseacht a dhéanamh air

- Ag teacht le moltaí an Choimisiúin um Thodhchaí na Póilíneachta in Éirinn d'fhógair an Garda Síochána go raibh Samhail nua Oibriúcháin le seoladh lena gcuirfear feabhas suntasach ar struchtúir, ar phróisis agus ar sheirbhísí an Gharda Síochána.
- Faoi Shamhail nua Oibriúcháin an Gharda Síochána, déanfar Rannáin a mhéadú, chomh maith le cur le líon na nGardaí líne tosaigh, agus bainfear an leas is fearr as tionchar oibriúcháin na heagraíochta ag an leibhéal áitiúil chun seirbhís póilíneachta níos fearr, níos leanúnaí agus sofheicthe a chur ar fáil sa phobal.
- Bunófar 4 Réigiún agus 19 Rannán, le hArd-Cheannfort i gceannas ar gach Rannán de 600-800 pearsanra.

- Beidh ceithre mhol laistigh de gach Rannán – Rannpháirtíocht sa Phobal, Dearbhú Feidhmíochta agus Coireacht – beidh Ceannfort i gceannas ar gach ceann díobh chomh maith le Mol Seirbhísí Gnó faoi stiúir Príomhoifigeach Cúnta.
- Oibreoidh gach Rannán go huathrialaitheach agus beidh na hacmhainní agus scil-eanna ar fáil laistigh den rannán chun póilíneacht a dhéanamh bunaithe ar an éileamh sa réimse sin.
- An aidhm atá ann an córas oibriúcháin reatha a athrú ó leibhéal ceantair agus béim a leagan ar na rannáin. Déanfar an tsamhail seo a phíolótú i rannáin an Gharda Síochána i gCathair Chorcaí, Maigh Eo, Gaillimh agus Réigiún Cathrach Bhaile Átha Cliath Theas-Láir.
- Beidh níos mó smachta ag réigiúin agus ag rannáin ar an mbealach a ndéantar póilíneacht ach ag an am céanna feidhmeoidh siad de réir creat corparáideach agus de réir formhaoirsiú ó lárionad. An fócas a bheidh ag an lárionad tacú leis na réigiúin agus na rannáin.

Oibreimid leis na páirtithe iomchuí chun Struchtúir Thionsclaíocha inmheánacha a bheidh éifeachtach, éifeachtúil agus láidir a chur i bhfeidhm sa Gharda Síochána don tráth a dtabharfar rochtain do Chomhlachais Ionadaitheacha an Gharda Síochána ar an gCoimisiún um Chaidreamh san Áit Oibre agus ar an gCúirt Oibreachais, agus aird á tabhairt ar róil stairiúla an Aire Dlí agus Cirt agus Comhionannais, an Aire Caiteachais Phoiblí agus Athchóirithe agus Lucht Bainistíochta an Gharda Síochána ina leith sin.

- Síníodh an Bille Caidrimh Thionscail, 2018, ina dhlí ar an 7 Iúil, 2019, agus tháinig in éifeacht i mí Feabhra, 2020.
- Is ar Choimisinéir an Gharda Síochána atá an cúram caidreamh tionscail sa Gharda Síochána a bhainistiú. Tá sin ag teacht le fíis an Choimisinéara gurb é nó í an

Coimisinéir 'fíor-Phríomhfheidhmeannach' an Gharda Síochána mar a leagtar amach i dTuarascáil an Choimisiúin um Thodhchaí na Póilíneachta in Éirinn agus sa Phlean Curtha chun Feidhme, 'Seirbhís Póilíneachta don Todhchaí'.

- Tá rialacháin nua á n-ullmhú, freisin, maidir le hardú céime a bhaint amach go Sáirsint agus Cigire sa Gharda Síochána. Déanfar scorú sna Rialacháin maidir le córas ardaithe céime níos trédhearcaí agus rachfar i ngleic leis an inní a léiríodh san Iniúchadh Cultúir a rinne an Garda Síochána – is é sin, an dearcadh atá ann go mbaineann fabhar agus finíochas le comórtais den chineál sin. Déanfar comórtais amach anseo a réachtáil de réir na Rialachán nua agus beidh siad á réachtáil ag an tSeirbhís um Cheapacháin Phoiblí.

Déanfaimid Clár Caipitil an Gharda Síochána a chur i bhfeidhm: chun bonneagar Teicneolaíochta Faisnéise agus Cumarsáide (TFC) a uasghrádú, chun tuilleadh infheistíochta a dhéanamh i bhflít an Gharda Síochána agus Stáisiúin nua athchóirithe Gardaí a sholáthar ar fud na tíre.

- €1.76 billiún an leithroinnt bhuiséid a bhí ag an nGarda Síochána don bhliain 2019, chomh maith le hinfheistíocht chaipitil €92 milliún.
- Áirítear san infheistíocht chaipitil shuntasach a rinneadh sa Gharda Síochána €342 milliún ar an iomlán a infheistiú i mbonneagar Teicneolaíochta Faisnéise agus Cumarsáide (TFC) na nGardaí idir 2016 agus 2021 agus €46 milliún a infheistiú i bhflít na nGardaí sa tréimhse chéanna.
- Baineadh leas as an €10 milliún a bhí ar fáil chun feithicilí Gardaí a cheannach agus a fheistiú chun 342 feithicil nua a cheannach agus a fheistiú d'úsáid oibríochtúil. Sna trí bliana den Straitéis is déanaí de chuid na Roinne leithroinneadh 597 feithicil nua sa bhliain 2016, leithroinneadh 286 feithicil nua sa bhliain 2017 agus 301 feithicil nua a leithroinneadh sa bhliain 2018.
- Tá roinnt tionscadal TFC á gcur i bhfeidhm mar chuid den Chlár Athchóirithe Póilíneachta. An Tionscadal Soghluaisteachta an tionscadal TFC is ardphróifíle díobh sin faoinar cuireadh 2,000 gaireas soghluaiste ar fáil do chomhaltaí líne tosaigh. Tá roinnt feidhmchlár suiteáilte ar na gairis a chuireann faisnéis fíor-ama ar fáil don

chomhalta den Gharda Síochána agus lena gcuirtear ar chumas an chomhalta Fógra um Muirear Seasta a eisiúint láithreach, a luaithe a bhraitear an cion.

- Tá mórobair ar siúl ar eastát an Gharda Síochána lena n-áirítear tionscadal píolótach d'athoscailt stáisiún, saoráid nua a fhorbairt ar an mBóthar Míleata agus an t-athchóiriú mór ar stáisiún Shráid Mhic Giobúin.

Déanfaimid dul chun cinn ar na moltaí a dhéantar sa Tuarascáil ó Chigireacht an Gharda Síochána maidir leis an gCóras Próiseála Muirear Seasta (CPMS) agus bearta gaolmhara i réimse na sábháilteachta ar bhóithre.

- Bunaíodh an Grúpa Oibre (CPMS) um Cheartas Coiriúil sa bhliain 2014 chun feidhmiú na moltaí a rinneadh i dTuarascáil CPMS Chigireacht an Gharda Síochána a fhorghaoirsiú agus a éascú agus inar samhlaíodh modh nua chun Cionta Muirir Sheasta a eisiúint, a phróiseáil agus a bhreithniú. Fóram tairbheach atá sa Ghrúpa Oibre freisin do chomhoibriú ar réimse saincheisteanna gaolmhara.
- Cuireadh tuarascáil ar dhul chun cinn ar aghaidh chuig an Aire Dlí agus Cirt agus Comhionannais agus chuig an Aire Iompair, Turasóireachta agus Spóirt, agus d'fhoilsigh an bheirt Airí ag an am céanna í.
- Go hachomair, bhí 22 mholadh de na 38 moladh i dtuarascáil CPMS curtha i bhfeidhm ina n-iomláine faoin dáta sin; bhí glactha le 5 mholadh breise arna leasú agus, dá bhrí sin, bhíothas tar éis iad a chur i gcrích; agus bhí 11 moladh leanúnach ann ar de chineál fadtéarmach iad.

Creataí beartais, oibriúcháin agus dlí a sholáthar chun an choireacht a laghdú agus a chosc, chun dul i ngleic le hathchiontú agus chun pobail níos sláine a chur chun cinn

Déanfaimid leathnú ar Thionscadail Athstiúrtha don Óige de chuid an Gharda Síochána lena gcuirtear ceartas ais-iríoch chun cinn, agus aird á tabhairt ar threochtaí san ógchoireacht.

- Is tionscadail forbartha óige iad Tionscadail Athstiúrtha don Óige an Gharda Síochána atá bunaithe sa phobal, agus a bhfuil tacaíocht an phobail acu, agus lena bhféachtar le daoine óga a chur ó bheith páirteach (nó dul níos faide) in iompar frithshóisialta nó coiriúil.
- Cuireadh tús le Tionscnamh Píolótach Luath-Idirghabhála sa bhliain 2019 i naoi dTionscadal ar leith don Óige de chuid an Gharda Síochána agus é mar aidhm leo an acmhainn atá ann leanaí a aithnítear atá i mbaol dul i mbun coireachta nó iompar frithshóisialta a spreagadh le bheith páirteach.

Leanfaimid ag tacú le, agus ag tabhairt tús áite do, scéimeanna pobail chun an choireacht a chosc, lena n-áirítear Faire Chomharsanachta agus Foláireamh Téacs. Féachfaimid le comhsheasmhacht a bhaint amach sna tacaí atá ar fáil do ghrúpaí pobail agus scrúdóimid na deiseanna cistiúcháin dhírigh atá ann do scéimeanna agus grúpaí pobail.

- Cistíonn an Roinn Dlí agus Cirt agus Comhionannais croíchostais oibriúcháin an Chláir Foláireamh Pobail.
- Cuirtear modh éifeachtach agus breise ar fáil do Ghardaí faoin scéim chun faisnéis agus comhairle a dháileadh maidir leis an gcoireacht a chosc. Sa bhliain 2019 seoladh tuairim is 200,000 teachtaireacht téacs gach mí faoin scéim.
- Cuireann an Roinn maoiniú bliantúil ar fáil do Mhuintir na Tíre i leith chostais fostaíochta agus chostais ghaolmhara an chláir Náisiúnta Foláireamh Pobail, lena n-áirítear triúr Oifigeach Forbartha Réigiúnach a fhostú.
- Cuireann na hOifigigh Forbartha sin tacaíocht ar fáil do na scéimeanna Foláireamh Pobail agus Foláireamh Téacs agus cuireann comhairle ar fáil maidir le scéimeanna nua a bhunú. Cuirtear maoiniú ar fáil freisin chun na costais a thabhaíonn grúpaí pobail a fhritháireamh, lena n-áirítear an costas a bhaineann leis na teachtaireachtaí téacs a eisiúint faoin Scéim Aisíoca Foláireamh Téacs.
- Chuir an Roinn maoiniú de suas le €150,000 ar fáil do phobail áitiúla i leith an chostais a bhain leis an scéim a réachtáil i ngach bliain de na blianta 2017 agus 2018.

Fuair 441 grúpa ar fad aisíocaíocht bunaithe ar chostais a raibh cruthúnas acu gur íocadh iad.

- Is aitheantas inláimhsithe ar an obair mhór dheonach a bhaineann leis an Scéim Foláireamh Téacs agus scéimeanna eile pobalbhunaithe mar í atá sa chúnamh airgeadais.

Déanfaimid faireachán ar an bhFreagairt Chomhghníomhaireachta i leith na Coireachta tríd an nGrúpa Ardleibhéil agus cuirfimid chun cinn í.

- Grúpa Ardleibhéil agus Foireann Comhordúcháin Náisiúnta a dhéanann formhaoirseacht ar an bhFreagairt Chomhghníomhaireachta i leith na Coireachta (FCGC) agus tá ionadaíocht ag an Stiúrthóireacht um Choireacht agus Slándáil (SCS) ar an nGrúpa agus ar an bhFoireann araon.
- Is é aidhm an tionscadail dul i ngleic le hathchiontóirí ach go háirithe agus an t-údar a ndéanann siad cionta arís a fhiosrú le súil an choireacht a laghdú sa deireadh thiar.
- Ó tharla gur éirigh chomh maith le cláir phíolótacha roimhe sin, leithéidí *Strive* i mBaile Munna agus *The Bridge Project*, cuireadh an clár ACER3 (atá dírithe ar chiontóirí fásta i gceantair Bhaile Átha Cliath 8 agus 24 a ciontaíodh go minic roimhe sin i mbuirgléireacht) i bhfeidhm in áiteanna eile i nDún Dealgan, i bPort Láirge agus i Luimneach fad is a bhí an clár FCGC-Óige (do chiontóirí idir 16-21 bliain) á phíolótú i mBaile Átha Cliath agus i gCorcaigh i bpáirt le Tusla agus an Bord Náisiúnta Leasa Oideachais.
- Ba léir ó na torthaí a bhí ar na measúnachtaí a rinneadh ar na trí thionscadal gur fiú an cur chuige ilghníomhaireachta a ghactar in FCGC agus go bhfuil feabhas mór tagtha ar chomhroinnt faisnéise dá bharr.

Tacóimid le hinfheistíocht i dTeilifís Chiorcaid Iata (TCI) ag suíomhanna tábhachtacha ar an ngréasán bóithre agus i limistéir uirbeacha.

- Sa bhliain 2017, sheol an Roinn scéim cúnamh deontais chun cabhrú le grúpaí córais phobalbhunaithe TCI a bhunú ina gceantar áitiúil. Is féidir le grúpaí pobail in-cháilithe iarratas a dhéanamh ar chúnamh deontais suas le 60% de chostas caipitil iomlán aon chóras TCI atá beartaithe, faoi réir dheontas uasta €40,000. Tá 22 iarratas ceadaithe go dtí seo faoin scéim lenar bhain deontais cheadaithe ar fiú breis is €566,000 iad.
- Leathnaíodh an scéim cúnamh deontais sa bhliain 2019 ní amháin chun córais nua TCI a chlúdach ach freisin chun maoiniú a cheadú chun síneadh a chur le córais TCI pobail a bhí ann cheana nó iad a uasghrádú, roinnt díobh a bhí seanchaite nó as dáta. Féadfaidh iarratasóirí iarratas a dhéanamh ar dheontas aon uaire suas le €5,000 i leith mionchostais chothabhála.
- Bhí mion-idirphlé ann freisin leis an nGníomhaireacht Bainistíochta Rialtais Áitiúil/le Cumann Lucht Bainistíochta Contae agus Cathrach chun aon fhiosruithe a tháinig chun cinn a shoiléiriú. Tá treoir eisithe ag an gCoimisiún um Chosaint Sonraí maidir le TCI agus cosaint sonraí is ceart a bheith úsáideach do pháirtithe leasmhara agus d'údarais áitiúla go háirithe.

Cinnteoimid cur chuige uile-Rialtais maidir leis an mbeartas pionóis agus maidir le dul i ngleic le hiompraíocht chiontóra chun athchiontú a laghdú.

- Lean an Grúpa Formhaoirseachta Neamhspleách, faoi chathaoirleacht an Dr Mary Rogan, le formhaoirsiú a dhéanamh ar chur i bhfeidhm na 43 moladh ó Ghrúpa Athbhreithnithe an Bheartais Pionóis.
- Foilsíodh an 7ú Tuarascáil ar Dhul Chun Cinn ón nGrúpa Formhaoirseachta Feidhmithe i mí Aibreáin, 2019. Chun críocha an seachtú tuarascáil, shainaithin an Grúpa Formhaoirseachta Feidhmithe 55 réimse ina bhféadfaí dul chun cinn a mheas.
- Laistigh de gach moladh, leagadh síos roinnt cloch míle le go bhféadfaí monatóireacht a dhéanamh ar dhul chun cinn ar an moladh.
- Áirítear ar chlocha míle sonracha laistigh den tréimhse arna cumhdach ag an seachtú tuarascáil agus a cuireadh ar aghaidh sa bhliain 2019:

- 'Bealach Nua Chun Cinn – Straitéis d'Fhiontar Sóisialta, 2017-2019' a chur i bhfeidhm.
- Teacht a bheith ar Sheirbhís Chomhtháite Pobail ar fud na tíre.
- Conradh do shaoráid leath bealaigh do mhná a bronnadh ar *Focus Ireland* i mí Eanáir, 2019, ar saoráid í a osclaíodh go hoifigiúil i mí na Bealtaine, 2019.
- Cuireadh prótacail i bhfeidhm lena chinntiú go mbeadh idirphlé ag daoine idir 18-24 bliana a bhí ag cur isteach pianbhreith níos faide ná 12 mí agus an ISM, an tSeirbhís Síceolaíochta agus an tSeirbhís Phromhaidh.
- Athbhreithniú neamhspleách ar an mbainistiú a dhéantar ar an mbeartas maidir le córais dreasachtaithe.
- Athbhreithniú ar na prótacail reatha maidir le cuairt a thabhairt ar phríosúin.

Cuirfimid an Dara Plean Gníomhaíochta Náisiúnta chun Gáinneáil ar Dhaoine a Chosc agus a Chomhrac in Éirinn i bhfeidhm.

- Dhírigh an tAonad Frithgháinneála ar Dhaoine ar shamhail nua um shainaitheint íospartach a fhorbairt sa bhliain 2019.
- Tá obair mhionsonrach fós ar bun chomh maith le bheith i mbun plé leis na príomhpháirtithe leasmhara maidir leis na prionsabail fhoriomlána. Tá leibhéal tacaíochta don chur chuige bainte amach freisin ó mhórphobal na nEagraíochtaí Neamhrialtasacha trí chéile.
- I gcomhar le tíortha eile san Eoraip, sheol an Roinn feachtas chun gáinneáil ar dhaoine a chosc ar an 17 Deireadh Fómhair, 2019, an lá roimh Lá Frithgháinneála an AE.
- Is iad príomhspríocanna an fheachtais an comhrac i gcoinne na coire sin a threisiú trí íospartaigh (nó daoine a d'fhéadfadh a bheith ina n-íospartaigh) a chur ar an eolas go bhféadfadh sé go bhfuil gáinneáil á dhéanamh orthu nó go bhféadfaí gáinneáil a dhéanamh orthu. Féachtar leis an bhfeachtas le daoine a bhfuil gáinneáil déanta orthu a chur ar an eolas faoi na háiteanna a bhfuil cúnaimh, cosaint agus eolas le fáil.

Déanfaimid tograí reachtacha a fhorbairt agus a bhainistiú maidir leis an dlí coiriúil i gcomhréir le Clár an Rialtais

- Cuireadh na próisis reachtacha seo a leanas chun cinn:
 - Shínigh an tUachtarán an tAcht um Thaifid Choiriúla (Malartú Faisnéise), 2019, ina dhlí ar an 26 Nollaig, 2019. Is é príomhchuspóir an Achta socrú a dhéanamh maidir le malartú faisnéise as an taifead coiriúil idir Éirinn agus Ballstáit eile den AE.
 - Síníodh an tAcht Parúil, 2019, ina dhlí ar an 23 Iúil, 2019, agus déantar socrú leis chun bord parúil neamhspleách a bhunú agus chun daoine áirithe a scaoileadh amach ar parúl, ar daoine iad a fuarthas ciontach i gcionta coiriúla agus a bhfuil pianbhreitheanna príosúnachta á gcur isteach acu (nó a cimíodh nó a athchuireadh) faoi choimeád.
 - Déantar socrú leis an Acht um Cheartas Coiriúil (Comhar Idirnáisiúnta), 2019, maidir le fianaise a thógáil sa Stát ó chomhalta den Gharda Síochána i gcomhair ionchoisní áirithe arna seoladh i Ríocht Aontaithe na Breataine Móire agus Thuaisceart Éireann. Ceadaítear leis an Acht don Gharda Síochána agus do Choimisiún Ombudsman an Gharda Síochána comhaontuithe le haghaidh comhair a dhéanamh le seirbhís póilíneachta, gníomhaireacht forfheidhmithe dlí nó duine nó comhlacht iomchuí eile lasmuigh den Stát. Síníodh an tAcht ina dhlí sa bhliain 2019.
 - Síníodh an tAcht um Shásamh do Mhná a raibh Cónaí orthu i bhForais Áirithe (Leasú), 2019, ina dhlí ar an 23 Iúil, 2019, agus leasaítear an tAcht um Shásamh do Mhná a raibh Cónaí orthu i bhForais Áirithe, 2015, leis; leasaítear an tAcht fán Scéim um Thacaíocht Tithe Banaltrais, 2009, leis; agus déantar socrú maidir le nithe gaolmhara leis.
 - Ritheadh an Bille um an Dlí Coiriúil (Cionta Gnéasacha) (Leasú), 2018, i ngach céim den Oireachtas. Faoin mBille leasaithe, tugtar isteach íos-phianbhreitheanna toimhdean i gcás athchiontóirí gnéis. Ceartaítear freisin leis an mbille aimh-

rialtacht sa dlí a bhaineann le ciorrú coil tríd an bpionós i leith ciorrú coil a chothromú cibé acu an fear nó bean a dhéanfaidh é. Faoin dlí nua, tugtar pionóis níos géire isteach d'athchiontóirí gnéis agus déantar na huasphionóis i leith ciorrú coil a chothromú ag 10 mbliana i gcás ciontóirí fir agus mná.

- Leis an **Acht um an Dlí Coiriúil (Dlínse Sheach-Chríochach), 2019**, déantar dlí coiriúil an Stáit a leathnú chuig iompar áirithe dá ngabhtar lasmuigh den Stát agus, chuige sin, do thabhairt éifeacht d'fhorálacha áirithe de Choinbhinsiún Chomhairle na hEorpa chun foréigean in aghaidh na mban agus foréigean teaghlach a chosc agus a chomhrac agus a rinneadh in Iostanbúl ar an 11 Bealtaine, 2011; chun na críche sin do leasú an Achta um Cheartas Coiriúil (Cúnamh Frithpháirteach), 2008; agus do dhéanamh socrú i dtaobh nithe gaolmhara.
- Glacadh leis an **mBille um Cheartas Coiriúil (Aitheantas Frithpháirteach do Chinntí ar Bhearta Maoirseachta)** ag gach céim sa Seanad agus glacadh leis an dara céim sa Dáil ar an 5 Samhain, 2019.
- Tá obair dréachtaithe ar an **mBille um Cheartas Coiriúil (Sciúradh Airgid agus Maoiniú Sceimhlitheoireachta) (Leasú)** ag an gcéim thosaigh and tá an bille mionscrúdaithe ina iomláine ag Oifig na nDréachtóirí Parlaiminte. Tá obair ar bun, freisin, maidir le hionchur na Roinne Airgeadais sa Bhille seo a chomhordú mar an Roinn a rinne idirbheartaíocht ar an gCúigiú Treoir AML.
- Féachtar le **Bille an Gharda Síochána (Cúiteamh i leith Díobhálacha Mailíseacha)** le scéim athbhreithnithe a chur ar fáil chun Gardaí a ndéantar díobháil go mailíseach dóibh ina gcuid oibre a chúiteamh. Chuathas chuig an mBord Measúnaithe Díobhálacha Pearsanta (BMDP), le cabhair ón Roinn Gnó, Fiontair agus Nuálaíochta, agus chomhaontaigh an Bord a bheith rannpháirteach sna socrúithe nua cúitimh atá beartaithe. Déanfaidh an BMDP, faoin Acht um Bord Measúnaithe Díobhálacha Pearsanta, 2003, measúnú ar chandam i gcásanna cúitimh Gardaí. Le linn ullmhú na Scéime Ginearálta, leasaíodh an Scéim chun príomh-ímní Choimisinéir an Gharda Síochána agus Chumainn Ionadaíochta na nGardaí a chur san áireamh. Chomh maith leis sin, cuireadh tuairimí ón Roinn Gnó, Fiontair agus Nuálaíochta, ón nGníomhaireacht um Éileamh ar an Stát agus BMDP san áireamh nuair a bhí an scéim á forbairt. Cuireadh an Scéim Ghinearálta faoi bhráid Oifig an Ard-Aighne lena dréachtú agus tá an obair ag dul ar aghaidh ar an scéim.

Clár-bhainisteimid cur i bhfeidhm na moltaí sin ón nGrúpa Oibre ar Chostas Árachais atá ábhartha don Roinn seo (Céim 2).

- Foilsíodh Moltaí 11-13 atá sa Tuarascáil ón nGrúpa Oibre ar Chostas Árachais maidir le hÁrachas Fostóra agus Árachas Dlíteanais Phoiblí go luath sa bhliain 2018 agus cuireadh na moltaí sin chun cinn go bailchríoch faoin gceathrú ráithe den bhliain 2018. Chuir sin ar chumas an Gharda Síochána staitisticí a bhailiú maidir le gearáin, imscrúduithe, ionchúisimh agus ciontuithe a bhaineann le calaois laistigh den réimse díobhálacha pearsanta.
- I mí Aibreáin ghlac Biúró Náisiúnta an Gharda Síochána um Choireacht Eacnamaíoch (BNGSCE) páirt in Oibríocht Coatee, oibríocht a d'eascair as imscrúdú a bhain le breis is scór (20) éileamh árachais atá déanta agus i gcásanna áirithe a bhfuil íocaíocht déanta cheana féin leis na héilitheoirí.
- Tugann imscrúdúcháin atá déanta go dtí seo ag BNGSCE le fios gur chuir roinnt daoine a bhfuiltear ag díriú orthu mar chuid den oibríocht seo roinnt éileamh ar aghaidh agus in go leor cásanna gur úsáid siad céannachtaí bréagacha. Tá na héilimh bhréagacha a bhfuil amhras fúthu sa chás seo bunaithe ar éilimh bhréagacha gur bhain díobháil do dhaoine de dheasca sciorradh nó titim.
- Tá iarratas déanta ar gach Rannán de chuid an Gharda Síochána faisnéis a chur ar fáil maidir le cé chomh forleathan is atá calaois a bhaineann le hárachas. Tá an fhaisnéis sin á scrúdú ag an BNGSCE agus bainfear leas aisti chun gníomhaíocht imscrúdaitheach a chinneadh, a dtabharfar fúithi i 'laethanta gnímh' breise faoi Oibríocht Coatee.

An tSlándáil Náisiúnta a chur chun cinn, dul i ngleic leis an sceimhlitheoireacht agus leis an gcoireacht thromchúiseach agus an choireacht eagraithe

Déanfaimid athbhreithniú ar an reachtaíocht reatha um Fáltais ó Choireacht agus cinnteoidimid go gcuirfear acmhainní leordhóthanacha ar fáil chun tacú le hobair an Bhiúró um Shócmhainní Coiriúla i dtaca le dul i ngleic le sciúradh airgid agus díriú ar na fáltais ó choireacht.

- Rinneadh an dréacht-tuarascáil ar an athbhreithniú ar an reachtaíocht maidir le Fáltais ó Choireacht a athbhreithniú ag leibhéal feidhme le súil í a thabhairt chun críche le cur ar aghaidh chuig an mBord Feidhmiúcháin sa bhliain 2020.
- Rinneadh buiséad an Bhiúró um Shócmhainní Coiriúla a mhéadú ó €8,958,000 sa bhliain 2018 go €9,853,000 sa bhliain 2019.
- Ag eascairt as na himscrúdúcháin a sheol an Biúró de bhun théarmaí tagartha reachtúla an Bhiúró, seoladh roinnt imscrúdúchán coiriúil agus cuireadh comhaid imscrúdúcháin ar aghaidh chuig an Stiúrthóir Ionchúiseamh Poiblí d'fhonn treoir a fháil maidir le cúisimh choiriúla.
- Thionscain an Biúró tríocha a haon cás nua maidir le fáltais ón gcoireacht sa bhliain 2019, an líon ba mhó sna fiche ceathair bliain ó bunaíodh é, agus thug ar ais breis is €3.9 milliún don Státchiste.
- Bhí an Biúró páirteach freisin le linn na bliana 2019 i roinnt imscrúdúchán a bhain le hiompar coiriúil i measc grúpaí coiriúlachta feadh na teorann le Tuaisceart Éireann.
- Leanann an Biúró den chaidreamh atá aige le roinnt gníomhaireachtaí forfheidhmithe dlí, a bhfuil ceangail trasdhlínse acu, a fhorbairt – go mór mór *Interpol*, *Europol*, Custaim agus Ioncaim Rialtas na Banríona, an Ghníomhaireacht Náisiúnta Coireachta sa Ríocht Aontaithe agus Gréasán Idirghníomhaireachta Camden um Aisghabháil Sócmhainní.

Cuirfimid i bhfeidhm an cinneadh ón mBord Bainistíochta Rannán Cibearchoireachta a bhunú

- Faoin tSamhail nua Oibriúcháin a cuireadh i bhfeidhm le déanaí, tiocfaidh feabhas ar imscrúdú na coireachta trí réimse níos mó seirbhísí speisialtóireachta a chur ar fáil ar bhonn áitiúil, an chibearchoireacht san áireamh.
- Beidh i ngach Rannán Bleachtaire Ceannfoirt a bheidh, chomh maith le himscrúdaitheoirí oilte i réimsí speisialtóireachta, freagrach as coireacht áitiúil a imscrúdú. Is ar leibhéal náisiúnta de ghnáth a phléitear le coireanna ardteicniúla.
- Faoin tionscnamh seo bunófar moil réigiúnacha chibearchoireachta ina mbeidh céadfhreagróirí oilte a chuirfidh tacaíocht ar fáil d'aonaid réigiúnacha agus déanfar socrú maidir le leibhéal céimnithe acmhainneachta ar bhonn náisiúnta a mbeidh Biúro Náisiúnta an Gharda Síochána um Chibearchoireacht (BNGSC) ag an leibhéal is airde de ó taobh tacaíochta agus acmhainneachta.
- Tá aonaid réigiúnacha eagraithe bunaithe i Réigiúin an Deiscirt agus an Oirdheiscirt, i stáisiúin Gardaí Bhaile an Chollaigh agus Ros Mhic Thriúin. Tiocfaidh laghdú ar na héilimh ar an lár-Bhiúro mar thoradh ar an tsamhail eagraithe ach go mbeidh sí fós ag teacht faoi fhorhóirseacht an Bhiúro sin.
- Tá an BNGSC ag leathnú a chuid acmhainneachta agus ag ullmhú chun sé (6) mhol satailíte a bhunú a bheidh ag feidhmiú faoi. Tiocfaidh feabhas ar chaighdeán agus ar chomhordú seirbhísí a bheidh á soláthar ag an nGarda Síochána mar thoradh ar na moil bhreise.

Naisc agus próisis a neartú le lucht tionscail chun ábhar neamhdhleathach agus dochrach a bhaint anuas, lena n-áirítear an Cód Cleachtais agus Eiticí a athbhreithniú i gcomhar le Cumann Soláthraithe Seirbhíse Idirlín na hÉireann le súil clárú soláthraithe seirbhíse idirlín a mhéadú, chomh maith le bealaí a fhiosrú chun Hotline.ie a fhorbairt tuilleadh.

- Reáchtáil an fhoireann Cibearbheartais imeacht rannpháirtíochta tionscail ar an 16 Bealtaine maidir le dul i ngleic le hábhar neamhdhleathach ar líne, imeacht ar chuir an tAire Cathal Ó Flannagáin tús leis. Ba é aidhm an imeachta plé oscailte agus macánta a reáchtáil idir an Roinn agus ionadaithe sa tionscal, soláthraithe seirbhísí óstála go háirithe, bunaithe ar na struchtúir agus próisis atá i bhfeidhm chun ábhar

neamhdhleathach a thuairisciú agus a bhaint anuas, mar a d'fhéadfaí na struchtúir agus na próisis sin a fheabhsú agus an cruth a bheadh ar chreat le dul i ngleic le hábhar neamhdhleathach amach anseo.

- Lean an fhoireann Cibearbheartais ag obair le linn na bliana chun oibleagáidí na Roinne faoin bPlean Gníomhaíochta um Shábháilteacht ar Líne, 2018-2019, a chomhlíonadh. Mar chuid de sin d'oibrigh sí le *Hotline.ie* chun a Chód Cleachtais a leasú agus cur lena bhallraíocht chorparáideach.
- Rinneadh dul chun cinn freisin ar Thionscnamh Blocála an Gharda Síochána agus chuir 5 mhór-Sholáthraí Seirbhíse Idirlín leagan deiridh den *MoU* ar ais chuig an nGarda Síochána lena shíniú.

Forbróimid cláir chun feabhas a chur ar fhreagairtí do bhagairtí slándála.

- Leanadh de dhul i mbun dlúthchomhair i leith teagmhas agus freagairtí slándála, lena n-áirítear forbairtí maidir le comhroinnt faisnéise agus maidir le pleanáil agus ullmhacht sa chreat pleanála éigeandála le haghaidh freagairt do theagmhais. Lean an Roinn de bheith rannpháirteach i gcásanna freagartha éigeandála ilghníomhaireachta agus d'athbhreithniú a dhéanamh orthu, agus lean gníomhaireachtaí atá faoina cúram de bheith chun tosaigh ó thaobh pleanáil agus oiliúint do gach cineál cáis a d'fhéadfadh titim amach.
- Ghlac Gardaí as Muineachán agus Lú páirt i mórchleachtadh oiliúna éigeandála ilghníomhaireachta trasteorann. Bhí gach Príomhghníomhaireacht Freagartha sa réigiún páirteach sa chleachtadh a bhí bunaithe ar theagmhais hipitéiseacha ag stáisiún caidéalaithe uisce i gCo. Lú agus timpiste thromchúiseach ina dhiaidh sin idir tancaer breosla agus bus i gCo. Mhuineacháin. Cleachtadh a bhí ann ar ghníomhaíochtú, freagra agus comhordú i gcásanna éigeandála casta agus athraitheacha.
- I mí Mheán Fómhair, ghlac comhaltaí den Gharda Síochána, den tSeirbhís Phríosúin agus as gníomhaireachtaí eile páirt sa chúrsa Frithionsaithe Sceimhlitheoireachta Creachadóireachta do Cheannfoirt a chuirtear ar fáil i Scoil Ordanáis Óglaigh na hÉireann ar an gCurrach. I láthair, freisin, bhí póilíní agus saighdiúirí ón Ostair, ón

Iodáil, ón Ísiltír, ón Spáinn, ón Eilvéis, ón tSualainn, ó Chatar agus, ó na Stáit Aontaithe, comhaltaí den *DEA* agus den *FBI*.

- Leantar de bheith rannpháirteach ar leibhéal an AE sa chreat slándála inmheánaí / frithsceimhlitheoireachta lena n-áirítear a bheith rannpháirteach sa Ghrúpa Comhairleach um Shlándáil Cheimiceach, Bhitheolaíoch, Raideolaíoch agus Núicléach, chomh maith le Bord Stiúrtha nua an Choimisiúin um Radacú agus an Líonra Déantóirí Cosc-Bheartas.

Leanfaimid de dhul i dteagmháil ghníomhach le Ranna Rialtais, le gníomhaireachtaí Rialtais agus le comhpháirtithe ábhartha i ndlínsí eile chun dul i ngleic leis an sceimhlitheoireacht agus leis an gcoireacht thromchúiseach eagraithe.

- Tá obair ar siúl go leanúnach ina leith sin. Tá teagmháil shuntasach déanta le Ranna eile agus le comhlachtaí Stáit, go háirithe an Garda Síochána, an Coiste Náisiúnta um Eitlíocht Shibhialta agus foghrúpaí an Choiste, an Roinn Cosanta agus an Oifig Pleanála Éigeandála, go háirithe maidir le foghrúpa nua de Thascfhórsa an Rialtais a fhorbairt.
- Leanann oifigigh ón Rannán de pháirt a ghlacadh i ngníomhaíocht an Aontais Eorpaigh lena n-áirítear an Coiste um Shlándáil Inmheánach, an Mheitheal um Sceimhlitheoireacht agus grúpaí eile atá faoi stiúir an Choimisiúin, amhail Grúpa Comhairleach an Aontais um Shlándáil Cheimiceach, Bhitheolaíoch, Raideolaíoch agus Núicléach, Fóram Idirlín an Aontais, Bord Stiúrtha nua an Choimisiúin um Radacú agus an Líonra Déantóirí Cosc-Bheartas.
- Tá teagmháil shuntasach déanta le Ranna eile agus le comhlachtaí Stáit, go háirithe an Coiste Náisiúnta um Eitlíocht Shibhialta agus foghrúpaí an Choiste, lena n-áirítear foghrúpa nua a bunaíodh chun athbhreithniú a dhéanamh ar na critéir sheiceála cúlra agus ar na nósanna imeachta le haghaidh slándáil eitlíochta. Leanann Éire de pháirt a ghlacadh i bhfóraim an Aontais, amhail Grúpa Comhairleach an Aontais um Shlándáil Cheimiceach, Bhitheolaíoch, Raideolaíoch agus Núicléach, Fóram Idirlín an Aontais agus Sainghrúpa Ardleibhéil an Choimisiúin um Radacú.

- I mí Dheireadh Fómhair d'óstáil an Garda Síochána ceardlann trí lá in áiteanna i mBaile Átha Cliath agus i gCampa Traenála Óglaigh na hÉireann i mBaile Uí Ghormáin, Co. na Mí, ina raibh sainaonaid idirghabhála ó sheirbhísí póilíneachta ar fud an Aontais Eorpaigh páirteach.
- Aonad Práinnfhreagartha an Gharda Síochána a rinne comhordú ar an gcleachtadh agus díriodh ar chásanna traenála frithsceimhlitheoireachta i dtaca le moil iompair, mar ullmhúchán do Chraobhchomórtais na hEorpa, 2020.
- Bhí roinnt cleachtaí traenála i gceist ar leibhéal idirnáisiúnta tríd an líonra *ATLAS* a ndearnadh comhordú orthu le linn na bliana.
- Tá an líonra *ATLAS* dírithe ar shábháilteacht shaoránaigh uile na hEorpa a mhéadú, agus tá sin de réir mhisean na Roinne an tslándáil náisiúnta a chur chun cinn.

Rannchuideimid leis an athbhreithniú struchtúrach ar shocruithe cinnteoireachta thar na réimsí comhchoiteanna slándála agus cosanta.

- Mhol an Coimisiún ar Thodhchaí na Póilíneachta in Éirinn, 2018, Ionad Anailíse ar Bhagairtí Straitéiseacha a fhorbairt, chomh maith le struchtúir nua neamhspleácha formhaoirseachta.
- Leanann an Roinn agus údaráis an Gharda Síochána de rannchuidiú go gníomhach leis an obair a dhéanann Coiste Comh-Aireachta F. Is é ról Choiste Comh-Aireachta F córais an Stáit a choinneáil faoi athbhreithniú ionas gur féidir bagairtí don tslándáil náisiúnta a anailísiú, ullmhú agus freagairt dóibh agus comhordú den ardleibhéal a chur ar fáil idir Ranna agus gníomhaireachtaí iomchuí maidir le nithe gaolmhara.
- Tháinig an coiste le chéile den dara huair an 1 Aibreán, 2019, agus i láthair bhí Airí agus oifigigh shinsearachas as na Ranna Airgeadais, Caiteachais Phoiblí agus Athchóirithe, Gnóthaí Eachtracha agus Trádála, Dlí agus Cirt agus Comhionannais, Sláinte, Cumarsáide, Gníomhaithe ar son na hAeráide agus Comhshaoil, Iompair, Turasóireachta agus Spóirt, Tithíochta, Pleanála agus Rialtais Áitiúil, agus Cosanta, chomh maith le hoifigigh ón nGarda Síochána agus Óglaigh na hÉireann.
- Mar fhreagra ar an tuarascáil ón gCoimisiún um Thodhchaí na Póilíneachta in Éirinn, bunaíodh gníomhaireacht nua Stáit chun rioscaí don tslándáil náisiúnta a mheas. Is

Ionad Anailíse na Slándála Náisiúnta a dhéanfaidh faisnéis ón nGarda Síochána agus ó Óglaigh na hÉireann faoi rioscaí don Stát a mheas, lena n-áirítear ón sceimhlitheoireacht agus ón gcibearchoireacht.

- Sheol an Rialtas próiseas comhairliúcháin i mí na Nollag i dtreo Straitéis um an tSlándáil Náisiúnta a fhorbairt. Ionad Anailíse na Slándála Náisiúnta atá i mbun an phróisis.

Déanfaimid forbairt ar an mbonneagar teicniúil agus dlí a theastaíonn chun an Treoir maidir le Taifid Ainmneacha Paisinéirí a chur i bhfeidhm agus chun éifeacht a thabhairt do bhearta eile de chuid an Aontais Eorpaigh a bhaineann le comhar póilíneartha.

- Rinneadh an Treoir maidir le Taifid Ainmneacha Paisinéirí (TAP) a thrasú i ndlí na hÉireann. Cuireadh Aonad um Fhaisnéis faoi Phaisinéirí ar bun agus tá sé i mbun feidhme.
- Tagraíonn sonraí TAP d'fhaisnéis a chuireann paisinéirí ar fáil d'aeriompróirí, nó a chuirtear ar fáil dóibh thar ceann paisinéirí, maidir le gach turas a chuirtear in áirithe. Áirítear san fhaisnéis sin sonraí mar dátaí taistil, cúrsa taistil, faisnéis ticéid, sonraí teagmhála, sonraí pas nó cárta céannachta, an ghníomhaireacht taistil a chuir an eitilt in áirithe, modh íoctha, uimhir an tsuíocháin agus faisnéis faoin bhagáiste.
- Coinníonn Aonad na hÉireann um Fhaisnéis faoi Phaisinéirí (AÉFP) sonraí taifid ainmneacha paisinéirí ar feadh tréimhse ar leith agus oibríonn ar mhaithe le cionta sceimhlitheoireachta agus coireanna tromchúiseacha a chosc, a bhrath, a imscrúdú agus a chúiseamh. Feidhmíonn AÉFP chun slándáil náisiúnta agus AE a threisiú d'fhonn sábháilteacht agus saol saoránach aonair a chosaint.

Déanfaimid cur i bhfeidhm Chóras Faisnéise Schengen (CFS II) agus cur i bhfeidhm na comhroinnte uathoibríthe faisnéise faoi chinntí Prüm a chur ar aghaidh.

- Chuir Comhairle an AE moltaí CFS faoi bhráid na hÉireann i dtaca le cosaint sonraí do Chóras Faisnéise Schengen (CFS II) i ndiaidh meastóireachta sceidealaithe cosanta sonraí i ndeireadh na bliana 2018.
- Tar éis dul i gcomhairle leis an nGarda Síochána agus an Coimisiún um Chosaint Sonraí, cuireadh plean gnímh na hÉireann le dul i ngleic leis na moltaí chuig Comhairle an AE i mí na Nollag, 2019.
- Bhain an tionscadal CFS II ullmhacht theicniúil amach i mí na Nollag, 2019, príomhsprioc eile a bhí le soláthar faoi Sheirbhís Póilíneachta don Todhchaí. Mínítear ullmhacht theicniúil mar chéimeanna tástála comhlíontachta agus teicniúla mar a fhorordaíonn eu-LISA a chur i gcrích go rathúil.
- Cuireadh tástálacha ar inghlacthacht úsáideora i ndáil le gach córas náisiúnta a bhaineann le CFS, chomh maith le forbairt ábhar oiliúna, i gcrích i mí na Nollag, freisin.
- Le linn na bliana 2019, thosaigh CFS ag malartú próifílí aigéid dhí-ocsairibeannúicléasaigh (DNA) le tíortha eile san Eoraip trí Chonradh Prüm, ag tosú leis an Ostair ar an 2 Deireadh Fómhair. Tá sé beartaithe tuilleadh oibre a dhéanamh sna blianta atá romhainn ionas gur féidir an obair le rannpháirtithe uile Chonradh Prüm a leathnú.

Déanfaidh an Garda Síochána aonaid speisialtóirí atá páirteach sa chomhrac in aghaidh gach cineáil coireachta tromchúisí a thabhairt suas go lán-neart a luaithe is féidir.

- Chuaigh aonad nua tacaíochta faoi airm de chuid an Gharda Síochána, atá bunaithe sa Chabhán, i mbun feidhme feadh na Teorann i mí Mheán Fómhair, 2019. Tá sé ar cheann de thrí Aonad Tacaíochta faoi Airm atá imlonnaithe feadh réigiún na teorann.
- Chuaigh roinnt Aonad Seirbhísí Cosanta Rannáin i mbun feidhme ar fud rannáin an Gharda Síochána sa bhliain 2019, ag cur le líon na nAonad a bhí bunaithe roimhe sin. Leis na hAonaid sin déantar cur chuige gairmiúil comhleanúnach a chur ar fáil i

ndáil le cineálacha ar leith coireachta a imscrúdú, lena n-áirítear coireanna gnéis, gáinneáil ar dhaoine, mí-úsáid leanaí agus drochíde sa teaghlach. Díríonn siad, freisin, ar thacaíocht a chur ar fáil d'íospartaigh na coireachta ar íospartaigh leochaileacha iad, lena n-áirítear obair i gcomhar leis an nGníomhaireacht Leanaí agus Teaghlaigh chun leanaí a chosaint. Leathnaíodh sin amach go hiomlán i ngach rannán ina dhiaidh sin sa bhliain 2020.

Comhar Thuaidh-Theas a fheabhsú chun gníomhaíocht sceimhlitheoireachta agus coireacht eagraithe trasteorann a chomhrac

Tacóimid le hobair an Tascfhórsa Comhghníomhaireachta chun dul i ngleic le coireacht eagraithe trasteorann agus cuirfimid leis an obair sin.

- Tá an Tascfhórsa Comhghníomhaireachta i mbun oibre ón mbliain 2016 agus shaináithin sé 6 réimse tosaíochta le haghaidh gníomhaíochta: coireacht tuaithe; dúshaothrú gnéasach leanaí; calaois mháil; drugaí; coireacht airgeadais; agus gáinneáil ar dhaoine. Tá obair an Tascfhórsa ag dul ar aghaidh agus tacaíonn an dá Rialtas go hiomlán léi.
- I mí Mheán Fómhair d'fhreastail an tAire Dlí agus Cirt agus Comhionannais agus oifigigh shinsearacha ón Roinn chomh maith le Coimisinéir an Gharda Síochána, Príomh-Chonstábla Sheirbhís Póilíneachta Thuaisceart Éireann, oifigigh shinsearacha as na gníomhaireachtaí ar fad agus oifigigh shinsearacha as Roinn Dlí agus Cirt Thuaisceart Éireann, ar an 17ú Comhdháil Trasteorann ar Choireacht Eagraithe, i gCo. an Chabháin.
- Dírítear leis an imeacht bliantúil ar chomhoibriú a threisiú idir gníomhaireachtaí ar an dá thaobh den teorainn, go háirithe maidir le coiriúlacht eagraithe trasteorann agus saincheisteanna gaolmhara.

Institiúidí a bhunú chun aghaidh a thabhairt ar iarmhairtí na coimhlinte i dTuaisceart Éireann

Oibreimid i gcomhar le Ranna Rialtais ó thuaidh agus ó dheas, agus le Rialtas na Ríochta Aontaithe, maidir leis na hInstitiúidí a bhunú faoi Chomhaontú Theach Stormont chun aghaidh a thabhairt ar iarmhairtí na coimhlinte i dTuaisceart Éireann. Déanfaimid forais agus seirbhísí trasteorann i dTuaisceart Éireann a neartú agus a fhorbairt, agus an Comhaontú dar teideal ‘Tús Nua’ a chur i bhfeidhm.

- Leantar den obair ar bhearta reachtacha chun cuidiú le tiomantais an Rialtais, a comhaontaíodh i gComhaontú Theach Stormont, 2014, a chomhlíonadh.
- I mí an Mheithimh, shínigh an tUachtarán an tAcht um Cheartas Coiriúil (Comhar Idirnáisiúnta) ina dhlí. Éascaítear leis an Acht tuilleadh comhoibriú le hAonad na nImscrúdúchán Stairiúil atá le bunú ag Rialtas na Breataine chun maruithe a bhain leis na Trioblóidí, agus nár réitíodh riamh, a imscrúdú, chomh maith le córais fiosraithe eile. Chomh maith leis sin, déantar socrú san Acht maidir le bearta chun comhoibriú leanúnach a threisiú le Cróinéir Thuaisceart Éireann maidir le coistí cróinéara a bhain leis na Trioblóidí.
- Tá an Roinn, le comhoibriú dlúth ón Roinn Gnóthaí Eachtracha agus Trádála, ag obair freisin ar Scéim Ghinearálta do Bhille chun an Coimisiún Neamhspleách um Aisghabháil Faisnéise (CNAF) a bhunú.
- Foras tras-Teorann a bheidh sa CNAF a bhunófar chun faisnéis a bhailiú ar bhásanna a bhain leis na Trioblóidí agus chun tuarascáil a ullmhú ar na cúinsí a bhain leis na básanna sin do theaghlach na n-íospartach. Chun an CNAF a bhunú ní mór reachtaíocht a achtú sa dá dhlínse le forálacha comhthreomhara.
- Rinneadh socrú sa Chomhaontú ‘Tús Nua’ chun foras nua a bhunú, an Coimisiún um Thuairisciú Neamhspleách, chun tuairisciú ar bhearta atá dírithe ar dheireadh a chur le paraimíleatachas.
- Rinne an dá Rialtas an dara tuarascáil ón gCoimisiún a fhoilsiú i mí na Samhna.

Sciúradh airgid agus maoiniú sceimhlitheoireachta a chomhrac

Cuirfimid an Plean Gníomhaíochta le haghaidh Ath- bhreithniú Breisithe an Tascfórsa um Gníomhaíocht Airgeadais, 2017-22, i bhfeidhm

- Eagraíocht idir-rialtasach neamhspleách atá sa Tascfórsa um Gníomhaíocht Airgeadais (ar Sciúradh Airgid) atá comhdhéanta de 36 ballnáisiún.
- I ndiaidh tuarascáil uaidh i 2017 maidir le bearta na hÉireann chun dul i ngleic le sciúradh airgid agus maoiniú agus leathadh na sceimhlitheoireachta, cuireadh plean gníomhaíochta i bhfeidhm do gach gníomhaireacht.
- Leantar de thuairiscí démhíosúla a eisiúint maidir le cur i ngníomh an phlean gníomhaíochta, agus rinneadh dul chun cinn suntasach maidir le gnéithe comhlíontachta teicniúla den Plean a chur i bhfeidhm nuair a ritheadh reachtaíocht lenar trasúodh an 4ú Treoir ón Aontas Eorpach maidir le Sciúradh Airgid.
- Sa bhliain 2019, mar thoradh ar an dul chun cinn a rinneadh chun bearta le sciúradh airgid agus maoiniú na sceimhlitheoireachta a chomhrac, tá athráil déanta ag an Tascfórsa ar an tír maidir le 11 Moladh as na 40 a rinne siad.
- Taobh amuigh de sin, lean Foireann Tionscadail faoin gCoimisinéir Cúnta do Rialachas agus Cuntasacht de dhul chun cinn a dhéanamh ar Aonad Frithéilithe ar leith laistigh den Gharda Síochána a bhunú. Ceapadh Ard-Cheannfort i mí Lúnasa chun ceannas a ghlacadh ar an Aonad.
- Mar chuid den phróiseas le hAonad Frithéilithe a bhunú caitear infheistíocht tosaigh a dhéanamh in acmhainní atá dírithe den chuid is mó ar thaighde, ar bhainistíocht tionscadal, ar fhorbairt beartas agus ar obair ullmhúcháin ghaolmhar.
- Díreoidh foireann tosaigh ar na beartais, nósanna imeachta, próisis agus cumarsáid a bhunú agus a chur i bhfeidhm chomh maith le hionracas a chothú agus bainistíocht tionscadail a dhéanamh ar leathadh agus ar fhorbairt an Aonaid. An aidhm a bheidh ann cumas agus acmhainn an Aonaid a fhorbairt ansin i dtreo foireann iomlán pearsanra.

Cuirfimid an 4ú Treoir ón Aontas Eorpach maidir le Sciúradh Airgid/Maoiniú na Sceimhlitheoireachta i bhfeidhm

- Rinneadh Rialacháin an Aontais Eorpaigh (Sciúradh Airgid agus Maoiniú na Sceimhlitheoireachta), 2019, ar an 18 Samhain, 2018, agus leis na Rialacháin cuireadh trasú an Ceathrú Treoir i gcrích.
- D'fhoilsigh an Roinn Scéim Ghinearálta an Bhille um Cheartas Coiriúil (Sciúradh Airgid agus Maoiniú na Sceimhlitheoireachta) (Leasú), 2019, i mí Eanáir. Leagtar amach sa Scéim ceannteidil an Bhille a thabharfaidh éifeacht d'fhorálacha ceartais choiriúil an Cúigiú Treoir ón AE maidir le Sciúradh Airgid.

5.2 Rochtain ar an gCeartas

Tacú le héifeachtúlacht agus le hathchóiriú i riar an Cheartais, lena n-áirítear i dtaca le seirbhísí feabhsaithe a sholáthar d'íospartaigh

A chinntiú go bhfuil na córais Chúirteanna agus Chúnamh Dhlíthiúil ag soláthar seirbhís ardcháilíochta ghairmiúil atá inrochtana, éifeachtúil agus éifeachtach

Cuirfimid bailchríoch ar an Scéim Ghinearálta agus foilseoimid í, agus cuirfimid an grinnscrúdú réamh-reachtach i gcrích/tosóimid ar an mBille um Cheartas Coiriúil (Cúnamh Dlíthiúil) a dhréachtú.

- Is é príomhchuspóir na reachtaíochta, faoi réir ceadú Rialtais, riar na Scéime um Chúnamh Dlíthiúil Coiriúil a aistriú ón Roinn go dtí an Bord um Chúnamh Dlíthiúil agus é mar chuspóir leis sin a chinntiú go ndéanfar dea-chleachtas bainistithe agus rialaithe airgeadais a fheidhmiú agus chun éifeacht a thabhairt do na gealltanais i gClár an Rialtais a bhaineann le cúnamh dlíthiúil coiriúil.
- Leanann an Bord de thrí Scéim a bhaineann le cúnamh dlíthiúil coiriúil a riar, mar atá, Scéim um Chomhairle Dlí Stáisiún an Gharda Síochána, Scéim um Chúnamh Dlíthiúil an Bhiúró um Shócmhainní Coiriúla agus an Scéim um Chúnamh Dlíthiúil – Saincheisteanna Coimeádta.
- Ní dhearnadh aon dul chun cinn i leith aistriú beartaithe freagrachta chuig an mBord le linn 2019 agus tá an reachtaíocht a thabharfaidh éifeacht don aistriú fós le réiteach.

Coimisiúnóimid staidéar bliantúil ar éifeachtúlacht cúirteanna agus ar amanna suí, a dhéanfar a thagar-mharcáil in aghaidh caighdeáin idirnáisiúnta, chun tomhais chruinne a sholáthar ar mhaithe le feabhas a chur ar rochtain ar cheartas.

- Chuir an tSeirbhís Chúirteanna tús i 2019 le deich mbliana d'athrú straitéiseach nuair a seoladh 'Fís Straitéiseach 2030', ina leagtar amach Seirbhís Chúirteanna nua-aoiseach dhigiteach le hathdhearadh déanta ar sheirbhísí le go mbeidh siad úsáid-eoiriárnach, d'fhonn rochtain ar cheartas a fheabhsú agus a éascú.
- Bhain an tSeirbhís úsáid as ardán nua le tuairisciú a dhéanamh ar chásanna sibhialta ar leith agus cuireadh ceardlanna cleachtaidh agus traenáil ar fáil do phríomh-úsáideoirí na foirne. Leathadh amach an t-ardán lena úsáid i leith cásanna coiriúla Cúirte Dúiche i dtús na bliana 2019.
- I gcomhréir le riachtanas na gCaighdeán Idirnáisiúnta um Chleachtas Gairmiúil na hIníúcháireachta Inmheánaí, chuathas i mbun measúnú cáilíochta seachtrach ar fheidhm Iníúcháireachta Inmheánaí na Seirbhíse Cúirteanna i 2019 agus cuireadh in iúl gur léirigh Aonad Iníúcháireachta Inmheánaí na Seirbhíse Cúirteanna leibhéal mhaithe feidhmíochta agus go bhfuiltear ag teacht tríd is tríd le Cód Eitice agus Caighdeán Tréithe agus Feidhmíochta na hIníúcháireachta Inmheánaí Idirnáisiúnta.
- Leanadh d'athbhreithniú leanúnach a dhéanamh ar amanna feithimh le hUachtaráin na Cúirte Cuarda agus na Cúirte Dúiche. Lean an tSeirbhís den idirchaidreamh leis na hUachtaráin i ndáil le suíonna breise a réachtáil. Tugadh tús áite don tacaíocht a léiríodh do na suíonna seo i ndáil le foireann a leithdháileadh.

Tabharfaimid acmhainní do na Cúirteanna, go háirithe an Chúirt Chuarda, chun déileáil le líon méadaithe ionchúiseamh neamhachomair i leith coireanna tromchúiseacha. Tá an tsaincheist a bhaineann le hacmhainní a thabhairt do na Cúirteanna, an Chúirt Chuarda san áireamh, á breithniú i gcomhthéacs na n-éileamh atá ar na Cúirteanna faoi láthair agus na n-éileamh a mheastar a bheidh orthu amach anseo.

- €140,905m an t-ollmhaoiniú iomlán a fuair an tSeirbhís Chúirteanna i 2019 agus cuireadh méaduithe párolla ar fáil chun na costais a bhain le foireann bhreise d'oifig um athrú cláir a chlúdach d'fhonn tacú le clár oibre nuachóirithe agus líon tionsc-naimh athchóirithe reachtacha lena n-áirítear an Chúirt Achomhairc a leathnú. Tugadh faoi réamhobair, chomh maith, i ndáil le hAthbhreithniú Straitéiseach na Cúirte Dúiche.

An córas Ceartais Teaghlaigh a nuachóiriú

Déanfaimid córas nua Cúirte Teaghlaigh a fhorbairt agus féachfaimid le forbairt polasaí cuí a chur chun cinn.

- Leanadh den obair i gcaitheamh na bliana 2019 chun an Bille um an gCúirt Teaghlaigh a fhorbairt. Is é an cuspóir atá leis an mBille um an gCúirt Teaghlaigh cúirt thiomnaithe teaghlaigh a bhunú d'fhonn leibhéal níos fearr de shaineolas breithiúnach agus oiliúint i gcúrsaí dlí teaghlaigh a fheabhsú agus imeachtaí dlí teaghlaigh a chuíchóiriú, agus leis sin iad a dhéanamh níos éasca lena n-úsáid ag úsáideoirí, agus níos saoire.
- Déanfaidh an Bille socrú maidir le Cúirt Dúiche Teaghlaigh, Cúirt Chuarda Teaghlaigh agus Ard-Chúirt Teaghlaigh a bhunú mar rannáin laistigh de struchtúir na cúirte mar atá.
- Tá an Rialtas tiomanta cheana féin d'ionad nua dlí teaghlaigh agus coimpléasc cúirte leanaí a thógáil i mBaile Átha Cliath 7. Déantar soláthar faoi phlean bonneagair agus infheistíochta caipitil an Rialtais lena bhforbairt-sean ag suíomh Lána an Chrochaire in ionad i lár Bhaile Átha Cliath. Cuireadh tuairim is €80 milliún i maoiniú caipitil ar fáil don tionscadal tosaíochta tábhachtach seo.
- I rith na bliana 2019, glacadh bearta d'fhonn slándáil na bhfoirgneamh i mBaile Átha Cliath a fheabhsú; áiríodh ar na bearta sin limistéir scagtha slándála a bhunú ag Cúirteanna Dlí Teaghlaigh Theach an Fhionnuisce, chomh maith leis an trealamh x-ghathaithe bagáiste atá ann cheana a uasghrádú agus a athsholáthar.
- Tugadh feistiú réiteach iomlán físchomhdhála agus léirithe fianaise chun críche, chomh maith, sna Cúirteanna Dlí Teaghlaigh i dTeach an Charnáin, Baile Átha Cliath. Ceadaíodh an feistiú mar thoradh ar cheanglais an Achta um Fhoréigean Baile, 2018, agus ba é sin an chéad fheistiú físchomhdhála i Seomra Cúirte tiomnaithe Dlí Teaghlaigh.
- Tá an obair beagnach tugtha chun críche ar Scéim Ghinearálta Bille um an gCúirt Teaghlaigh, faoina bhféachfar le próisis na gcúirteanna dlí teaghlaigh a chuíchóiriú, saincheisteanna dlínsiúla a shoiléiriú agus socrú a dhéanamh maidir le tacar de phrionsabail treorach d'fhonn cuidiú lena chinntiú go bhfeidhmeoidh an chúirt teaghlaigh ar bhealach so-úsáidte éifeachtúil.

- Tháinig Grúpa na Cúirte Teaghlaigh, faoi chathaoirleacht an Leas-Ard-Rúnaí Oonagh Buckley agus a raibh oifigigh chuí as an Roinn Dlí agus Cirt agus Comhionannais, an tSeirbhís Chúirteanna, an Bord um Chúnamh Dlíthiúil agus an Roinn Leanaí agus Gnóthaí Óige le chéile go rialta i 2019. I ndiaidh an Bhunathraithe, bunaíodh foireann trasfheidhme sa tríú ráithe inar áiríodh na feidhmeanna Ceartais Shibhialta agus Reachtaíochta Comhionannais, Beartais agus Rialachais. Chumasaigh an foireann sin dul chun cinn suntasach a dhéanamh ar an Scéim Ghinearálta um an gCúirt Teaghlaigh.

Struchtúir agus córais chuí a fhorbairt chun riaráistí morgáiste agus cásanna eile dócmhainneachta pearsanta a láimhseáil.

Déanfaimid athbhreithniú ar na tairseacha agus na próisis atá i bhfeidhm do Chomhshocraíochtaí Dócmhainneachta Pearsanta (lena n-áirítear fiontair bheaga agus mheán-mhéide) agus ardóimid na tairseacha sin nuair is cuí.

- Tá an t-athbhreithniú ar na hAchtanna um Dhócmhainneacht Phearsanta ag dul ar aghaidh. Tá moill curtha ar thabhairt chun críche an athbhreithnithe mar gheall ar thosaíochtaí reachtaíochta práinneacha eile. Tá scóip an athbhreithnithe leathnaithe chun Treoir (AE) 2019/1023 maidir le creataí um athstruchtúrú coisctheach, dócmhainneacht agus urscaoileadh fiachais a thrasuíomh i ndlí na hÉireann, sa mhéid is go mbaineann sé le dlí na dócmhainneachta pearsanta agus féimheachta.

Déanfaimid monatóireacht ar thionchar agus ar éifeachtacht na bpróiseas dócmhainneachta pearsanta agus déanfaimid struchtúir agus córais a bheachtú agus a fhorbairt nuair is gá.

- Cuireadh tús le hathbhreithniú straitéiseach ar Abhaile, an tseirbhís tacaíochta in aisce i ndáil le riaráistí morgáiste, maidir leis an gcreat ama a bhí i gceist (2016-2019 ar an gcéad ásc).

- Ghlac an Roinn páirt i gcruinnithe Ghrúpa na nOifigeach Sinsearach ar Riaráistí Morgáiste agus an Choiste Comh-Aireachta ar Thithíocht de réir mar ba ghá. I mí Mheán Fómhair, 2019, glacadh an cinneadh síneadh trí bliana eile a chur leis an scéim Abhaile, go dtí deireadh na bliana 2022.
- Amhail i ndeireadh na bliana 2019, bhí leas bainte ag beagnach 10,000 féichiúnaí as na réitigh a bhí ar fáil trí Sheirbhís Dócmhainneachta na hÉireann chun filleadh ar acmhainneacht.

Tacú le seirbhísí inniúla, comhbhácha agus éifeachtacha a fhorbairt d'íospartaigh na coireachta

Forbróimid seirbhísí tacaíochta d'íospartaigh.

- Le linn na bliana, leithroinn an Roinn tacaíochtaí maoiniúcháin d'íospartaigh na coireachta ar bhfiú €1.712m ar an iomlán iad. Rinneadh an leithroinnt a dháileadh ar 57 eagraíocht neamhrialtasach ar fud an Stáit, ag cur réimse leathan tacaíochtaí ar fáil d'íospartaigh na coireachta.
- Is é an cuspóir atá leis an maoiniú sin tacú le seirbhísí inniúla, comhbhácha agus éifeachtacha a fhorbairt d'íospartaigh na coireachta.
- Cuirtear an maoiniú sin ar fáil in éineacht le clár d'athchóiriú níos leithne a chuireann an Rialtas chun cinn chun tacú le híospartaigh na coireachta. Áirítear in athchóiriú den chineál sin freagra uile-chórais níos fearr a neadú ar fud na hearnála ceartais choiriúil d'fhonn tacú le híospartaigh.
- Sular cuireadh Clár Bunathraithe na Roinne i bhfeidhm i 2019, mar a leagtar amach i gCaibidil 2, ba í Oifig Íospartaigh na Coireachta sa Roinn a bhí i mbun an maoiniú a riar.
- I ndiaidh an Bhunathraithe, is faoi roinnt de na feidhmeanna nua a thugtar anois faoi ghníomhaíochtaí a bhí nasctha roimhe seo le hOifig Íospartaigh na Coireachta. Is iad na feidhmeanna beartais agus reachtaíochta faoi seach a dhéanann beartas agus reachtaíocht a bhaineann le hOifig Íospartaigh na Coireachta a fhorbairt anois, mar

shampla, agus is í an Fheidhm Oibríochta agus Seachadta Seirbhíse a riarann an Scéim Maoiniúcháin d'Íospartaigh na Coireachta.

Déanfaimid formhaoirseacht ar chur i bhfeidhm an dara Straitéis Náisiúnta um Fhoréigean Baile, Gnéasach agus Inscnebhunaithe (Cur i bhfeidhm Choinbhinsiún Iostanbúl).

- I Márta 2019, dhaingnigh Éire Coinbhinsiún Chomhairle na hEorpa maidir le foréigean baile agus foréigean in aghaidh na mban a chosc agus a chomhrac (Coinbhinsiún Iostanbúl).
- Is ionstraim dlí idirnáisiúnta thábhachtach an Coinbhinsiún lena gceanglaítear cineálacha éagsúla foréigin i gcoinne na mban, lena n-áirítear foréigean baile, ciapadh gnéis agus foréigean síceolaíochta, a choiriúlú nó pionós dlí a ghearradh ina leith.
- Shínigh Éire an Coinbhinsiún i mí na Samhna, 2015. Cé gur forfheidhmíodh go leor de na forálacha i reachtaíocht agus i gcleachtas riaracháin na hÉireann sular síníodh é, theastaigh roinnt píosaí reachtaíochta agus gníomhartha eile a thabhairt i gcrích sula bhféadfaí é a dhaingniú go foirmiúil.
- Rinneadh na gníomhartha sin, nach raibh tugtha i gcrích, a aithint i bplean gníomhaíochta i mí Dheireadh Fómhair, 2015, agus áiríodh iad sa Dara Straitéis Náisiúnta um Fhoréigean Baile, Gnéasach agus Inscnebhunaithe, a foilsíodh i mí Eanáir, 2016.
- Ba é achtú an Achta um an Dlí Coiriúil (Dlínse Sheach-Chríochach), 2019, an gníomh deiridh reachtaíochta a bhí de dhíth chun go bhféadfaí leanúint lena dhaingniú.

Bonn feabhsaithe reachtaíochta a chur ar fáil le haghaidh caighdeáin bhreithiúnacha, agus an dea-chleachtas a chur i bhfeidhm i ndáil le ceapadh breithiúna, chomh maith le hathchóirithe eile dlí shibhialta a chur i bhfeidhm chun freastal ar riachtanais athraitheacha na sochaí

Bunóimid sainghrúpa chun tuairisc a thabhairt ar na roghanna atá ann maidir leis an dlí Tortanna a athchóiriú [Á chomhthreorú ag an Roinn Sláinte agus ag an Roinn Dlí agus Cirt agus Comhionannais]

- I mí an Mheithimh, 2018, d'fhógair an tAire Sláinte, an tAire Dlí agus Cirt agus Comhionannais, i gcomhar leis an Aire Airgeadais, go raibh Sainghrúpa bunaithe chun athbhreithniú a dhéanamh ar na córais atá ann cheana chun éilimh faillí cliniciúla a bhainistiú.
- Tá an Grúpa i mbun scrúdú ar an dlí tortanna mar atá feidhm aige faoi láthair maidir le díobhálacha pearsanta a eascraíonn sa chomhthéacs cúraim sláinte agus breithneoidh siad roghanna chun an dlí ábhartha tortanna a athchóiriú. Tá an Grúpa i mbun scrúdú ar an gcóras ó thaobh dhearcadh an té a bhfuil an t-éileamh déanta aige nó aici, ach go háirithe, lena fháil amach an bhfuil bealach níos fearr ann chun déileáil go héifeachtach agus fós níos tuisceanaí le cásanna faoi leith. Tá an Grúpa i mbun scrúdú chomh maith sa phróiseas seo ar an tionchar atá ag reachtaíocht tortanna ar chultúr foriomlán shábháilteacht an othair agus ar an nochtadh oscailte.
- D'fhoilsigh an Sainghrúpa tuarascáil eatramhach i mí Márta na bliana seo, nuair a bhí aighneachtaí faighte acu, agus thug siad aird ar Mhodúil 2 agus 3 den Ghrúpa Oibre um Fhaillí Leighis agus Íocaíochtaí Tréimhsiúla.
- Tá an Sainghrúpa ag tabhairt a gcuid oibre ar dhliteanas saor ó locht chun críche faoi láthair agus breithneoidh siad, freisin, conas is fearr déileáil le héilimh a eascraíonn as cláir vacsaínithe, chomh maith le féachaint ar conas a oibríonn scéimeanna sa Ríocht Aontaithe.
- Féachfaidh an Sainghrúpa, freisin, ar mheicníochtaí eile chun éilimh maidir le faillí chliniciúil a réiteach, ina dtabharfar aird chuí ar chearta Bunreachtúla na bpáirtithe a bheadh i gceist, lena n-áirítear féachaint ar Bhord Measúnaithe Díobhálacha Leighis a bhunú, ar aon dul leis an mBord Measúnaithe Díobhálacha Pearsanta.

- Caithfear féachaint fós ar shaincheisteanna a bhaineann le sábháilteacht othar agus nochtadh oscailte, chomh maith. Meastar go bhfoilseofar tuarascáil deiridh an tSainghrúpa in am trátha.

Cuirfimid reachtaíocht ar aghaidh chun athchóiriú agus uasdátú a dhéanamh ar an gcóras ceaptha breithiúna, i gcomhréir le Clár an Rialtais.

- Ritheadh an Bille um Cheapacháin Bhreithiúnacha i ngach céim den Seanad agus cuireadh ar ais chuig an Dáil é chun leasuithe a bhreithniú. Tar éis bhunú an Rialtais nua i mí an Mheithimh, 2020, níor cuireadh an Bille ar ais ar Riar na hOibre. Fóg-raíodh Scéim Ghinearálta maidir le Bille nua um Cheapacháin Bhreithiúnacha ar an 15 Nollaig, 2020.
- Déantar socrú sa Bhille maidir le roinnt athruithe thar a bheith suntasach arb ionann iad is athchóiriú sonrach, lena gcuirfear córas nua-aoiseach, cuimsitheach agus oiriúnach don fheidhm ar fáil chun déileáil le ceapacháin bhreithiúnacha sa Stát.
- Faoin mBille, leagfar de shainchúram ar Choimisiún um Cheapacháin Bhreithiúnacha – a bheidh ag feidhmiú trí Choiste Nósanna Imeachta arna bhunú faoi alt 19 – nósanna imeachta nua le haghaidh roghnú breithiúnach a chinneadh go pras, trí phróiseas comhairliúcháin, chomh maith leis na scileanna agus na tréithe atá de dhíth don phost. Beidh modhanna agus próisis roghnúcháin ghairmiúla dea-chleachtais le sonrú sna nósanna imeachta sin.
- Faoin mBille, tugtar feidhm thar a bheith suntasach agus cinnte don Choimisiún i ndáil le breithiúna a roghnú sa todhcháí.

Cuirfimid an Bille um Chomhairle na mBreithiúna ar aghaidh go dtí go n-achtófar é.

- Síníodh an Bille um Chomhairle na mBreithiúna ina dhlí i mí Iúil, 2019. Forairnítear sa Bhille go mbeidh an Chomhairle comhdhéanta de gach breitheamh sa tír agus go mbeidh a chéad chruinniú aici tráth nach déanaí ná trí mhí ó dháta a bunaithe.

Déanfar comhaltaí a thoghadh chuig an mbord ag an gcéad chruinniú de Chomhairle na mBreithiúna, atá le reáchtáil anois ar an 7 Feabhra, 2020.

- Beidh ról ag Comhairle na mBreithiúna sna nithe seo a leanas:
 - Soláthar a dhéanamh d'oideachas leanúnach breithiúna tríd an gCoiste um Staidéir Bhreithiúnacha,
 - Treoirínte maidir le dámhachtainí i gcásanna díobhálacha pearsanta a chruthú tríd an gCoiste um Threoirínte maidir le Díobhálacha Pearsanta,
 - Treoirínte maidir le gearradh pianbhreitheanna a chruthú tríd an gCoiste um Threoirínte Pianbhreitheanna,
 - Cód iompair breithiúna a chruthú agus córais a thabhairt isteach chun déileáil le gearáin.

Tabharfaimid an Rialachán agus an Treoir maidir le Cosaint Sonraí in éifeacht i ndlí na hÉireann – an Bille um Chosaint Sonraí.

- Shínigh an tUachtarán an tAcht um Chosaint Sonraí, 2018, ar an 24 Bealtaine, 2018.
- Cuireadh €3.6 milliún eile ar fáil don Choimisiún um Chosaint Sonraí i 2019, ag cur buiséad iomlán €15.3 milliún ar fáil don Choimisiún. Cuireann an leithroinnt bhreise bhuiséid tuilleadh le méaduithe ar mhaoiniú le blianta beaga anuas agus léiríonn an t-athrú ó bhonn atá tagtha ar an tírdhreach cosanta sonraí.
- Tá feidhmeanna agus freagrachtaí an Choimisiúin um Chosaint Sonraí atarraingthe agus leathnaithe ó bhonn. Is léiriú iad na hacmhainní méadaithe, freisin, ar an tábhacht atá le creat láidir rialála cosanta sonraí a bheith mar thaca ag geilleagar digiteach na hÉireann, atá ag leathnú agus méadú seasta.

Cuirfimid tograí le haghaidh Athchóiriú an Dlí Shibhialta / an Bheartais Cúirteanna ar aghaidh de réir chlár reachtaíochta an Rialtais, agus i gcomhairle le páirtithe leasmhara.

- Cúig Chlár um Athchóiriú an Dlí a bhí ag an gCoimisiún um Athchóiriú an Dlí ó bunaíodh é, arbh éigean do dhá Theach an Oireachtais agus don Rialtas iad ar fad a cheadú.
- Tá tús curtha ag an gCoimisiún le hobair ar an gCúigiú Clár um Athchóiriú an Dlí, an clár reatha a cheadaigh an Rialtas ar an 20 Márta, 2019. Áirítear ann 15 thionscadal ar fud raon leathan de phríomhréimsí an dlí lena n-áirítear: cúirteanna, an dlí poiblí agus an ré dhigiteach, an dlí coiriúil agus nós imeachta coiriúil, dliteanas sibhialta agus nós imeachta sibhialta, fianaise, an dlí teaghlaigh agus an dlí talún.
- Tuigeann an Coimisiún go bhféadfadh gnéithe eile d'athchóirithe an dlí sa Ríocht Aontaithe ceisteanna bunreachtúla a ardú in Éirinn. Beidh aird ag an gCoimisiún ar na ceisteanna tábhachtacha seo nuair a bheidh an tionscadal á fhorbairt, agus déanfaidh athbhreithniú, freisin, ar athchóirithe ábhartha i ndlínsí seachas an R.A.
- Tá sé ag obair ar thionscadail faoin gCeathrú Clár um Athchóiriú Dlí, a cheadaigh an Rialtas i nDeireadh Fómhair 2013, nó tá siad ar fad tugtha chun críche.
- Shínigh an tUachtarán an **Bille Cróinéirí (Leasú), 2018**, ina dhlí ar an 23 Iúil, 2019. Leis an mBille, leasaítear an reachtaíocht reatha chun na cumhachtaí atá ar fáil do chróinéirí maidir le básanna a thuairisciú agus a imscrúdú, agus ionchoisne a chur ar bun ina leith, a shoiléiriú, a threisiú agus a nua-chóiriú go mór.

Tá sé ar cheann de na leasuithe is mó i gcomhthéacs oibleagáidí na hÉireann a chomhlíonadh faoin gCoinbhinsiún Eorpach um Chearta an Duine. Leis an mBille, tugtar cumhachtaí nua do chróinéirí chun treoir a thabhairt maidir le fianaise iomchuí a chur ar fáil, dul isteach in áitreabh chun taifid ábhartha a fháil, láithreacht finnétithe ag ionchoisne a chinntiú, agus tabhairt ar fhinnétithe ceisteanna a fhreagairt ag an ionchoisne. Foráiltear leis an mBille go bhféadfaidh cróinéirí iarraidh ar an Ard-Chúirt go leor de na cumhachtaí nua a fhorfheidhmiú, más gá.

- Tugadh an Dara Céim den **Bhille um Dhiamhasla (Cionta a Chealú agus Nithe Gaolmhara), 2019**, chun an Reifreann um Dhiamhasla, 2018, a chur i bhfeidhm, chun críche sa Dáil ar an 6 Samhain.
- Tugadh chun críche an **Ionstraim Reachtúil chun Coinbhinsiún na Háige maidir le hAisghabháil Idirnáisiúnta Tacaíocht Leanaí** agus cineálacha eile cothabhála teaghlaigh, maidir le Ballstáit nach Ballstáit den AE iad, a chur i bhfeidhm.

Tabharfaidh sin éifeacht do Choinbhinsiún na Háige maidir le hAisghabháil Idirnáisiúnta Tacaíocht Leanaí agus cineálacha eile cothabhála teaghlaigh. Rinneadh IR 594/2019, Rialacháin an Aontais Eorpaigh (Coinbhinsiún Cothabhála na Háige), 2019, ar an 25 Samhain, 2019.

- Síníodh an **Bille um Athchóiriú an Dlí Talún agus Tíolactha (Leasú)** ina dhlí i mí Iúil, 2019. Faoin Acht, a leasaíonn an tAcht um Athchóiriú an Dlí Talún agus Tíolactha (Leasú), 2013, tugtar tuilleadh cosaintí d'úinéirí tí atá i riaráistí morgáiste agus a bhfuil imeachtaí sealbhaithe le tabhairt ina gcoinne maidir lena bpríomháit chónaithe phríobháideach. Cé go bhfuil forálacha Acht 2013 coinnithe, is é aidhm Acht 2019 rogha na Cúirte a leathnú nuair a bheidh cinneadh á dhéanamh i dtaobh an ndéanfaidh sí Ordú Seilbhe i ndáil le príomháit chónaithe phríobháideach iasachtóra nó imeachtaí a chur ar athló d'fhonn tuilleadh ama a thabhairt d'iasachtóir dul i gcomhairle le Cleachtóir Dócmhainneachta Pearsanta.

5.3 Sochaí chothrom uilechuimsitheach

Díriú ar bhacainní ar bhaint amach ár bhfíse i leith Éire a bheadh sábháilte, cóir agus uilechuimsitheach a bheith ann

An comhionannas agus an uilechuimsitheacht i sochaí na hÉireann a chur chun cinn

Dul i dteagmháil leis an tsochaí shibhialta, leis na comhpháirtithe sóisialta agus le páirtithe leasmhara eile, agus dul i mbun comhoibriú trasrannach chun forbairt, foilsiú, cur i bhfeidhm agus faireachán a dhéanamh ar bheartais agus straitéisí a bhfuil mar aidhm leo an comhionannas agus an uilechuimsitheacht shóisialta a chur chun cinn agus neamhionannais a shárú.

- Lean Rannán Comhionannais na Roinne d'fheidhmeanna rúnaíochta a chur ar fáil do Ghrúpa Stiúrtha na Straitéise Náisiúnta um Chuimsiú Daoine faoi Mhíchumas a dhéanann faireachán ar an Straitéis Náisiúnta um Chuimsiú Daoine faoi Mhíchumas, 2017-2021. Is cur chuige uile-Rialtais atá sa Straitéis seo atá bunaithe, tríd is tríd, ar ocht bpríomhthéama, lena n-áirítear comhionannas agus rogha a chinntiú, chomh maith le soláthar seirbhísí, cóiríocht, sláinte, fostaíocht, iompar agus oideachas. Is é aidhm na Straitéise feabhas ollmhór, ar bhonn praiticiúil, a chur ar shaol daoine atá faoi mhíchumas agus na deiseanna is fearr is féidir a chruthú do dhaoine atá faoi mhíchumas chun go mbeidh siad ábalta a gcumas iomlán a bhaint amach.
- Tá oifigigh sa Roinn Dlí agus Cirt agus Comhionannais, i gcomhar leis an Údarás Náisiúnta Míchumais, agus i gcomhairle le grúpa forfheidhmithe na Straitéise, ag tabhairt an dara plean gníomhaíochta trí bliana faoin Straitéis chun críche lena chinntiú go leantar le dul chun cinn a dhéanamh ar fhorfheidhmiú na Straitéise.
- Leagtar amach sa Straitéis maidir le Lánpháirtíú Imirceach cur chuige an Rialtais i leith lánpháirtíú imirceach don tréimhse ó 2017 go 2020. Samhlaítear inti cur chuige uile-Rialtais a bhfuil gníomhartha ó gach Roinn i gceist. Tá 76 gníomh sa Straitéis

agus tá Ranna Rialtais agus Gníomhaireachtaí Stáit éagsúla freagrach astu. Tá ról comhordaithe ag an Roinn i ndáil leis an Straitéis a sheachadadh agus le tuairisc a thabhairt ar dhul chun cinn. Déanann coiste faireachán ar an Straitéis, Coiste Faireacháin agus Comhordaithe na Straitéise maidir le Lánpháirtiú, atá comhdhéanta de Ranna Rialtais, gníomhaireachtaí stáit agus eagraíochtaí neamhrialtasacha. Tagann an coiste le chéile i suí iomlánach tuairim is trí huaire sa bhliain.

- Déanann an Roinn feidhmiú Straitéis Náisiúnta na mBan agus na gCailíní, 2017-2020, a chomhordú trí Choiste Straitéise. Cuireadh an chéad tuarascáil ar dhul chun cinn faoi SNBC faoi bhráid an Rialtais agus foilsíodh í i mí na Márta, 2019. Amhail i mí na Samhna, 2019, bhí tús curtha le hobair ar 130 gníomh as an gcéad 139, agus tá 30 acu sin tugtha chun críche.
- An uair dheireanach a tháinig an Coiste Straitéise atá i mbun maoirseachta ar fhorfheidhmiú le chéile ná an 7 Samhain, agus cuireadh tús le hidirphlé le Trédhearcacht le súil comhairliúchán a sheoladh mar chuid den athbhreithniú meántearma. Tá suirbhé déanta ar Ranna chun sonraí a fháil faoi struchtúir rannpháirtíochta áitiúla, agus tá siad á dtiomsú i bhfoirm Innéacs d'fhonn é a scaipeadh ar bhaill an choiste roimh an gcéad chruinniú eile.
- Is é Coiste Stiúrtha na Straitéise Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach a dhéanann comhordú ar fheidhmiú na Straitéise Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach, 2017-2021. Tá fochoiste Oideachais ag díriú ar an tionscadal píolótach fanacht in oideachas a bhunú ar tionscadal i gcomhar é idir an Roinn Dlí agus Cirt agus Comhionannais, an Roinn Oideachais agus Scileanna agus Tusla. Meastar go gcuirfear tús leis an tionscadal píolótach sna míonna atá romhainn. Tá foghrúpa nua Fostaíochta bunaithe atá i mbun plan gníomhaíochta a chur i dtoll a chéile bunaithe ar ghníomhaíochtaí na Straitéise Náisiúnta.
- Tháinig Coiste Stiúrtha na Straitéise Náisiúnta um Chuimsiú an Lucht Siúil agus na Romach le chéile ar an 16 Deireadh Fómhair, 2019, go deireanach. Tabharfaidh an fhoireann Taighde agus Anailíse Sonraí faoi mheasúnú ar an Straitéis sa chéad leath den bhliain 2020. Bainfear leas as an measúnú mar eolas d'athbhreithniú Meántearma na Straitéise.

Déanfaimid athbhreithniú ar ról an Údaráis Náisiúnta Míchumais.

- Tabharfar faoi athbhreithniú ar obair an Údaráis Náisiúnta Míchumais laistigh de chreat na Straitéise Náisiúnta um Chuimsiú Daoine faoi Mhíchumas, 2017-2021. Tá an Rannán Comhionannais i mbun plé leis an Aonad Rialachais Shibhialta faoin mbealach a dtabharfar faoin Athbhreithniú agus dul chun cinn a dhéanamh ina leith.
- Tá feidhmiú na Straitéise Náisiúnta um Chuimsiú Daoine faoi Mhíchumas ag dul ar aghaidh i gcónaí. Cuirfear an t-athbhreithniú meántearma faoi bhráid an Rialtais lena cheadú i mí Eanáir, 2020, agus leis sin leagfar béim as an nua ar an Straitéis don chuid eile dá saolré. Áirítear ann roinnt gníomhartha nua agus athbhreithnithe, lena n-áirítear plean forfheidhmithe a dhréachtú do Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas.

Forbróimid tionscnaimh chun Ionadaíocht na mBan ar bhoird Stáit a mhéadú go 40%.

- Chomhaontaigh an Rialtas ar an 11 Nollaig, 2018, grúpa idir-rannach a ghairm faoi chathaoirleacht na Roinne Dlí agus Cirt agus Comhionannais chun tuairisc a thabhairt faoi dheireadh mhí an Mhárta, 2019, ar dhea-chleachtais a aithníthear chun cothromaíocht inscne a bhaint amach ar bhoird Stáit agus a bheidh le glacadh ar fud an Rialtais. Áirítear sa ghrúpa ranna atá ar Choiste Straitéis Náisiúnta na mBan agus na gCailíní agus a bhfuil boird faoina gcoimirce, chomh maith leis an tSeirbhís um Cheapacháin Phoiblí.
- D'fhógair an tAire Dlí agus Cirt agus Comhionannais, Cathal Ó Flannagáin T.D., agus a chomhghleacaí, an tAire Stáit atá freagrach as Inimirce, Comhionannas agus Lánpháirtiú, Daithí Standúin T.D., ar an 8 Márta, 2019, go raibh roinnt moltaí a rinne an Grúpa Oibre Idir-Rannach ar Chothromaíocht Inscne ar Bhoird Stáit ceadaithe ag an Rialtas chun cothromaíocht inscne níos fearr a chur chun cinn sa réimse seo.
- D'fhonn éifeacht a thabhairt do na moltaí sin, tá an Roinn Dlí agus Cirt agus Comhionannais, i gcomhairle le ranna eile, ag forbairt plean forfheidhmithe ina bhfuil gníomhartha lena gcur i bhfeidhm ag gach comhlacht poiblí cuí.
- Níl dul chun cinn iomlán déanta i leith na hoibre ar an bplean forfheidhmithe sa tréimhse seo mar gheall ar thosaíochtaí eile. Chuir foireann na hInstitiúide Eorpaí um Chomhionannas Inscne suirbhé chuig ranna rialtais ar an 19 Samhain chun

staitisticí nuashonraithe a fháil ar chothromaíocht inscne ar bhoird stáit agus is tosaíocht é an suirbhé seo a thabhairt chun críche agus é a chur i dtoll a chéile.

- Tá críochnú agus scaipeadh dréacht-phlean fhorfheidhmithe thras-Rannaigh ag dul ar aghaidh i gcónaí agus é mar aidhm leis nuashonrú ar dhul chun cinn, chomh maith le staitisticí, a chur ar aghaidh le meamram mar eolas chuig an Rialtas faoi dheireadh mhí Eanáir, 2020.

Déanfaimid Cláir Mhaoinithe an Aontais Eorpaigh a riar i leith chistí Chiste Sóisialta na hEorpa agus an Chiste um Thearmann, Imirce agus Lánpháirtíocht.

- Lean 20 tionscadal de mhaoiniú deontais a fháil faoin gCiste um Thearmann, Imirce agus Lánpháirtíocht d'fhonn tacú le lánpháirtiú agus neartú acmhainne, chomh maith le 23 tionscadal faoi Chiste Sóisialta na hEorpa chun tacú leis an gcomh-ionannas agus lánpháirtiú inscne agus fostaíocht imirceach. Beidh na tionscadail sin ar bun go dtí an bhliain 2020.
- Thug Aonad Chistí an Aontais Eorpaigh faoi fhaireachán leanúnach ar ghníomhaíochtaí airgeadais agus oibriúcháin na dtionscadal sin, lena n-áirítear tuairisceáin a scrúdú, íocaíochtaí a phróiseáil agus cuairteanna ar an láthair. Tugadh faoi chomhairliúcháin, freisin, leis na tionscadail sin sular seoladh glao oscailte ar thionscadail nua faoin gCiste um Thearmann, Imirce agus Lánpháirtíocht agus faoi Chiste Sóisialta na hEorpa sa bhliain 2019, chun aiseolas a fháil maidir leis an méid a bhí ag obair go maith agus ar na réimsí ar cheart cistí a dhíriú chun an leas ab fhearr a bhaint astu.
- D'fhógair an Roinn maoiniú €10m do thionscadail lánpháirtíochta imirceach agus comhionannais inscne atá le réachtáil idir 2019-2022.
- Cuireadh dhá shruth maoinithe ar fáil le suas le €4.5m ón gCiste um Thearmann, Imirce agus Lánpháirtíocht chun gníomhaíochtaí i ndáil le lánpháirtiú agus fáiltiú imirceach a chur chun cinn tuilleadh, agus €5.5m eile ó chómhaoiniú ón Roinn Dlí agus Cirt agus Comhionannais agus ó Chiste Sóisialta na hEorpa do thionscadail comhionannais inscne agus tionscadail chun tacú go sonrach le mná ag fillleadh ar an obair dóibh agus le fiontraíocht na mban.

Déanfaimid athchóiriú ar shaoire theaghlaigh ar mhaithe leis an tsaoire do thuismitheoirí i mbliain tosaigh an linbh a mhéadú go suntasach thar thréimhse cúig bliana.

- Mar a fógraíodh i mBuiséad 2019, tugadh isteach scéim nua saoire íoctha do thuismitheoirí i 2019. Is í an scéim nua seo an príomh-mholadh a rinneadh i dtuarascáil an choiste idir-rannaigh, a bunaíodh chun moltaí a fhorbairt faoin tslí ab fhearr a bhféadfaí gealltanais iomchuí an Chláir do Rialtas Comhpháirtíochta a chur i bhfeidhm.
- Scéim nua is ea Sochar Tuismitheora atá iníoctha le thuismitheoirí a ghlacann saoire thuismitheoireachta óna gcuid oibre i mbliain tosaigh an linbh. €245 sa tseachtain an íocaíocht, ar feadh coicíse, agus íoctar sin sa bhreis ar an Sochar Máithreachais agus an Sochar Atharthachta atá ann cheana.
- Síníodh an tAcht um Shaoire do Thuismitheoirí (Leasú), 2019, ina dhlí ar an 22 Bealtaine, 2019, agus tugadh isteach athruithe tábhachtacha ar shaoire do thuismitheoirí.
- Síníodh an tAcht um Shaoire agus Sochar Tuismitheora ina dhlí ar an 1 Samhain, 2019, faoina ndéanfar socrú maidir le saoire reachtúil choicíse do thuismitheoir iomchuí i mbliain tosaigh an linbh nó, i gcás uchtaithe, laistigh d'aon bhliain amháin ó dhéantar an leanbh a shuíomh. Tá saoire agus sochar tuismitheora ar fáil don bheirt thuismitheoirí.

Ullmhóimid reachtaíocht chun gealltanais an Rialtais a chur i bhfeidhm go reáchtálfaí reifreann ar Airteagal 41.2 den Bhunreacht, maidir le saol na mban sa teaghlach.

- Ar an 5 Iúil, 2018, cheadaigh an Rialtas Scéim Ghinearálta an Bhille um an 38ú Leasú ar an mBunreacht, 2018, agus dréachtú tosaíochta an Bhille, agus cheadaigh siad don Aire cead a lorg an ceanglas maidir le grinnscrúdú réamhreachtach a tharscaoileadh. Ag cruinniú de Choiste Gnó an Oireachtais ar an 12 Iúil dhiúltaigh an Coiste an tarscaoileadh a eisiúint. Rinne an Comhchoiste Oireachtais um Dhlí agus

Ceart agus Comhionannas grinnscrúdú réamhrechtach ar scéim ghinearálta an Bhille um an 38ú Leasú ar an mBunreacht ar an 19 agus 26 Meán Fómhair, 2018. Foilsíodh tuarascáil an Choiste ar an 6 Nollaig, 2018. Déanfaidh an Rialtas a seasamh maidir leis na chéad chéimeanna eile a leagan amach in am trátha.

Déanfaimid feidhmeanna Údarás Freagrach an Chiste um Thearmann, Imirce agus Lánpháirtíocht a chur i gcrích i gcomhréir le Rialacháin AE

- Tá maoiniú ar fáil suas go dtí 2022 faoin gCiste um Thearmann, Imirce agus Lánpháirtíochta (CTIL) chun tacú le cuspóirí atá leagtha amach sa Chlár Náisiúnta don CTIL. Chomh maith le monatóireacht leanúnach a dhéanamh ar 20 tionscadal a fhaigheann deontas-i-gcabhair, agus a bheith i gcomhairle leo ar a mbeidh maoiniú dírithe amach anseo, comhaontaíodh próiseas nua Dámhachtana Díri le Clár Cosanta Teifeach na hÉireann i leith costas misin.
- I mí na Nollag, 2018, ghlac Éire le togra chun Rialachán (AE) Uimh. 516/2014 a leasú chun maoiniú a athghealladh d'fhonn tacú le gníomhartha CTIL, nó iad a athleithdháileadh ar ghníomhartha eile trí leasuithe a dhéanamh ar chlár náisiúnta. Baineadh amach €3.6m i maoiniú breise d'Éirinn faoin bpróiseas sin.
- Ullmhaíodh cuntais CTIL roimh dheireadh na bliana agus é ar intinn iad a chur ar aghaidh chuig an gCoimisiún Eorpach chun tarraingt siar do thréimhse 2017 a mhaolú. Níorbh fhéidir leis an Iniúchadh Inmheánach na cuntais a fhíorú roimh dheireadh na bliana agus tiocfaidh siad anois faoin ngnáth-thimthriall cuntasaióchta agus cuirfear ar aghaidh iad faoi lár mhí Feabhra, 2020. Tá Comhghuaillíocht na nDídeanaithe i mbun iarratas a chur ar aghaidh ar Chúnamh Éigeandála ón CTIL agus tá €20m iarrtha acu ón gCoimisiún Eorpach mar gheall ar an ngéarchéim cóiríochta éigeandála.
- Áirítear ar shamplaí de thionscadail lánpháirtithe imirceach a roghnaíodh do mhaoiniú i 2019:
 - Tionscadal i gCorcaigh chun oiliúint ullmhachta fostaíochta a chur ar fáil d'imirceigh bunaithe ar théama gairneoireachta.

- Tionscadal náisiúnta chun oiliúint éagsúlachta struchtúrtha a chur ar fáil i scoileanna chun an éagsúlacht agus an lánpháirtíocht a chur chun cinn.
- Tionscadal náisiúnta chun cláir forbartha pearsanta a chur ar fáil, trí bheith páirteach i ndúshláin phearsanta, fhisicúla, phobail agus foirne.
- Tacaíonn na deontais sin leis an obair a bhíonn ar bun ó lá go lá ag eagraíochtaí pobal áitiúil agus eagraíochtaí neamhrialtasacha náisiúnta chun tacú le lánpháirtíú imirceach agus treisíonn siad leis an obair sin.

Cuirfimid ceangal ar chuideachtaí a bhfuil 50 ball foirne nó níos mó acu suirbhéanna pá a chomhlánú – Bille a fhoilsiú.

- Tá roinnt gníomhartha i Straitéis Náisiúnta na mBan agus na gCailíní, 2017-2020, le dul i ngleic go díreach nó go hindíreach leis an difríocht phá idir na hinscní, lena n-áirítear Uimh. 1.23: “Trédhearcacht phá a chur chun cinn trína chur de cheangal ar chuideachtaí ina bhfuil 50 fostaí nó níos mó suirbhé pá a chomhlánú go tréimhsiúil agus torthaí an tsuirbhé a fhoilsiú.”
- Thug Coiste Oireachtais faoi ghrinnscrúdú réamhrechtach ar Scéim Ghinearálta an Bhille um Fhaisnéis faoin Difríocht Phá idir na Hinscní ar an 21 Samhain, 2018, agus cuireadh an Dara Céim den Bhille i gcrích sa Dáil ar an 14 Bealtaine, 2019, agus Céim an Choiste ar an 27 Meitheamh, 2019.

Déanfaimid Coinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas a dhaingniú

- Tháinig daingniú na hÉireann ar Choinbhinsiún na Náisiún Aontaithe ar Chearta Daoine faoi Mhíchumas i bhfeidhm ar an 19 Aibreán, 2018. Tá roinnt ceanglas forfheidhmiúcháin ann, lena n-áirítear achtú an Bhille um Míchumas (Forálacha Ilghnéitheacha), 2016. Tá dréachtóir sannta laistigh d’Oifig na nDréachtóirí Parlaiminte agus tá obair ar bun ar leasuithe Chéim an Choiste den Bhille.

- I mí Eanáir, 2019, bhí díospóireacht ag an Roghchoiste um Dhlí agus Ceart agus Comhionannas ar an mBille um Míchumas (Forálacha Ilghnéitheacha), 2016; áirítear ar chuid de na leasuithe a ritheadh:
 - An tagairt do ‘cumas meabhrach agus intleachtúil chun fónamh mar ghiúróir’ a scriosadh agus ‘cumas cinnteoireachta’ a chur ina áit d’fhonn an dlí a thabhairt níos gaire don Acht um Chinnteoireacht Chuidithe (Cumas)
 - A chur d’oibleagáid ar údaráis áitiúla stáisiúin vótaíochta a dhéanamh inrochtana d’úsáideoirí cathaoireacha rothaí
 - Sainchúram níos leithne a thabhairt don Choimisiún Reifrinn chun eolas maidir le hinrochtaineacht a chur ar fáil
- Déanfar na leasuithe sin ar an Acht um Chinnteoireacht Chuidithe (Cumas), 2015, a thabhairt ar aghaidh trí Bhille leasaithe. Táthar ag leanúint de rialacháin faoin Acht a dhréachtú.

5.4 Córas Inimirce agus Cosanta cóir cothromaithe

Seirbhísí inimirce agus cosanta a sholáthar lena dtacófar lenár bhfís i leith Éire a bheadh sábháilte, cóir agus uilechuimsitheach a bheith ann

Córas cosanta idirnáisiúnta atá cuíchóirithe éifeachtach a chinntiú, lena n-áirítear feabhsuithe ar an gcóras Soláthair Dhírig.

Déanfaimid feabhsuithe ar na seirbhísí agus na tacaí atá ar fáil do dhaoine sa phróiseas cosanta.

- Bhí 39 ionad cóiríochta ag feidhmiú ar fud an Stáit lenar cuireadh cóiríocht ar fáil do 6,058 duine i Ráithe 4 de 2019. Bhí seacht gcinn de na hionaid faoi úinéireacht an Stáit, lenar cuireadh tuairim is 1,140 spás leapa ar fáil; faoi úinéireacht phríobháideach a bhí an 32 ionad eile, ina raibh nach mór 5,000 spás leapa.
- Mar gheall ar an ardú géar a tháinig ar líon na ndaoine a bhí ag lorg cosaint idirnáisiúnta i mbliana, bhain an Roinn úsáid as óstáin agus as tithe lóistín chun cóiríocht ghearrthéarmach a chur ar fáil ar bhonn leapa agus lánlóistín do thuairim is 1,500 duine. Is beart sealadach é sin nach leanfar leis ach go dtí go mbeidh dóthain áiteanna ar fáil laistigh den chóras ionaid cóiríochta dóibhsean ar fad ar mhaith leo leas a bhaint as cóiríocht a thairgtear dóibh fad atá a n-iarratas á phróiseáil.
- I ndiaidh dianchomhairleoireachta le Gníomhaireacht na Náisiún Aontaithe le haghaidh Dídeanaithe in Éirinn agus le heagraíochtaí neamhrialtasacha iomchuí aontaíodh caighdeáin nua i mí Lúnasa, 2019. Áirítear ar na caighdeáin nua sin:
 - Maireachtáil neamhspleách, lena n-áirítear teacht a bheith ar shaoráidí cócaireachta.
 - Cairt do chónaitheoirí a bheith ag gach ionad, ina ndéantar cur síos ar an tseirbhís a bheidh ar fáil do leanaí agus do dhaoine fásta atá ina gcónaí san ionad, lena n-áirítear conas a chuirtear na seirbhísí ar fáil agus an áit a gcuirtear ar fáil iad.
 - Oiliúint leanúnach a bheith ar fáil d'fhoireann an ionaid chun an tseirbhís a chuirtear ar fáil do gach leanbh agus duine fásta atá ina gcónaí san ionad a fheabhsú.

- Oifigeach Fáiltithe tiomnaithe a bheith ag gach ionad, a bheidh oilte go cuí chun tacú le gach cónaitheoir, go háirithe daoine a bhfuil riachtanais speisialta fáiltithe de dhíth orthu laistigh den ionad cóiríochta agus le gníomhaireachtaí seachtracha.
- Tá grúpa idir-rannach bunaithe chun feabhas a chur ar sholáthar na seirbhísí ó réimse ranna agus gníomhaireachtaí a bhfuil baint acu le seirbhísí soláthair dhírigh a chur ar fáil. Mar chuid d'obair an ghrúpa sin, táthar ag breithniú úsáid a bhaint as suíomhanna atá faoi úinéireacht an Stáit. Tá an grúpa idir-rannach le tuairisc a thabhairt go gairid.
- Tá Catherine Day, iar-Ard-Rúnaí Choimisiún an Aontais Eorpaigh, ina cathaoirleach ar ghrúpa ar leith atá ag scrúdú dea-chleachtas idirnáisiúnta maidir le seirbhísí a sholáthar d'iarratasóirí ar chosaint idirnáisiúnta, le súil comhairle a chur ar an Rialtas maidir le soláthar seirbhísí sa mheántéarma agus san fhadtéarma.

Ráiteas misin nua a ullmhú agus a fhoilsiú do sheirbhísí inimirce in Éirinn

- Thug Seirbhís Eadóirsithe agus Inimirce na hÉireann (SEIÉ) faoi ráiteas nua misin a leagan amach trí shraith ceardlann a reáchtáil leis an bhfoireann. Tugadh dréacht-ráiteas misin chun críche. Déanfar athbhreithniú ar an obair sin mar chuid de Sholáthar Seirbhísí Inimirce i ndiaidh an bhunathraithe.
- Déanfar an dréachtráiteas misin a athnuachan i gcomhthéacs an Cholúin Soláthar Seirbhísí Inimirce nuair a bheidh an tsamhail nua feidhme i bhfeidhm lena gcinntear athlíniú le ráiteas misin na Roinne.

Cinnteoimid go ndéanfar cinneadh na hÉireann glacadh leis an Treoir (athmhúnlaith) ón Aontas Eorpach maidir le Glacadh le hlarrthóirí Tearmainn, lena n-áirítear an ceart chun obair a lorg, a chur i bhfeidhm go hiomlán.

- Shínigh an tAire Ionstraim Reachtúil ar an 29 Meitheamh, 2018, a thugann éifeacht do rogha na hÉireann a bheith páirteach i dTreoir ón Aontas Eorpach maidir le Coinníollacha Glactha (athmhúnlú). Cuireadh Aonad um Rochtain ar an Margadh Saothair le chéile in SEIÉ chun iarratais ar chead rochtana ar an margadh saothair ón 1 Iúil, 2018, a riar faoi Rialacháin na gComhphobal Eorpach (Coinníollacha Glactha), 2018.

Tacú le hathlonnú agus le hathshocrú teifeach cláir agus iarrthóirí tearmainn athlonnaithe

Bainisteimid Clár Cosanta Teifeach na hÉireann (CCTÉ) chun iarrthóirí tearmainn agus teifigh a thabhairt go hÉirinn faoi shásraí athlonnaithe agus athshocraithe.

- Amhail ar an 17 Nollaig, 2019, bhí 3,151 duine tagtha go hÉirinn faoin CCTÉ, lena n-áirítear 51 teifeach a tháinig chun na tíre ar an lá sin. Rinneadh dul chun cinn ar fud snáitheanna éagsúla den CCTÉ mar a leanas:
 - Athlonnaíodh 1,022 duine chun na hÉireann faoi shnáithe Athlonnaithe an AE, atá anois tugtha chun críche
 - Tugadh gealltanais 740 duine de theaghlaigh theifeach a ligean isteach faoi Chlár Ligeann Isteach Daonnúil an CCTÉ, 2018/19 – tá 159 duine díobh tagtha go hÉirinn go dtí seo. Déanann na daoine a dtugtar cead dóibh taisteal chun na hÉireann faoin gClár sin a gcuid socruithe taistil féin; mar sin, níl a fhios go beacht ag an tráth seo cathain a thabharfar an snáithe seo chun críche.
 - Tugadh gealltanais faoin snáithe Athshocraithe faoi threoir Ghníomhaireacht na Náisiún Aontaithe le haghaidh Dídeanaithe (GNAD) 1,985 duine a athshocrú, agus tá 1,858 athshocrú díobh sin tugtha chun críche. Agus 55 duine eile le bheith ag teacht chun na tíre roimh dheireadh na bliana, ní bheidh ach iarmhéid 72 duine le hathshocrú. Rachaidh foireann ón Roinn Dlí agus Cirt agus Comhionannais go Béiriút i dtús na bliana 2020 chun próisis a bhaineann leis an 72 duine sin a thabhairt chun críche.
 - Faoi mheicníochtaí eile (Misin Chuardaigh agus Tarrthála, Mionaoisigh ón nGréig gan Duine Fásta ina dteannta, Tionscadail Speisialta Calais), tugadh

gealltanais 253 duine a ligean isteach agus tá 112 díobh tagtha chun na tíre go dtí seo.

- I dtaobh airgeadais de, tá €15.5 milliún geallta againn do GNAD don bhliain 2020 agus chomhaontaigh Éire, in éineacht le GNAD agus an AE, tearmann a thabhairt sna 4 bliana atá romhainn do 2,900 duine atá ag éalú ó ghéarleanúint.

Feabhas a chur ar rialuithe inimirce ag teorainneacha an Stáit

Aistreoimid Feidhmeanna Clárúcháin ón nGarda Síochána go Seirbhís Eadóirseachta agus Inimirce na hÉireann.

- Tá córas teicneolaíochta faisnéise nua a bhí beartaithe chun tacú le feidhmeanna clárúcháin agus le seachadadh tionscadail curtha ar athló go dtí an bhliain 2021 chun deis a thabhairt an córas a dhearadh agus a fhorbairt.

Beartais fhreagrúla a chinntiú i leith daoine nach náisiúnaigh LEE iad agus a bhfuil cónaí orthu sa Stát agus a chinntiú go gcuirtear na beartais sin i bhfeidhm go héifeachtach

Cuirfimid Athruithe Próisis i bhfeidhm chun feabhas a chur ar tháirgiúlacht agus cáilíocht na seirbhíse agus ar sheirbhísí do chustaiméirí, amhail seirbhísí ar líne a sholáthar (Céim 1), agus déanfaimid feabhsuithe ar an mbonneagar sonraí agus ar cháilíocht na sonraí, lena n-áirítear tacaíochtaí teicneolaíochta faisnéise agus cumarsáide a sholáthar le haghaidh cuspóirí gnó tosaíochta.

- Foilsíodh Plean Feabhsúcháin Seirbhíse Sheirbhís Eadóirseachta agus Inimirce na hÉireann, 2018-2020, i mí Dheireadh Fómhair, 2018, agus tionóladh an chéad Chruinniú Boird ar an 29 Samhain.
- Cuireadh tús i mí Iúil le cur chun feidhme córais nua ar líne do mhic léinn 3ú leibhéal nach as an LEE iad. Tháinig sin i bhfeidhm in áit an chórais a bhí ann trína mbíodh ar mhic léinn a bhí lonnaithe i mBaile Átha Cliath teacht i láthair ag Oifig Clárúcháin Sheirbhís Eadóirsithe agus Inimirce na hÉireann ar Ché an Bhúrcaigh. Tháinig na socruithe nua sin in éifeacht ar an 26 Lúnasa, 2019, chun teacht le tús na bliana acadúla nua.
- Tá sé d'acmhainn suas le 7,000 mac léinn a chlárú leis an gcóras, rud a fhágfaidh coinní ar an láthair a bheith ar fáil do chustaiméirí eile.
- Sheol Soláthar Seirbhísí Inimirce (SSI) gnéithe de láithreán gréasáin nua i mí na Nollag, ar gníomh é atá leagtha amach i bPlean Feabhsúcháin Seirbhíse SSI (2018-2020). Ceann de na príomhthosaíochtaí atá leis an láithreán sin is ea go ndéanfaí eolas a roinnt ar bhealach atá chomh soiléir agus is féidir, agus mar thoradh air sin go dtiocfaidh laghdú ar líon na bhfiosruithe ar ríomhphost agus na bhfiosruithe eile. An gníomh sin an chéad chéim mhór i dtreo láithreán gréasáin nuashonraithe agus nua-aimseartha Sholáthar Seirbhísí Inimirce.
- Cláraíodh 105,000 custaiméir ag Cé an Bhúrcaigh faoi réimse scéimeanna éagsúla le linn na bliana. Tá pleananna i bhfeidhm anois chun Oifig Cáilíochta a bhunú laistigh de SSI a scrúdóidh gach scéim lena sheiceáil go bhfuil siad ag teacht leis na síorathruithe ar an dlí agus an dlí-eolaíocht ó chúirteanna na hÉireann agus ar dhlí an AE agus an dlí idirnáisiúnta araon.

Córas cothromaithe víosaí a sholáthar chun cur ar chumas cuairteoirí dlisteanacha, turasóirí agus iarratasóirí ar fhanacht fadtéarma teacht anseo agus, ag an am céanna, a chinntiú go gcoimeádtar rialuithe iomchuí ar bun

I gcomhar leis an Roinn Gnóthaí Eachtracha agus Trádála, déanfaimid athbhreithniú ar an tseirbhís dhomhanda víosaí agus tosóimid ar na moltaí a thiocfaidh as an athbhreithniú sin a chur i bhfeidhm.

- Mar thoradh ar an athbhreithniú ar chomhsheirbhís víosaí ar tugadh faoi i gcomhar leis an Roinn Gnóthaí Eachtracha agus Trádála, rinneadh roinnt moltaí a bhí dírithe ar athrú a thabhairt chun cinn ar fud réimse gníomhaíochtaí le linn na bliana 2019. Áiríodh ann roinnt moltaí a aithníodh mar mholtaí nár mhór tús áite a thabhairt láithreach dóibh, agus iad a chur i bhfeidhm láithreach, sa chéad sé mhí den bhliain.
- Thug an Roinn isteach roinnt forbairtí nua le linn na bliana chun fostóirí Éireannacha a éascú tuilleadh agus fostaithe oilte ó lasmuigh den LEE á bhfostú acu.
- D'fhág na hathruithe sin gurbh fhéidir daoine a earcú ó lasmuigh den LEE i gcineálacha eile ról, agus bhí i gceist leo, freisin, socruithe maireachtála sealbhóirí ceada fostaíochta agus a gcéile/bpáirtí a fheabhsú ar bhogadh dóibh go hÉirinn.
- I ndiaidh athbhreithnithe tréimhsiúla ar riachtanais scileanna i margadh na hÉireann, achtaíodh na Rialacháin um Cheadanna Fostaíochta (Leasú), 2014, ar an 22 Aibreán, 2019. Cuireadh roinnt gairmeacha le Liosta na nGairmeacha Scileanna Ríthábhachtacha leis na rialacháin is déanaí agus baineadh roinnt gairmeacha ceirde agus gairmeacha breac-oilte den Liosta Gairmeacha Neamh-incháilithe.
- Ceadaítear le socruithe nua inimirce a achtaíodh ar an 6 Márta, 2019, do chéile/pháirtí shealbhóirí Ceada Fostaíochta Scileanna Ríthábhachtacha (CFSR) rochtain a fháil ar mhargadh saothair na hÉireann gan gá cead fostaíochta a fháil.
- Cuireadh próiseas réamh-imréitigh i bhfeidhm i mí Aibreáin, 2019, do chéilí/pháirtithe shealbhóirí CFSR. Faoin gcóras réamh-imréitigh do chéile/pháirtí, ceanglaítear ar náisiúnaigh neamh-LEE iarratas a dhéanamh ar litir formheasa réamh-imréitigh ag lorg cead cónaithe sa Stát mar dhuine de theaghlach shealbhóir CFSR sula dtagann siad isteach sa Stát.
- I ndeireadh na bliana 2019 chuir an Roinn tús le hobair ar athbhreithniú ar an rochtain atá ag iarratasóirí cosanta idirnáisiúnta ar an margadh saothair, le súil moltaí le bonn eolais fúthu a chur faoi bhráid an Aire.

Déanfaimid na forálacha nua forfheidhmithe agus díbeartha atá san Acht um Chosaint Idirnáisiúnta, 2015, a achtaíodh le déanaí, a chur i bhfeidhm chun gníomh níos daingne a dhéanamh in aghaidh mhí-úsáid ár gcórais imirce.

- Tá dul chun cinn maith á dhéanamh i gcónaí maidir le hiarratais víosaí agus laistigh de thír de chineál Chearta Conartha AE a phróiseáil.
- Chomh maith leis sin, tá dul chun cinn suntasach déanta, trí chur chuige uile-Rialtais, maidir le dul i ngleic le póstaí áisiúlachta agus tríd an obair imscrúdaitheach a dhéanann an Garda Síochána faoi 'Oibríocht Bhuntáiste' maidir le díriú ar chalois inimirce agus éascú na calaoise sin.

Leanúint den Chomhlimistéar Taistil a oibriú go héifeachtach

Feabhsóimid Slándáil Teorann, lena n-áirítear obair i gcomhar leis an Ríocht Aontaithe chun slándáil an Chomhlimistéir Taistil a fheabhsú tuilleadh.

- Rith an Rialtas an tAcht um Tharraingt Siar na Ríochta Aontaithe as an Aontas Eorpach (Forálacha Iarmhartacha), 2019, ina n-áirítear, i gCuid 14 (dar thosach feidhme an 15 Iúil, 2019), forálacha a bhí riachtanach lena chinntiú go leanfadh an córas inimirce agus tearmainn ag feidhmiú dá dtarlódh Breatimeacht gan mhargadh.
- Cinnteofar leis an Acht go leanfar de Scéim Víosa na hÉireann agus na Breataine – a cheadaíonn do shealbhóirí víosa gearrchuairte taisteal idir an RA agus Éire, bunaithe ar víosa aon uaire. Tá ag éirí go han-mhaith leis an Scéim ó thaobh turasóireachta agus gnó de.
- Chomh maith leis na forálacha atá in Acht 2019, tá reachtaíocht thánaisteach ullmhaithe ag an Roinn Dlí agus Cirt agus Comhionannais i réimse na Cosanta agus Tearmainn Idirnáisiúnta chun sláine an Chomhlimistéir Taistil a chinntiú, sa chás go bhfágfadh an RA an AE gan chomhaontú.
- Is teorainn faoi leith, ar bhealach, í an teorainn le Tuaisceart Éireann ó tharla gur teorainn dhlínsiúil í idir dhá Stát ina bhfuil feidhm, freisin, ag an gComhlimistéar Taistil – lena rá ar bhealach eile, áit ina bhfuil saoránaigh Éireannacha agus Bhreataíneacha araon i dteideal taisteal idir an dá Stát. Ní mór feidhm a bhaint as rialuithe inimirce ó am go ham, áfach, chun daoine atá ag baint mí-úsáid as an gComhlimistéar Taistil chun teacht chun an Stáit go mídhleathach a bhrath agus a chosc.

- Cé nach bhfuil aon rialuithe buana inimirce i bhfeidhm idir an dlínse seo agus Tuaisceart Éireann, cuireann an Garda Síochána rialuithe inimirce soghluaiste i bhfeidhm chun aghaidh a thabhairt ar inimirce mhídhleathach agus ar gháinneáil ar dhaoine.
- Sa chomhthéacs sin bíonn comhoibriú ar leibhéal oibríochta ar siúl ar bhonn laethúil idir oifigigh inimirce agus comhaltaí de Bhiúró Náisiúnta Inimirce an Gharda Síochána lena macasamhla sa RA, lena n-áirítear oibríochtaí faisnéisbhunaithe d'fhonn mí-úsáid as an gComhlimistéar Taistil a chosc. Is féidir cead iontrála sa Stát a dhiúltú do dhuine má chinntítear gurb é cuspóir na hiontrála mí-úsáid a bhaint as an gComhlimistéar Taistil.
- Is léir ón líon inimirceach atá ag teacht isteach sa Stát ó Thuaisceart Éireann go bhfuil rialuithe inimirce de dhíth ó am go ham chun mí-úsáid as an gComhlimistéar Taistil a chosc. Go dtí 31 Deireadh Fómhair na bliana seo, rinneadh 158 inimirceach neamhdhleathach a bhrath a bhí ag iarraidh teacht isteach sa Stát ar an mbealach sin.
- Tá na seiceálacha sin go huile agus go hiomlán ag teacht le Comhaontú Aoine an Chéasta agus le socruithe an Chomhlimistéir Taistil, agus leanfaidh an Garda Síochána agus údaráis na Ríochta Aontaithe, lena n-áirítear Seirbhís Póilíneachta Thuaisceart Éireann, de bheith ag obair go dlúth le chéile chun forfheidhmiú an dlí agus sábháilteacht pobail a neartú agus a éascú sa dá dhlínse.

5.5 Ceannaireacht agus Formhaoirseacht ar an mBeartas Dlí agus Cirt agus Comhionannais, agus ar Chur i bhFeidhm an Bheartais sin

Ceannaireacht chomhoibríoch a chur ar fáil don Roinn agus don earnáil i gcoitinne d'fhonn éifeachtúlacht agus éifeachtacht a bhaint amach

Ceannaireacht agus treoir straitéiseach a sholáthar ar cheisteanna Dlí agus Cirt agus Comhionannais, agus forbairt á déanamh ar Chairt Chultúir na Roinne

Leanfaimid lenár gCairt Luachanna a shníomh isteach inár modh oibre mar Roinn.

- Tá an Roinn le haird a dhíriú ar roinnt spriocanna cultúir agus le tús áite a thabhairt dóibh, spriocanna atá ag teacht go sonrach leis an tsamhail nua Bhunathraithe agus a spreagfaidh sin as an nua. Is iad sin na spriocanna seo a leanas:
 - a bheith comhoibríoch in obair thrasfheidhme;
 - oibriú go trédhearcach agus le hionracas;
 - a bheith dírithe ar an todhchaí; agus
 - tuisceanach maidir le dearcadh an chustaiméara agus an pháirtí leasmhair.
- Is ionann iad agus tacaí cultúir don tSamhail Feidhme, agus tá béim sa Roinn ar na hiompair chultúir sin a leabú de réir mar a chuirtear an Bunathrú i bhfeidhm.
- Tá go leor d'obair agus d'aird an tionscadail seo dírithe, mar is ceart di bheith, ar dhearadh mionsonraithe struchtúr nua feidhme na Roinne a thabhairt chun críche, chomh maith le baill foirne a shannadh chuig a róil nua. Tá sin déanta go han-mhaith agus tá sé á chur i bhfeidhm faoi láthair.
- Taobh le cur chun feidhme an struchtúir nua, dhírigh an Roinn ar Shamhlacha Oibriúcháin agus Freagrachta na Roinne a fhorbairt, d'fhonn an leas is fearr is féidir a bhaint as an tsoiléireacht a thagann leis an struchtúr nua.

- Áirítear orthu sin:
 - spriocanna agus Príomhtháscairí Feidhmíochta sainráite don Roinn agus do gach Feidhm atá leordhóthanach d'fheidhmeanna eile na Roinne, do Ghníomhaireachtaí agus don chóras polaitíochta dá bhfónann an Roinn agus a cuid feidhmeanna, agus atá inaitheanta acu, agus ina bhfuil tagarmharcáil agus féin-fheabhsú ina gcroílár
 - cur chuige maidir le rialachas seirbhísí tacaíochta neamhghníomhaireachta;
 - clár rioscaí a chruthú agus a chothabháil;
 - athbhreithnithe feidhmíochta a leagan amach;
 - próisis forbartha agus chomhlíonta buiséid; agus
 - cláir forbartha teicneolaíochta a dhéanfaidh na sainfheidhmeanna agus comhordú na sainfheidhmeanna éifeachtach éifeachtúil.
- Tá siad ar fad ag céim éagsúla forbartha i láthair na huaire agus tabharfar chun críche iad de réir mar a bheidh an tionscadal Bunathraithe á leabú.

Cinnteoimid tosach feidhme rathúil iomlán an Achta um Rialáil Seirbhísí Dlí, 2015.

- Cuireadh tús le codanna móra den Acht um Rialáil Seirbhísí Dlí, 2015, a bhí cinniúnach, trí Ionstraim Reachtúil i mí Dheireadh Fómhair, 2019.
- Bhí sé sin ar cheann de na horduithe tosach feidhme ba thábhachtaí faoin Acht mar, leis sin, rinneadh príomhleasuithe struchtúrtha maidir le costais dlí agus seirbhísí dlí a chomhlíonadh agus tugadh isteach córas iompair gairme neamhspleách do chleachtóirí dlí.
- Chiollaigh an t-ordú tosach feidhme nach gá don phobal feasta gearáin a dhéanamh trí chomhlachtaí gairmiúla dlí a thuilleadh ach go mbeidh siad ábalta sin a dhéanamh tríd an Údarás neamhspleách Rialála Seirbhísí Dlí a bunaíodh ar an 1 Deireadh Fómhair, 2016.
- Meastar go mbeidh gá le leasuithe a dhéanamh ar bhonn práinne i dtús na bliana 2020 ar fhorálacha reatha tobhaigh Acht 2015 chun an tsamhail mhaoinithe reatha a dhéanamh níos inbhuanaithe (e.g. is samhail tobhaigh chúlghabhálach ar fad í, i láthair na huaire, nach gceadaítear caiteachas beartaithe sa todhchaí a chur san áireamh) agus tá Grúpa Oibre ar leibhéal oifigiúil ag obair air sin.

Obair leantach ar achtú an Achta um Leanaí agus Cóngais Teaghlaigh, 2015 – forálacha agus Rialacháin éagsúla a thosú chun go bhféadfaidh saineolaithe barúlacha an linbh a fháil.

- Shínigh an tAire Dlí agus Cirt agus Comhionannais na Rialacháin fán Acht um Chaomhnóireacht Naíon, 1964 (Saineolaí ar Bharúlacha Linbh), 2018 (I.R. Uimh. 587 de 2018), ar an 20 Nollaig, 2018. Tháinig na Rialacháin i bhfeidhm ar an 1 Eanáir, 2019.

Obair leantach ar an Acht um Chinnteoireacht Chuidithe (Cumas), 2015 – a chinntiú go bhfuil struchtúr i bhfeidhm chun gur féidir an tAcht a thosú.

- Ní mór próisis nua riaracháin agus bearta nua tacaíochta a chur i bhfeidhm, lena n-áirítear an tSeirbhís Tacaíochta Cinntí a bhunú láithreach laistigh den Choimisiún Meabhairshláinte (comhlacht faoin Roinn Sláinte), sular féidir tús a chur le forálacha substainteacha an Achta um Chinnteoireacht Chuidithe (Cumas), 2015.
- Tá Ardghrúpa Stiúrtha atá comhdhéanta d'oifigigh shinsearacha as an Roinn Dlí agus Cirt agus Comhionannais, as an Roinn Sláinte, as an gCoimisiún Meabhairshláinte agus as an tSeirbhís Chúirteanna, in éineacht le Stiúrthóir na Seirbhíse Tacaíochta Cinntí, i mbun formhaoirsiú ar bhunú agus ar choimisiúnú na Seirbhíse Tacaíochta Cinntí, agus tá an obair sin ar siúl ar bhonn leanúnach.
- Tá na príomhullmhúcháin á gcur i bhfeidhm faoi fformhaoirsiú an Ghrúpa Stiúrtha chun go mbeifear ábalta orduithe tosach feidhme breise a dhéanamh d'fhorálacha Acht 2015 nuair a bheidh an tSeirbhís Tacaíochta Cinntí réidh chun na roghanna tacaíochta cinnteoireachta a chur i bhfeidhm.
- Rinneadh soláthar do leithroinnt €3.5 milliún don Vóta Dlí agus Cirt agus Comhionannais in Imleabhar Mheastacháin Athbhreithnithe 2019 chun Seirbhís Tacaíochta Cinntí a bhunú.

Cuirfimid tús leis an Acht um an Dlí Coiriúil (Cionta Gnéasacha), 2017

- Tá tosach feidhme an Achta (seachas Cuid 5, ar gá an Bille um an Dlí Coiriúil (Cionta Gnéasacha) (Leasú), 2018, a achtú ina leith) tugtha chun críche anois.
- Rinneadh an tAcht a athbhreithniú agus a thabhairt suas chun dáta go dtí an 2 Meán Fómhair, 2019.
- Tá an Roinn ag maoiniú roinnt tionscadal taighde lena ndéanfar an tionchar a bheidh ag an reachtaíocht nua ar leas ban atá i mbun striapachais a thomhas agus a mbeidh na torthaí mar bhonn eolais do Thuarascáil ar an Acht.

Cuirfimid an tAcht um Dhliteanas Sibhialta (Leasú), 2017, i bhfeidhm

- Shínigh an tAire Ordú fán Acht um Dhliteanas Sibhialta (Leasú), 2017 (Codanna 1, 2 agus 3) (Tosach Feidhme), 2018 (I.R. Uimh. 377 de 2018), ar an 25 Meán Fómhair, 2018, ag tabhairt Codanna 1, 2 agus 3 den Acht chun feidhme ar an 1 Deireadh Fómhair, 2018.
- Is é an príomhchuspóir atá le Codanna 1, 2 agus 3 den Acht na cúirteanna a chumhachtú chun dámhachtainí damáistí a dhéanamh i gcásanna gortuithe tubaisteacha trí bhíthin ordú íocaíochtaí tréimhsiúla.
- Shínigh an tAire Ordú Tosach Feidhme ag tabhairt feidhm do Chuid 4 den Acht ar an 3 Iúil, 2018. Déantar socrú i gCuid 4 den Acht maidir le teagmhais sábháilteachta othar a nochtadh go hoscailte.

Cuirfimid bailchríoch ar straitéis forfheidhmithe don Acht um Fhiachas Sibhialta (Nósanna Imeachta), 2015, i gcomhairle leis an Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí.

- Ceanglaítear le tosach feidhme an Achta um Fhiachas Sibhialta (Nósanna Imeachta), 2015, córais a chur i bhfeidhm sa Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí chun asbhaintí as íocaíochtaí leasa shóisialaigh a phróiseáil. Ceanglaítear leis, freisin, go mbeadh an Chúirt Dúiche ábalta, faoi Rialacha Cúirte, déileáil le forfheidhmiú orduithe cúirte (cealú príosúnachta d'fhéichiúnaithe) i leith na bpróiseas a bhaineann le hastú tuillimh agus éisteachtaí cuí na Cúirte Dúiche faoin Acht.
- Tá sé i gceist go gcuirfear tús leis an Acht um Fhiachas Sibhialta (Nósanna Imeachta), 2015, a luaithe a chuirfear nósanna imeachta iomchuí i bhfeidhm sa Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí agus a luaithe a bheidh dréachtú na Rialacha Cúirte tugtha chun críche. Tá teagmháil á coinneáil leis an Roinn Gnóthaí Fostaíochta agus Coimirce Sóisialaí maidir le socruithe cur chun feidhme.

Cuirfear grúpaí trasghráid Físe, arna dtreorú ag Príomhoifigigh, ar bun chun saincheistanna roghnaithe a bhreithniú, agus dearcadh níos fadtéarmaí á ghlacadh acu ina leith.

- Cuireadh an dá thuarascáil deiridh ó na Grúpaí Físe faoi bhráid Fhóram na bPríomhoifigeach.

Comhar idirnáisiúnta a fheabhsú ar shaincheistanna dlí agus cirt agus comhionannais

Leanfaimid lena chinntiú go dtabharfar tacaíocht iomlán don Aire ag Comhairlí Ceartais agus Gnóthaí Baile agus go ndéanfar ionadaíocht leordhóthanach do sheasaimh bheartais na Roinne ag cruinnithe Eorpacha.

- Den chéad uair, bhí Uachtaránacht Chomhairle an Aontais Eorpaigh ag an Rómáin ón 1 Eanáir, 2019, go dtí an 30 Meitheamh, 2019. Le linn na tréimhse sin, d'óstáil an

Uachtaránacht cruinniú Aireachta Ceartais agus Gnóthaí Baile neamhfhoirmeálta i mBúcairist (7-8 Feabhra). Rinne sí cathaoirleacht ar dhá chruinniú fhoirmeálta den Chomhairle Ceartais agus Gnóthaí Baile ar an 7-8 Márta sa Bhruiséil agus ar an 6-7 Meitheamh i Lucsamburg.

- Lean an clár Gnóthaí Baile ag díriú ar shaincheisteanna inimirce agus frith-sceimhlitheoireachta i rith na tréimhse sé mhí tuairiscithe. Díríodh sna pléití ar bheartais inimirce ar thrí ghné: comhoibriú le tríú tíortha, bainistiú éifeachtúil teorann agus beartas éifeachtach maidir le fillleadh. Pléadh Athchóiriú an Chomhchórais Tearmainn Eorpaigh, freisin, ag Comhairle mhí an Mhárta.
- Ag an gComhairle neamhfhoirmeálta i mBúcairist, thug Uachtaránacht na Rómáine ar aird an tábhacht atá leis an tuarascáil a chuir Coiste Speisialta Pharlaimint na hEorpa ar an Sceimhlitheoireacht i láthair. Ghlac an Pharlaimint leis an tuarascáil ar an 1 Nollaig agus díríodh sna pléití Aireachta ar na dúshláin a bhaineann leis na moltaí a d'eascair as an tuarascáil.
- I rith thréimhse sé mhí tuairiscithe an chláir um Cheartas agus Chearta Bunúsacha, glacadh le moltaí ríomh-fhianaise; rinneadh pléití ar thodhchaí an dlí choiriúil shubstaintigh; rinneadh pléití ar bhealaí éagsúla chun tabhairt faoi chomhar breithiúnach, lena n-áirítear úsáid intleachta saorga; agus rinneadh pléití ar chur i bhfeidhm Rialachán Oifig an Ionchúisitheora Phoiblí Eorpaigh.
- Bhí Uachtaránacht Chomhairle an Aontais Eorpaigh ag an bhFionlainn den tríú huair ón 1 Iúil, 2019, go dtí an 31 Nollaig, 2019. Le linn na tréimhse sin, d'óstáil an Uachtaránacht cruinniú Aireachta Ceartais agus Gnóthaí Baile neamhfhoirmeálta i Heilsincí (18-19 Iúil). Rinne sí cathaoirleacht ar dhá chruinniú fhoirmeálta den Chomhairle Ceartais agus Gnóthaí Baile, freisin, ar an 7-8 Deireadh Fómhair i Lucsamburg agus ar an 2-3 Nollaig sa Bhruiséil.
- Lean cúrsaí Imirce agus Tearmainn de bheith ar an gclár ag gach cruinniú Comhairle i rith na tréimhse sé mhí tuairiscithe. Ag an gcruinniú Comhairle i mí na Nollag, chuir Éire in iúl gur den rithábhacht fós cúrsaí imirce agus tearmainn ach gur shaincheist chonspóideach í, freisin, agus d'éiligh ar gach Ballstát dul i mbun rannpháirtíocht ghníomhach ar aon phacáiste nua.
- Ceann eile de na hábhair a pléadh ag gach cruinniú de chuid na Comhairle Ceartais agus Gnóthaí Baile ba ea an Fhrithsceimhlitheoireacht. Chuir *Eurojust* eolas ar fáil do na Ballstáit ar Chlár nua-sheolta Frithsceimhlitheoireachta *Eurojust*.

- Luadh an tábhacht a bhaineann le comhoibriú leis an earnáil phríobháideach agus leis an saol acadúil, freisin, chomh maith leis na tairbhí atá le córais chomhoibrithe reatha agus nuabhunaithe ar leibhéal an AE.

Déanfaimid bearta chun íoslaghdú a dhéanamh ar an tionchar a bheidh ag an mBreaitimeacht ar na réimsí a thagann faoi shainchúram na Roinne; tacóimid leis an idirbheartaíocht de réir mar is gá, agus coinneoidimid faoi athbhreithniú an cur chuige a ghlacfaidh an earnáil i leith aon saincheistanna reachtacha/oibríochtúla a eascróidh as an mBreaitimeacht.

- Leanadh d'obair le linn mhí na Nollag, 2019, le súil ionchur gníomhach a dhéanamh chun an Comhaontú um Tharraingt Siar na Ríochta Aontaithe as an Aontas Eorpach a thabhairt chun críche.
- Ghlac an Roinn páirt i réimse struchtúr comhordaithe ar fud an Rialtais chun pleanáil sheasta chuimsitheach a chinntiú agus ghlac sí páirt i gceardlanna pleanála teagmhais AE, freisin, le comhghleacaithe ón nGarda Síochána, srl. Glacadh cur chuige uile-Rialtais maidir leis an gComhlimistéar Taistil ónar forbraíodh Meabhrán Tuisceana ina gcuimsítear cearta agus cáilíochtaí saoránach.
- Bhuail an tArd-Rúnaí agus comhaltaí eile den Bhord Bainistíochta leis an bhfoireann bainistíochta sinsearaí den Roinn Dlí agus Cirt i dTuaisceart Éireann i mBéal Feirste ar an 25 Samhain, 2019.
- Táthar fós ag tabhairt tacaíocht ghníomhach do chruinnithe an Lárchoiste Comh-Aireachta, an Ard-Rúnaí, an Rúnaí Chúnta agus do cruinnithe eile Comhorduithe agus Cumarsáide Breaitimeachta.
- Ullmhaíodh agus foilsíodh reachtaíocht tosaíochta i rith na bliana agus cuireadh gníomhaíochtaí teagmhais i bhfeidhm maidir le heiseachadadh.

Ullmhóimid agus foilseoidimid reachtaíocht tosaíochta Breaitimeachta

- Rith an tOireachtas an Bille um Tharraingt Siar na Ríochta Aontaithe as an Aontas Eorpach (Forálacha Iarmhartacha), “an tOll-Bhille Breatimeachta”, ar an 13 Márta, 2019, agus tháinig sé in éifeacht ar an 15 Iúil, 2019. Cuireadh tús leis na forálacha i gcuid 14 den Acht, a bhaineann le *non-refoulement* agus méarloing a ghlacadh le haghaidh iarratas ar víosa.

Cuirfimid gníomhaíochtaí teagmhais i bhfeidhm maidir le heiseachadadh

- Rinneadh pleananna teagmhais a fhorbairt i rith na bliana 2019 chun aghaidh a thabhairt ar dhrochiarmhairtí a bheadh ann i gcás Breatimeacht gan mhargadh i gcomhthéacs eiseachadadh idir Éirinn agus an Ríocht Aontaithe.
- Ag eascairt as an toradh dearfach a bhí ar na hidirbheartaíochtaí ar an gComhaontú um Tharraingt Siar agus daingniú an Chomhaontaithe sin ag an AE agus an RA, scoireadh de na pleananna a bhí déanta.
- Tá faireachán ar bun ar an dul chun cinn atáthar a dhéanamh sna hidirbheartaíochtaí agus, más gá, beifear ábalta athbhreithniú a dhéanamh ar shocruithe teagmhais sa chás go mbeadh aon toradh diúltach ar na hidirbheartaíochtaí sin lena nglacfar san áireamh na forálacha idirthréimhseacha maidir le Barántas Gabhála Eorpach a ndéantar socrú maidir leo sa Chomhaontú um Tharraingt Siar.

Seirbhísí inimirce a ullmhú do thionchar an Bhreatimeachta

Socruithe oibriúcháin ar leith a dhéanamh i gcás Breatimeacht gan mhargadh

- Tá pleananna oibríochta aontaithe agus i bhfeidhm chun iad a ghníomhachtú sa chás nach mbeadh aon mhargadh ann. (Tiocfaidh athrú ar dháta deiridh an tionscadail ag brath ar dháta iarbhír an Bhreatimeachta)

- Maidir le haistrithe sonraí sa Chomhlimistéar Taistil, tá meicníocht curtha i bhfeidhm lena chinntiú go mbeifear ábalta leanúint d'aistriú sonraí sa chás nach ndéanfaí margadh.
- Tá socrú déanta leis na húdaráis iomchuí chun comharthaíocht a nuashonrú ag aerfoirt agus ag calafoirt. Tá socrú déanta chun comharthaíocht in Aerfort Bhaile Átha Cliath a nuashonrú.

Cloí le ceanglais tuairiscithe faoi Choinbhinsiún

Déanfaimid bainistiú ar na scrúduithe a dhéanann Éire faoi Choinbhinsiún iomchuí de chuid na Náisiún Aontaithe agus Chomhairle na hEorpa.

- Tugadh anailís ar na hoibleagáidí dlíthiúla nach raibh comhlíonta chun críche chun a chur ar chumas Éire Coinbhinsiún Chomhairle na hEorpa um an Sceimhlitheoireacht (Coinbhinsiún Bhúdaipeist) a dhaingniú.
- Tugadh chun críche an Ionstraim Reachtúil chun Coinbhinsiún na Háige maidir le hAisghabháil Idirnáisiúnta Tacaíocht Leanaí agus cineálacha eile cothabhála teaghlaigh a chur i bhfeidhm, maidir le Stáit nach Stáit de chuid an AE iad agus, maidir le míchumas, lenar cuireadh feidhmiú an Choinbhinsiúin ar Chearta Daoine atá faoi Mhíchumas chun cinn.

Cur ar chumas comhlachtaí san earnáil dlí agus chirt a bhfeidhmeanna a fheidhmiú go sásúil agus rialachas éifeachtach a áirithiú

Cuirfimid dlús le tógáil na Saotharlainne nua Eolaíochta Fóirinsí (Céim 1) agus cuirfimid plean le chéile chun Biúró Teicniúil an Gharda Síochána agus an tSaotharlann a chumasc.

- Tá obair chumasaithe d'Eolaíocht Fhóiréinseach na hÉireann, ar cuireadh tús léi i nDeireadh Fómhair, 2017, tugtha chun críche anois. Mar thoradh ar athruithe ar chaighdeáin idirnáisiúnta maidir le saotharlanna fóiréinsice, ar Bhiúró Teicniúil an Gharda Síochána agus Eolaíocht Fhóiréinseach na hÉireann a chumasc, agus ar athruithe atá tagtha ar líon na mball foirne, ba ghá tuilleadh ábhair a chur leis an gcáipéisíocht tairisceana.
- Ar an scrúdú sin a thabhairt chun críche bhíothas ábalta tairiscintí a iarraidh an athuair ón ngearrliosta de chonraitheoirí tógála don tSaotharlann Eolaíochta Fóiréinsice i Ráithe 4 den bhliain 2018 agus ba é an 29 Márta, 2019, an dáta deiridh i gcomhair aighneachtaí.
- De dheasca nádúr casta an tionscadail sin bhí gá le síneadh go dtí Bealtaine 2019 a chur leis an dáta chun tairiscintí a sheoladh ar ais. Tugadh faoi mheasúnú ar thairiscintí i Ráithe 3 den bhliain 2019.
- Thug Oifig na nOibreacha Poiblí an próiseas tairisceana chun críche agus tá rogha conraitheoir aitheanta. Tá an costas deiridh an-ghar do theorainn €100M an Chóid maidir le Caiteachas Poiblí; mar sin, rinneadh ceadú a lorg ón Roinn Caiteachais Phoiblí agus Athchóirithe. Tá an Roinn i mbun idirchaidrimh leis an Roinn Caiteachais Phoiblí agus Athchóirithe agus ag tabhairt freagra ar fhiosruithe.

Aontóimid comhaontuithe formhaoirseachta don bhliain 2018 le Gníomhaireachtaí, lena n-áirítear socruithe faireacháin rialta, de réir cheanglais Chreat Rialachais Chorparáidigh na Roinne agus an Chóid Chleachtais do Rialachas Comhlachtaí Stáit (2016).

- Lean na feidhmeanna nuabhunaithe Rialachais, Rialachas Sibhialta agus Rialachas Coiriúil araon, de chinntiú go gcuirfí struchtúir, córais agus scileanna gníomhaireachta i bhfeidhm chun tacú le feidhmíocht agus comhlíontacht, lena n-áirítear creata rialachais iomchuí.
- Déantar athbhreithniú bliantúil ar chomhaontuithe rialachais idir an Roinn agus na comhlachtaí faoina cúram; bíonn seal níos faide ná bliain ag baint le cuid de na comhaontuithe.

Athchóirithe seirbhíse poiblí a chur chun cinn ar fud na hearnála chun acmhainn agus cumas na hearnála a fheabhsú

Tacóimid le Seirbhísí Comhroinnte Airgeadais na Roinne a aistriú chuig Seirbhís Chomhroinnte Airgeadais na Státseirbhíse.

- Is í an Oifig Náisiúnta um Sheirbhísí Comhroinnte a dhéanann an tionscadal seo a bhainistiú agus tá sé curtha ar athló go dtí go mbeidh próiseas athbhreithnithe dearaidh curtha i gcrích. Tá an Roinn ag leanúint de bheith i mbun plé leis an tionscadal ar roinnt leibhéal, lena n-áirítear comhaltas de Bhord an Chláir. Tá amlínte athbhreithnithe le socrú maidir le Vóta na Roinne nó cliant-eagraíochtaí eile atá lonnaithe sa tSeirbhís Chomhroinnte Airgeadais a aistriú chuig an Oifig Náisiúnta um Sheirbhísí Comhroinnte.

Clár Bunathraithe na Roinne a chur i bhfeidhm

- Cheadaigh Bord Bainistíochta an Bhunathraithe plean earcaíochta eatramhach i mí Aibreáin, 2019, a bhí dírithe ar thosaíochtaí earcaíochta roimh an mBunathrú.
- Cuireadh Clár Bunathraithe na Roinne i bhfeidhm go rathúil laistigh den amlíne sprice 9 mí, le hatheagrú ollmhór ar an bhfórsa oibre chun tacú le samhail oibríochta nua na Roinne.
- Tá tuarascáil iomlán ar an gclár Bunathraithe le fáil sa Tuarascáil Bhliantúil seo.

5.6 Ár mBaill Foirne, ár gCultúr, ár gCórais agus ár bPróisis a Fhorbairt

Feidhmiú mar Roinn ardfheidhmíochta iontaofa a bhfuil d'acmhainn aici ár bhfís a bhaint amach i leith Éire a bheadh sábháilte, cóir agus uilechuimsitheach a bheith ann

Cuirfimid an Straitéis Acmhainní Daonna agus an Plean Fórsa Saothair i bhfeidhm chun struchtúir agus an fhoireann a chur ar comhréim leis an Ráiteas Straitéise, 2016-2019, agus chun acmhainní éifeachtacha a chur ar fáil don Roinn. Soláthróimid deiseanna foghlama agus forbartha arna gcur in oiriúint do riachtanais na heagraíochta

- D'fhan gníomhaíochtaí earcaíochta ag leibhéal ard i 2019 – earcaíodh 580 ball foirne (lena n-áirítear arduithe céime in-tí). Chuidigh na próisis earcaíochta seo leis an Rannán Acmhainní Daonna (AD) na hacmhainní a sholáthar a bhí de dhíth i ngach réimse den Roinn le go mbeifí in ann a ról a chomhlíonadh. Tá gné mhór idirnáisiúnta ag gabháil leis an Roinn, gné ar thacaigh AD léi i rith na bliana 2019, lena n-áirítear tacaíocht a thabhairt d'Oifigí agus d'Oifigigh na Roinne in Abú Daibí, Abuja, Ankara, Béising, Deilí Nua, Moscó, Londain, an Bhruiséil, Strasbourg agus i Washington DC.
- Leanann Páirtithe Gnó AD de bheith ag obair go dlúth le gach Rannán chun riachtanais acmhainní a chur in ord tosaíochta, agus oibríonn foireann earcaíochta AD go dlúth leis an tSeirbhís um Cheapacháin Phoiblí chun bearnaí/comórtais a bheidh ag teacht aníos a mheas.
- Ghlac 1,583 ball foirne páirt i raon cúrsaí sa bhliain 2019. Áirítear san fhigiúr sin 626 ball foirne a d'fhreastail ar chúrsaí a bhain le scileanna boga agus cúrsaí úsáideora deiridh teicneolaíochta faisnéise tríd an tSeirbhís Chomhroinnte nua, *OneLearning*.
- Bhí 382 ball foirne a ceapadh as an nua, nó ar tugadh ardú céime dóibh, ar fud gach gráid ó Oifigeach Cléireachais go Príomhoifigeach Cúnta, a rinne cláir forbartha ghrád-bhunaithe. Cuireadh oiliúint ionductúcháin ar fáil do 225 ball foirne nua.

Cumarsáid inmheánach agus sheachtrach a fheabhsú

Leanfaimid den Straitéis Cumarsáide “An tAthrú a Chur in Iúl” a chur i bhfeidhm

- Mar chuid den phróiseas Bunathraithe, leagadh freagracht ar fheidhm Trédhearcachta na Roinne Dlí agus Cirt agus Comhionannais as an bhfaisnéis ar fad a éilíonn an tAire, an Roinn agus an pobal a fhoinsiú, a mheas agus a chur in iúl, mar aon le caighdeáin chomhsheasmhacha cumarsáide inmheánaí agus seachtraí a chinntiú.
- Lánpháirtítear san fheidhm Trédhearcachta a forbraíodh le déanaí faisnéis, anailís agus cumarsáid ó ar fud na Roinne chun insint chomhleanúnach a thabhairt ar nithe a bhaineann le Dlí agus Ceart agus Comhionannas. Cinneann sí, ar bhonn forghníomhach, cathain is gá faisnéis a chur in iúl nó a fhoilsiú, chomh maith le freagairt ar bhealach gasta d'iarrataí a thagann isteach. Baineann an fheidhm Trédhearcachta úsáid as bealaí éagsúla chun sin a dhéanamh, ag baint leas as an teicneolaíocht agus as faisnéis fíor-ama lena chinntiú go gcomhlíonann an tAire an gheallúint a bheith daonlathach agus freagrach do gach saoránach, don Oireachtas, do na meáin chumarsáide agus do pháirtithe leasmhara eile.
- Foilsíodh ceithre eagrán den nuachtlitir inmheánach *JustNews* i 2019.
- Leanadh den ríomhfheasachán seachtainiúil foirne, a foilsíodh ar dtús i mí an Mheithimh, a scaipeadh ar gach ball foirne Roinne gach tráthnóna Aoine. Bhí Ranna lánsásta ábhar a chur ar fáil.

Sársheirbhís do chustaiméirí a sholáthar dár bpáirtithe leasmhara go léir

Feabhsóimid cáilíocht ár rannpháirtíochta lenár gcustaiméirí. Cuirfimid feabhas ar agaí freagartha comhfhreagrais agus ar ár gcórais bhainistíochta comhfhreagrais ach go háirithe.

- Cuireadh ríomh-Chomhfhreagras, an réiteach nua teicneolaíochta faisnéise a bhfuil sé beartaithe leis freagra uile-Rialtais a thabhairt maidir le comhfhreagras Aireachta a rianú, i bhfeidhm ar fud na Roinne.
- Is córas bainistithe doiciméad é ríomh-Dhoiciméid (r-Dhoic) a d'fhorbair Oifig Phríomh-Oifigeach Faisnéise an Rialtais do Ranna agus do Ghníomhaireachtaí Rialtais lena n-úsáid. Cuireann sé go mór le cumas bainistithe taifead ar fud an Rialtais.
- Thug an Roinn tús áite do r-Dhoic a ghlacadh mar ghné riachtanach de Bhunathrú rathúil na Roinne. Faoi dheireadh na bliana, bhí r-Dhoic i bhfeidhm ar fud na Feidhme Trédhearcachta (101 ball foirne), Cholún an Cheartais Choiriúil (160 ball foirne), Cholún an Cheartais Shibhialta (gan Soláthar Seirbhísí Inimirce a áireamh) (139 ball foirne). Ní oibríonn na baill foirne sna réimsí sin ach i dtimpeallacht r-Dhoic anois.
- Tá Líonra Roinne um Sheirbhís do Chustaiméirí curtha i bhfeidhm agus tá obair á déanamh go leanúnach ar Phlean Gníomhaíochta agus Cairt Seirbhíse do Chustaiméirí a fhorbairt.

A chinntiú go ndéanfar eolas, sonraí agus taighde a bhainistiú, a chomhtháthú agus a úsáid ar bhealach níos fearr

Déanfaimid ár bhfeidhmeanna Teicneolaíochta Faisnéise agus Cumarsáide (TFC) agus Sonraí a athstruchtúrú agus foilseoidimid Straitéis Sonraí agus Taighde.

- Seoladh an Straitéis Sonraí agus Taighde ar an 27 Iúil, 2018, agus ceapadh Príomh-Oifigeach Faisnéise ar an 3 Meán Fómhair. Leanadh den obair i rith na bliana 2019 chun na comhaltaí eile den fhoireann bainistíochta TFC/d'fhoireann an Phríomh-oifigigh Faisnéise a earcú.
- Tá tús curtha le luathobair maidir lena cur i bhfeidhm. Rinneadh Plean Taighde a fhorbairt don bhliain 2019 agus cheadaigh an Bord Bainistíochta é; coimisiúnaíodh taighde seachtrach mar chuid de.

I gcomhar le hOifig Phríomhoifigeach Faisnéise an Rialtais, cuirfimid an straitéis 'Tógáil le Comhroinnt' i bhfeidhm trí raon feidhmchlár a thacaíonn le cúrsaí riaracháin.

- Leathadh r-Dhoic amach ar fud feidhmeanna, ag teacht leis an gcéad Phlean Tionscadail, ar fud na gcolún Trédhearcachta, Ceartais Shibhialta agus Choiriúil, Gnóthaí Eorpacha agus Corparáide.
- Is féidir cáipéisí a roinnt go héifeachtúil leis an gCóras r-Dhoic agus éascaítear leaganacha a dhéanamh, agus comh-eagarthóireacht a dhéanamh ar cháipéisí. Tá ardbhearta slándála ag baint leis an gcóras, freisin, lena n-áirítear loig ghnímh agus conairí iniúchta. Cuireann r-Dhoic ar chumas úsáideoirí faisnéis a stóráil agus í a easpórtáil chuig an gCartlann Náisiúnta ag deireadh a saolré.
- Cuireann Oifig Phríomhoifigeach Faisnéise an Rialtais oiliúint ionduchtúcháin ar fáil do bhaill foirne nua agus tá sé éigeantach go dtabharfadh an fhoireann ar fad faoin oiliúint sin. Acmhainní Daonna a dhéanann an oiliúint sin a bhainistiú.