

## Annexes to the Performance Delivery Agreement – Updated for 2022

The EPA is an independent public body established under the Environmental Protection Agency Act, 1992. It published its most recent Strategic Plan in May 2022. The EPA’s purpose is to protect, improve and restore our environment through regulation, scientific knowledge and working with others. The Department of Environment, Climate and Communications (DECC) has been the EPA’s sponsor in government since 2016. Prior to this, the EPA had been under the aegis of the Department of the Environment, Community and Local Government (now re-named the Department for Housing, Local Government and Heritage (DHLGH)). DHLGH retains responsibility for water policy, however, and so the EPA has an important relationship with DHPLG in this policy area. The EPA’s Strategic Plan aligns to elements of the Statements of Strategy published by DECC and DHLGH. The table below provides indicative examples of where alignments occur between the strategies.

EPA	DECC	DHLGH
<b>Strategic Outcomes</b>	<b>Strategic Goals</b>	<b>Strategic Goal</b>
<b>We are an effective voice for Ireland’s environment</b>	Be a recognised leader in climate action  Transition to a Circular Economy - protecting and restoring our environment through sustainable resource use  Ensure best in class governance and regulation	To provide a framework for the sustainable management of water resources from source to sea
<b>We use our knowledge to drive climate action</b>	Be a recognised leader in climate action	
<b>We deliver a protected and healthy environment</b>	Ensure best in class governance and regulation	To provide a framework for the sustainable management of water resources from source to sea
<b>We promote the transition to sustainable production and consumption</b>	Be a recognised leader in climate action  Transition to a Circular Economy - protecting and restoring our environment through sustainable resource use	
<b>We create a culture of excellence where people are supported and can give their best</b>	Ensure best in class governance and regulation	

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## Annex 1 - Key Tasks of the Environmental Protection Agency

### A.1.1 Regulatory Functions of the EPA within remit of DECC categorised under EPA Strategic Outcomes

#### Climate Action

<ul style="list-style-type: none"><li>• Competent authority for the operation of the <b>EU Emissions Trading System</b> for greenhouse gases.</li></ul>
<ul style="list-style-type: none"><li>• Competent Authority for administration of the <b>national registry for greenhouse gas emissions</b>, incorporating registry functions for both ETS and non-ETS sectors.</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for the implementation of the <b>Aviation Directive</b> (concerning the inclusion of aviation activities in the EU Emissions Trading System) and administration of relevant aspects of ICAO CORSIA scheme in respect of aviation activities not included in EU ETS.</li></ul>

#### Protected and Healthy Environment

<ul style="list-style-type: none"><li>• Licensing authority for all significant industrial, waste and intensive agriculture sector activities in accordance with the EPA Act 1992 &amp; Waste Management Act 1996, and relevant Regulations.</li></ul>
<ul style="list-style-type: none"><li>• Competent Authority for the implementation of and reporting on the requirements of the Industrial Emissions Directive (2010/75/EU).</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for regulating <b>historic landfills</b>.</li></ul>
<ul style="list-style-type: none"><li>• <b>Enforcement</b> authority for all licences and permits issued by the EPA.</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for the permitting and control of activities engaged in the use of <b>genetically modified organisms</b>.</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for Solvents (2002) and the control of decorative paints (2007)</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for the implementation of the Environmental Liability Regulations.</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for determinations on the type of waste authorisation needed for an activity</li></ul>
<ul style="list-style-type: none"><li>• Regulatory competencies for Chemicals in the Environment (POPs, Mercury, ODS, F-Gas).</li></ul>
<ul style="list-style-type: none"><li>• Competent Authority for oversight of the implementation of the Environmental Noise Directive in Ireland (for transport noise -Road and Rail).</li></ul>

<ul style="list-style-type: none"> <li>Regulation of practices involving the use of radioactive substances, irradiating apparatus and other sources of ionising radiation. Provide advice and information on public exposure to Non-Ionising Radiation. Assess the doses received by the Irish population to ionising radiation.</li> </ul>
<ul style="list-style-type: none"> <li>Approve the provision of dosimetry services pursuant to the Ionising Radiation Regulations 2019.</li> </ul>
<ul style="list-style-type: none"> <li>Approve the provision of radiation protection advisory services pursuant to the Ionising Radiation Regulations 2019.</li> </ul>
<ul style="list-style-type: none"> <li>Competent authority under international conventions on: nuclear matters, Long Range Transboundary Air Pollutants, Mercury and POPs.</li> </ul>
<ul style="list-style-type: none"> <li>Regulate installations in accordance with the Medium Combustion Plant Directive and maintain the Medium Combustion Plants register.</li> </ul>
<ul style="list-style-type: none"> <li>Competent Authority for the Regulation of Volatile Organic Compound Emissions Resulting from Petrol Storage and Distribution for the purposes of the Directive 94/63/EC.</li> </ul>

### Sustainable Production and Consumption

<ul style="list-style-type: none"> <li>Competent authority for a number of Extended Producer Responsibility (EPR) streams including Waste Electrical and Electronic Equipment and associated Restriction of hazardous substances in EEE, Batteries, Tyres and single use plastics directive measures</li> </ul>
<ul style="list-style-type: none"> <li>Competent authority for the <b>regulation of by-product and end of waste</b> issues.</li> <li>Competent authority for the implementation of Fluorinated greenhouse gases (F gases) and Ozone Depleting Substances (ODS) regulations</li> </ul>
<ul style="list-style-type: none"> <li>Regulatory competencies for <b>Market Surveillance</b> activities relating to REACH, Batteries, ELVs, Packaging, RoHS, Non-Road Mobile Machinery, Solid Fuel Regulations, Detergents.</li> </ul>
<ul style="list-style-type: none"> <li>Competent Authority for the purposes of Regulation 1257/2013 on <b>ship recycling</b>.</li> </ul>

### A.1.2 Reporting, Assessment and Advocacy Functions of the EPA within remit of DECC categorised under EPA Strategic Outcomes

#### Effective Voice

<ul style="list-style-type: none"> <li>Publication of EPA Annual Report.</li> </ul>
<ul style="list-style-type: none"> <li>Preparation of <b>State of the Environment</b> reports and related public information and policy support assessments and actionable knowledge outputs.</li> </ul>

<ul style="list-style-type: none"> <li>• Establishing environmental quality objectives for environmental media.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish a National Hazardous Waste Management Plan.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish a National Implementation Plan under the Stockholm Convention</li> </ul>
<ul style="list-style-type: none"> <li>• Coordinate and participate in: <ul style="list-style-type: none"> <li>▪ National Environmental Research Programme including the Fast Track to Policy research support initiative;</li> <li>▪ National Research Coordination activities (DFHERIS, SFI, EI, SEAI);</li> <li>▪ EU Research Coordination activities (Horizon Europe, JPI).</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Prepare and publish periodic reports on national waste statistics and fulfil expanded EU statutory waste reporting obligations, including Plastic Own Resource.</li> </ul>
<ul style="list-style-type: none"> <li>• Preparation of national reports on solvents</li> </ul>
<ul style="list-style-type: none"> <li>• Collect PRTR (Pollutant Release and Transfer Registers) data, publish on the National PRTR website and report this data annually to the European PRTR Register.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish national data on environmental radioactivity levels.</li> </ul>
<ul style="list-style-type: none"> <li>• Co-ordinate and deliver the relevant Copernicus Land Monitoring Services for Ireland including CORINE map for reporting to EU.</li> </ul>
<ul style="list-style-type: none"> <li>• Contribute to the establishment and operation of a national landcover mapping programme to support the development and tracking of climate, air pollution, river basin, biodiversity, and environmental noise plans.</li> </ul>
<ul style="list-style-type: none"> <li>• Operate the national Network for Monitoring Atmospheric Composition and Change, incorporating EMEP and Integrated Carbon Observation System stations (ICOS).</li> </ul>
<ul style="list-style-type: none"> <li>• Environmental reporting, including Priority Data streams, to EC, EEA, Eurostat, UNEP UNFCCC, UNECE and OECD.</li> </ul>
<ul style="list-style-type: none"> <li>• National Focal Point for co-operation with the European Environment Agency and management of national engagement in EIONET.</li> </ul>
<ul style="list-style-type: none"> <li>• Promotion of environmental awareness and behaviour change through education and other communications activities.</li> </ul>
<ul style="list-style-type: none"> <li>• Advise and Support the Government in relation to International engagement (EU, UN, WHO, OECD, IAEA) (e.g. Stockholm, Minamata, Montreal Conventions, IPCC, EU Scientific Committees, SDGs, UNFCCC, CLRTAP).</li> </ul>
<ul style="list-style-type: none"> <li>• Advise the Government on measures for the protection of individuals from radiological hazards; in relation to international standards for radiological safety; and on the implications for Ireland of developments abroad relating to nuclear installations and radiological safety generally. Support in the implementation of the National Radon Control Strategy.</li> </ul>

<ul style="list-style-type: none"> <li>• Contribute to the delivery of the National Radon Control Strategy and support Department in overall coordination and delivery of the Strategy actions</li> </ul>
<ul style="list-style-type: none"> <li>• Co-operate with relevant authorities in other states and with appropriate international organisations on nuclear and radiological safety matters.</li> </ul>
<ul style="list-style-type: none"> <li>• Inform and support the Government's National Antimicrobial Resistance Strategy in relation to the environmental dimensions.</li> </ul>
<ul style="list-style-type: none"> <li>• Deliver the national Land Use Evidence Review Phase I outputs and support the development of Phase II – policy response.</li> </ul>
<ul style="list-style-type: none"> <li>• Responsible for the publication of Guidelines on the information to be contained in EIA Reports.</li> </ul>

### Climate Action

<ul style="list-style-type: none"> <li>• Publish annual <b>inventory of greenhouse gas and air pollutant</b> emissions.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish periodic <b>projections of greenhouse gas and air pollutant</b> emissions.</li> </ul>
<ul style="list-style-type: none"> <li>• Provision of technical and administrative support to the Climate Change Advisory Council</li> </ul>
<ul style="list-style-type: none"> <li>• Develop guidance together with the SEAI, to support public bodies in reporting the annual greenhouse gas emissions.</li> </ul>
<ul style="list-style-type: none"> <li>• Provision of technical and administrative support including climate behavioural insights for the implementation of the National Dialogue on Climate Action.</li> </ul>
<ul style="list-style-type: none"> <li>• Develop Climate Ireland to its full potential as an operational support for climate adaptation and climate action in Ireland.</li> </ul>

### Protected and Healthy Environment

<ul style="list-style-type: none"> <li>• Provision of <b>support and guidance</b> to local authorities in relation to their environmental statutory functions through the NIECE network and report on their performance through RMCEI, LAPF and complaints.</li> </ul>
<ul style="list-style-type: none"> <li>• Implement the <b>Cleaner Air for Europe Directive</b> and 4th Daughter Directive by monitoring air quality at the National Ambient Air Monitoring Network stations established under the AAMP (Ambient Air Monitoring Programme).</li> </ul>
<ul style="list-style-type: none"> <li>• Oversee implementation of the <b>Solid Fuel Regulations</b>.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish a national report on ambient <b>air quality</b>.</li> </ul>
<ul style="list-style-type: none"> <li>• Delivery of EPA led Climate Action Plan (CAP) Adaptation actions and development of LA CAPs guidelines; support delivery of relevant CAP actions as appropriate.</li> </ul>

<ul style="list-style-type: none"> <li>• Maintain and renew the <b>National Dose Register</b>.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide <b>radioactivity measurement</b> and certification services.</li> </ul>
<ul style="list-style-type: none"> <li>• Maintain and renew the National Radiation Monitoring Network.</li> </ul>
<ul style="list-style-type: none"> <li>• Implement a graded approach to authorisation of practices involving the use of ionising radiation in line with COUNCIL DIRECTIVE 2013/59/EURATOM.</li> </ul>
<ul style="list-style-type: none"> <li>• Consultation, as necessary, with Geological Service of Ireland (GSI)/DECC on matters relating to Groundwater Protection, Radon risk, Historic Mine Sites and Geoscience issues</li> </ul>
<ul style="list-style-type: none"> <li>• Competent Authority for the regulation of relevant installations and facilities in accordance with the Habitats and Birds Directives. (Appropriate Assessment)</li> </ul>
<ul style="list-style-type: none"> <li>• Establishment of national ecosystems monitoring network and Coordination of Ecosystems Monitoring reporting under NEC Directive.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide responses to all Consultation on Environmental Impact Assessment Reports whether licensable or not (s.72 EPA Act)</li> </ul>

### **Sustainable Production and Consumption**

<ul style="list-style-type: none"> <li>• Coordinate and lead the national Circular Economy Programme (which incorporates the National Waste Prevention Programme) to foster behavioural change, build knowledge and an evidence base, and provide support to enterprises, households and the public sector to make the change to a low-carbon, circular economy.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide policy insight and support re Circular Economy policy development</li> </ul>
<ul style="list-style-type: none"> <li>• Monitor and report on green procurement in the public sector</li> </ul>
<ul style="list-style-type: none"> <li>• Implement the National Food Waste Prevention Programme</li> </ul>

### A.1.3 Regulatory functions of the EPA within remit of DHLGH categorised under EPA Strategic Outcomes

#### Protected and Healthy Environment

<ul style="list-style-type: none"><li>• Regulatory authority for <b>urban waste water</b> discharges by Irish Water, in accordance with the Waste Water Discharge Regulations, 2007.</li></ul>
<ul style="list-style-type: none"><li>• Supervisory authority for the provision of <b>drinking water</b> by Irish Water, in accordance with the European Communities (Drinking Water), Regulations, 2014, <b>S.I. No. 122 of 2014</b>.</li></ul>
<ul style="list-style-type: none"><li>• Implementing and permitting authority for the purposes of the <b>Dumping at Sea Act 1996</b> as amended and associated regulations.</li></ul>
<ul style="list-style-type: none"><li>• Authority responsible for the implementation and enforcement of the <b>Microbeads (Prohibition) Act 2019</b>.</li></ul>
<ul style="list-style-type: none"><li>• Competent authority for the Environmental Impact Assessment Directive in accordance with the EPA Act 1992 including the publication of guidelines on the preparation of EIAR</li></ul>
<ul style="list-style-type: none"><li>• Oversight of the performance by local authorities of their environmental statutory functions including inspections under the GAP Regulations, the National Inspection Plan for domestic waste water systems and Bathing Water Quality.</li></ul>
<ul style="list-style-type: none"><li>• Establishment and maintenance of the Register of Abstractions under the European Union (Water Policy) (Abstractions Registration) Regulations 2018.</li></ul>

### A.1.4 Reporting, Assessment and Advocacy Functions of the EPA within remit of DHLGH categorised under EPA Strategic Outcomes

#### Effective Voice

<ul style="list-style-type: none"><li>• Coordinate and lead technical and scientific work under the <b>Water Framework Directive 2000/60/EC</b> including supporting planning for the third WFD cycle (2021-2027).</li></ul>
<ul style="list-style-type: none"><li>• Publish national reports on <b>water quality and WFD status</b>.</li></ul>
<ul style="list-style-type: none"><li>• Provide a report on microbeads to the Minister for Housing Local Government and Heritage outlining actions in the first year of implementation of the Microbeads (Prohibition) Act 2019 for presentation to the Oireachtas.</li></ul>

<ul style="list-style-type: none"> <li>• Provide current level of support to the DHLGH in the implementation of the Marine Strategy Framework Directive (MSFD) as amended. Provide support and assistance on the OSPAR Convention including participation in specific committees and working groups.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide technical advice as required to DHLGH on revisions to the Dumping at Sea legislation.</li> </ul>
<ul style="list-style-type: none"> <li>• Provide submissions or observations in relation to EIA Reports to the Minister or other State Authorities in respect of any development or motorway (EPA Act s.72)</li> </ul>
<ul style="list-style-type: none"> <li>• Annual and 4-yearly reporting required under the Good Agricultural Practice for Protection of Waters Regulations (2022)</li> </ul>
<ul style="list-style-type: none"> <li>• Provide input through membership of the Planning Advisory Forum &amp; Legislation Review Standing Group</li> </ul>
<ul style="list-style-type: none"> <li>• Provide support/responses on Aarhus Convention Compliance Committee cases</li> </ul>

#### **Protected and Healthy Environment**

<ul style="list-style-type: none"> <li>• Implementation of revised <b>national hydrometric monitoring programme</b>.</li> </ul>
<ul style="list-style-type: none"> <li>• Publish national reports on drinking water, urban waste water and bathing water.</li> </ul>
<ul style="list-style-type: none"> <li>• Environmental Authority for the Strategic Environmental Assessment Regulations. Provide secretariat to the National SEA Forum.</li> </ul>
<ul style="list-style-type: none"> <li>• Consultation with NPWS regarding liabilities that may arise under the Environmental Liability Directive prior to the issuing of a Ministerial Direction under Birds and Natural Habitats Regulations, 2011 to restore a Natura 2000 site</li> </ul>

## Annex 2 - Financial and Human Resources

Table 2.1 2022 Key Budget Expenditure

<b>Executive Summary</b>	<b>Net Non Capital Allocation 2022 €'000</b>	<b>Capital Allocation 2022 €'000</b>
Climate & Environment	3,993	14,244
Circular Economy	1,966	0
Corporate Support Unit	30,517	4,577
	<b>36,476</b>	<b>18,821</b>

<b>Climate and Environment</b>	<b>Net Non Capital Allocation 2022 €'000</b>	<b>Capital Allocation 2022 €'000</b>
Climate and Environmental Research		11,500
Climate Science, Evidence and Services*	219	290
Radiation, Environment Protection and Monitoring	1,492	1,824
Environmental Enforcement	1,355	630
Climate Secretariat	927	
<b>Total Climate and Environment</b>	<b>3,993</b>	<b>14,244</b>

<b>Corporate Support Unit</b>	<b>Net Non Capital Allocation 2022 €'000</b>	<b>Capital Allocation 2022 €'000</b>
General Non – Pay	5,690	
Salaries	19,198	
Pay Rounds	378	
Climate Secretariat Work Force Plan	400	
Pensions	3,999	
Lump Sums	852	
Corporate Capital		4,577
<b>Total Corporate Support Unit</b>	<b>30,517</b>	<b>4,577</b>

<b>Circular Economy</b>	<b>Net Non Capital Allocation 2022 €'000</b>	<b>Capital Allocation 2022 €'000</b>
Circular Economy Programme*	1,966	
<b>Total Circular Economy</b>	<b>1,966</b>	<b>0</b>

<b>Water &amp; Marine</b>	<b>Net Non Capital Allocation 2022 €'000</b>	<b>Capital Allocation 2022 €'000</b>
WFD Programme	5,978	869
<b>Total Water &amp; Marine</b>		

\*The above figures set out the allocation received by the EPA. An additional €963K is being expended on Climate Dialogue (€135K) and Circular Economy (€828K) from the EPA accumulated surplus as a **once off basis** due to savings that have arisen due to Covid 19.

**Table 2.2 Financial Resources**

Source	2017 Outturn (Baseline)	2018 Allocation /Income	2018 Outturn	2019 Allocation /Income	2019 Outturn	2020 Allocation / Income	2020 Outturn	2021 Allocation / Income	2021 Outturn	2022 Allocation / Income
1. Exchequer -DECC Vote- Current	€19.933M	€21.300M	€21.548M	€25.141M	€24.831M	€29.100M	€29.402M	€34.083M	€33.422M	€36.476M**
2. Exchequer -DECC Vote- Capital	12.069M	16.100M	€13.755M	€11.78M	€13.930M	€11.780M	€13.280M	€15.521M	€15.521M	€16.621M***
3. DECC Environment Fund	€9.756M	€9.558M	€9.004M	€9.375M	€9.205M	€5.578M	€3.622M	-		
4. Exchequer –DHLGH Vote- Water Quality	€7.895M	€7.140M	€7.022M	€7.748M	€7.483M	€6.866M	€6.808M	€6.619M	€6.352M	€6.847M
5. Agency Generated Income	21.530M	€24.591M	€21.522M	€22.729M	€22.546M	€24.500M	€22.337M	€24.187M	€23.121*	€22.339M*
<b>Total</b>	<b>€71.183M</b>	<b>78.689M</b>	<b>€72.851M</b>	<b>€76.773M</b>	<b>€77.995M</b>	<b>€77.824M</b>	<b>€75.449M</b>	<b>€80.410M</b>	€78.416M	€84.483M

\*The Agency Generated Income figures include €9.271M for 2017, €8.782M for 2018 and €8.894M for 2019, and €8.894M for 2020, that is not available income, as the amounts relate to the Net Deferred Retirement Benefit Funding FRS102 actuarial calculation for each year. For the 2021 figures, we have used €6.659M FRS102 figure as an estimate as the actuarial calculation for 2021 will not be available until later in 2022.

\*\*This figure includes €378K for pay round increases for which EPA will be required to submit a Business Case for by mid year. It does not include the €1M non pay

\*\*\* This included an indicated allocation of €1.8M for the purchase of the Castlebar building.

**Table 2.3 Human Resources (at year end)**

	<b>2017(Baseline)</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022 (to end Q2)</b>
1. Staff sanction numbers	<b>392</b>	<b>411</b>	<b>420</b>	<b>420</b>	<b>448</b>	<b>454</b>
2. Full Time Equivalentents	<b>380.40</b>	<b>399.80</b>	<b>413.80</b>	<b>411.5</b>	<b>415.9</b>	<b>433.7</b>

## Annex 3 - Key Performance/Service Levels

### Key Deliverables for 2022 from the Agency under its Strategic Outcomes on behalf of the DECC

#### Effective Voice

	Outcome	Timeframe	Performance Measurement Indicator	DECC Business units
1.	Supported sustainable land use decision making in Ireland	Q3/4 2022	Complete Phase I of the Land Use Evidence Review and delivered specified outputs, including a synthesis report.	Land Use & Sectoral Policy Unit; and the Env and Climate Research & Advisory Unit (ECRAU). (Environment & Climate Division)
2.	Improved structures and mechanisms to strengthen evidence-informed policy-making	Q1-Q4 2022	(i) Agree and implement Knowledge Transfer Activities  (ii) Deliver national workshop on connecting environmental science to policy.  (iii) Publication of CRCG Report of Activities for 2021	Environment – Climate, and Environment Circular Economy Divisions as appropriate
3.	A relevant and responsive research programme that supports/influences national environmental policy and assessment	Q3 2022	Review national research governance and coordination structures (with DECC engagement), and implement any recommendations for new arrangements	Env and Climate Research & Advisory Unit (ECRAU).

## Climate Action

	Outcome	Timeframe	Performance Measurement Indicator	DECC Business unit
4.	More timely evidence based environmental assessment to inform policy and decision making at national, regional and local levels	31/12/22	<ul style="list-style-type: none"> <li>i) Enhance the depth of analysis used in EPA’s inventories and projections with a particular focus on transport and energy, including more timely publication of the inventory in light of Climate Act requirements.</li> <li>ii) Build expertise and knowledge of land use, land use change and forestry (LULUCF) and transport and energy</li> <li>iii) Develop in-depth assessment and reporting processes for national emission reduction policies and measures for national and international purposes.</li> <li>iv) Commence in-depth sectoral emissions assessments to support and inform achievement of National emissions reductions targets</li> </ul>	<p>Env and Climate Research &amp; Advisory Unit (ECRAU).</p> <p>Environment – Climate, and Environment Circular Economy Divisions as appropriate</p>
5.	Prominent support, participation and communication in the interpretation of developments in climate science and observations	31/12/22	<ul style="list-style-type: none"> <li>i) Develop the 5 Year Assessment Report (5YAR) on climate change research and delivery of each draft and volume in line with agreed timeframes.</li> <li>ii) Lead on national engagement with the IPCC in delivery of its 6th Assessment Report (AR6) and development of the 7<sup>th</sup> Assessment Process.</li> </ul>	<p>Env and Climate Research &amp; Advisory Unit (ECRAU).</p> <p>Environment – Climate, and Environment Circular Economy Divisions as appropriate</p>

	and their implications for Ireland and a better public understanding of the implications of climate change based on current evidence.		<ul style="list-style-type: none"> <li>iii) Explore the development of the EPA's role in coordination and supporting climate change research to be designated as either a Focal Point or associate IPCC focal point for Ireland.</li> <li>iv) Comment on developments in climate science in a timely manner to provide the public with an understanding of national implications and considerations.</li> </ul>	
6.	A strengthened EPA position on Climate Change Adaptation. The EPA will fulfil its role as key data and knowledge providers and develop structures and insights to support this.	31/12/22	<ul style="list-style-type: none"> <li>i) Implement EPA strategy on climate adaptation and deliver the Climate Ireland work programme.</li> <li>ii) implement a stakeholder engagement plan for climate adaptation including climate Ireland to include engagement with leading state agencies &amp; bodies (Met Eireann, Marine Institute, Teagasc and Enterprise Ireland) on development and use of climate observations to support actions to mitigate and adapt to climate change</li> </ul>	Engagement and Adaption Unit
7.	A sound evidence base for targeted citizen engagement and communication and an enduring process of engagement on climate change through the	31/12/22	Publish full suite of outputs from the Climate Change in the Irish Mind Study. Implement the associated communications and stakeholder engagement plan to support the dissemination and use of its findings	Engagement and Adaption Unit

	National Dialogue			
8.	A risk based responsive regulatory approach that engages stakeholders and protects the environment and people	31/12/22	<ul style="list-style-type: none"> <li>(i) Compliance with EU-ETS requirements</li> <li>(ii) Ensure that ETS module in CRM and EU-ETS Reporting systems are working effectively.</li> <li>(iii) Ensure that the Ireland's domain and the National Accounts on the Union Registry are effectively and securely maintained</li> <li>(iv) Input to drafting of EU and Irish legislation as appropriate</li> <li>(v) Liaise with DECC/NTMA to ensure ESD and KP obligations are met.</li> </ul>	Land Use and sectoral Policy
9.	Reduction in EPA's Carbon Emissions.	31/12/22	<ul style="list-style-type: none"> <li>(i) Complete final phase of upgrade to LED lighting in Wexford and carry out full LED lighting upgrade in McCumiskey House Dublin.</li> <li>(ii) Upgrade to air source heating system in Monaghan.</li> <li>(iii) Prepare a rolling three-year energy reduction plan to further reduce EPA's carbon emissions.</li> </ul>	EPA

## Protected and Healthy Environment

	Outcome	Timeframe	Performance Measurement Indicator	DECC Business unit
10.	A strengthened Air Quality Framework in place	31/12/22	(i) Complete establishment of national ambient air monitoring network. (ii) Establish air quality forecast under LIFE Emerald (iii) Deliver Annual Air Quality report, National Air Event/Conference and provide air monitoring data as an evidence base for national air priorities and policy development.	Air Quality, Noise and Radiation Division
11.	A modern fit for purpose national radiation monitoring network capable of confirming the arrival, or non arrival, of a radioactive plume.	31/12/22	Complete infrastructure for National Radiation Monitoring Network renewal at host sites and deploy monitoring equipment.	Air Quality, Noise and Radiation Division
12.	A high quality, efficient and timely licensing decision and authorisation regime particularly to the energy sector	31/12/22	(i) Deliver an increased number of decisions across regimes (ii) Proactively engage with stakeholders to improve quality of applications received (iii) Proactive engagement with key stakeholders to find solutions to the national priority of energy security	Environment Policy & Governance Unit  (Wholesale Electricity and Gas Policy Unit)

13.	A responsive licensing regime which ensures compliance with National and EU Requirements	31/12/22	Implementation of the Commission Implementing Decisions (CID) under the Industrial emissions Directive for all relevant sectors starting with energy and waste sectors.	Environment Policy & Governance Unit and Energy (Wholesale Electricity & Gas Policy)
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### Sustainable Production and Consumption

	Outcome	Timeframe	Performance Measurement Indicator	DECC Business unit
14.	A supported Circular Economy in Ireland through the implementation of behavioural change initiatives, delivery of studies and surveys, evidence gathering, policy inputs, funding supports, strategic partnerships and communication campaigns.	31/12/22	(i) DECC influenced CE Research projects awarded, and CE Research reports published (ii) Undertake new behavioural change initiative to explore drivers and novel approaches on climate change and circular economy	Circular Economy - Materials Management Unit; Circular Economy- Strategic Policy Unit; Env and Climate Research & Advisory Unit (ECRAU).
15.	Support the transition to a Circular Economy in Ireland through the provision of byproduct and end of waste regulations and implementation of National Hazardous Waste Management	31/12/22	(i) An efficient end-of-waste regime in place (ii) An efficient by-product regime in place (iii) Coordinate implementation of the National Hazardous Waste Management Plan and delivery of actions by other stakeholders	Circular Economy -Materials Management Division; Circular Economy - Strategic Policy Division; Environmental Protection Division;

	Plan.		(iv) Deliver EPA National Hazardous Waste Management Plan action 2022 (v) Produce annual report	Env and Climate Research & Advisory Unit (ECRAU).
16.	Timely waste statistics delivered and insights and recommendations provided for policy and regulatory interventions.	31/12/22	(i) Meet all EU statutory reporting on national waste and circular economy statistics, and where possible, using advancements with 'Common View' and other process improvements, accelerate delivery dates for waste statistics. (ii) Publish electronic releases and annual waste statistics summary report & communicate and proactive engagement through a range of channels-briefing sessions, report, web & social media	Circular Economy - Materials Management Division; Circular Economy - Strategic Policy Division; Environmental Protection Division; Env and Climate Research & Advisory Unit (ECRAU).
17.	Green Public Procurement implementation by government departments monitored and reported	31/12/22	Report on GPP: Monitoring and Reporting by Government Departments (reference year 2021) published.	EPA

### Culture of Excellence

	Outcome	Timeframe	Performance Measurement Indicator	DECC Business unit
18.	A strategic approach to HRD	31/12/22	People and Culture Framework developed	EPA

## Key Deliverables for 2022 from the Agency under its Strategic Outcomes on behalf of the DHLGH

### Effective Voice

	Outcome	Timeframe	Performance Measurement Indicator	DHLGH Business unit
1.	Improved Water Quality in Ireland	31/12/22	(i) Publish a Water Quality in Ireland Report 2016-2021 (ii) Support completion of the final RBMP including scenario analysis, setting objectives and exemptions, and reporting the plan. (iii) Complete the review and public consultation of Heavily Modified Waterbodies (iv) Publish the National WFD Monitoring Programme 2022-2027	
2.	Abstractions and Impoundments Bill progressed		Continued input to drafting of Abstractions & Impoundments legislation	Water Policy

### Protected and Healthy Environment

	Outcome	Timeframe	Performance Measurement Indicator	DHLGH Business unit
3.	Relevant Waste Water Discharge licences reviewed in accordance with		13 WWDL reviews completed in 2022	Water policy

	legislation		Increased engagement with Irish Water to progress priority WWDL applications	
4.	Improvement in the safety and security of Drinking water supplies and the quality of waste water discharges	31/12/2022	Reduction in the number of Irish Water Drinking water supplies on the EPA's Remedial Action List and the number of agglomerations on the Priority urban area list	

## Annex 4 – Key High-level Metrics and Indicators

Table 4.1 – Key High-level Metrics

	2018		2019		2020		2021		2022	
	Target	Output								
Number of Environmental and Radiological Decisions <sup>2</sup>	2,232	1,403	2,140	2,745	1,270*	1,137	990*	1,348	740	
Number of Industrial/Waste licences awarded (IE, IPC & Waste)		47		38		43	60	42	45	
Number of Industrial/Waste site visits	1,320	1,507	1,320	1,485	1,450	1,164	1,479	1,295	1,560	
Number of Urban Wastewater and Drinking Water Site Visits	370	376	370	299	370	117	322	291	270	

\* New Graded Authorisation system produces fewer radiological licence renewal applications

<sup>2</sup> Includes Licences, Certs of Registration, Article 27 Decisions, Authorisations, Authorisation Renewals, Technical Amendments, Authorisations Closed etc.

<b>New Metrics (2023)</b>	<b>2022 Target (where available)</b>
No. of Climate Dialogue stakeholder including fora, Climate lectures and National Conference delivered	
No. of Climate Change in the Irish Mind behavioural insights studies and surveys to be undertaken	
<b>AAMP</b> – No. of operational Air Monitoring Stations reporting on Air Quality	115
<b>LIFE</b> Emerald - 3 day forecasts of Air Quality for PM, NO2 and Ozone to be available on airquality.ie	
No. of monitoring sites for transboundary and green-house gases used for the purpose of atmospheric composition and change	
No. of sites providing air quality monitoring for the purpose of ‘source apportionment’ (sources of particulate matter air pollutants) to highlight any changes year on year	
No. of national surveys that will be completed under the waste characterisation programme necessary to inform national policy and support expanded reporting	1
No. of key waste statistic data releases	11
No. of Specialist studies/surveys completed to support CE and statutory reporting obligations	1
No. of national end-of-waste criteria that will be developed for prioritised wastes and other materials	
No of national by-product criteria that will be developed for prioritised wastes and other materials	
No. of new circular enterprise projects funded under the Green Enterprise fund	8
No. of new local authority circular initiatives under the Circular Economy Prevention Network fund	5
No. of Circular Economy Conference delivered	1
No. of biennial Food Waste Forum delivered	
No. of nationally representative attitudes and behaviours surveys delivered	2
No. of Circular Insights policy papers delivered	2

No. of consumer products that will be procured and analysed to assess whether hazardous chemicals that are regulated as prohibited and restricted substances under the EU Persistent Organic Pollutants Regulations, Restriction of Hazardous Substances Directive and REACH Regulation are present	
No. of diffuse monitoring stations providing analysis of monthly samples for ammonia air disposition and other related pollutants	
No. of additional diffuse monitoring stations that will provide samples once established in 2023	
No. of ecological surveys to be complete in cooperation with NPWS and Department of Agriculture during 2023	
No. of Research Projects EPA will continue to manage	
No. of New Research Projects in 2023	
No. of EPA locations with solar Panels	
No. of additional EPA locations with LED lighting	

**Table 4.2 – Publications**

	2018		2019		2020		2021		2022	
	Target	Output								
Number of EPA Reports published	35	36	35	38	35	32	35	34	36	TBC
Number of Reports on Environmental Research Projects published	35	32	35	43	30	54	33	41	35	TBC
Number of Open Data datasets on the DPER OpenPortal	250	250	260	296	280	310	320	409	325	TBC

**Table 4.3 - Context & Impact Indicators**

	2018		2019		2020		2021		2022	
	Target	Output	Target	Output	Target	Output	Target	Output	Projection	Output
Number of visits to EPA website	860,000	1,061,411	900,000	1,160,132	1m	1,046,496	1m	722,297	750,000	TBC
Number of environmental queries from the public answered	2,200	2,200	2,200	2,411	2,300	2,410	2,300	2,940	2,400	TBC

**\*Includes approximate of 25-30% unrecorded traffic due to cookie rejection by users.**

## Annex 5 – OECD Review - Key Recommendations

Outline the level of progress achieved in relation to each of the recommendations referred to below

### Comments on Status - Categories

Status A. - Satisfactory arrangements/progress has been made.

Status B. - Rolling in nature and/or will continue to be ongoing/progressed either in response to the Review or in any event; and

Status C. - Not being implemented, either at this time or at all, due mainly to various complexities, implications or lack of supporting basis.

No.	Recommendations	Implementation Actions Undertaken or Proposed	Comments on Status
1	Define the EPA's role and strategy in the changing policy context. While the responsibility for policy making rests with government, there may be opportunities for the EPA to engage more proactively in policy development and evaluation, leveraging its expertise and ensuring its evidence and research is policy relevant.	(i) The EPA established an Environmental Policy and Consultations coordination unit in response to this recommendation. The unit will leverage expertise and evidence in submissions on national policy development. 39 Submissions made in 2021. See here: <a href="https://www.epa.ie/publications/corporate/submissions--position-papers/">https://www.epa.ie/publications/corporate/submissions--position-papers/</a> (ii) 107 SEA statutory submissions made on national plans and programmes published for consultation in 2021.	(i) <b>A</b> (ii) <b>B</b>

2	Fulfil the function of a knowledge provider with more effective communications.	<p>Measures Completed:</p> <ul style="list-style-type: none"> <li>(i) State of Our Environment Reporting - Q2 2021 published SOER Key Messages Booklet</li> <li>(ii) Improved Research output communication – Research authors preparing short video introductions to synthesise reports</li> <li>(iii) Redevelopment and launch of new EPA website in June 2021 to meet our stakeholders’ needs</li> <li>(iv) Use of social media to promote EPA messaging across a younger target audience</li> <li>(v) New training for all staff to build skills and familiarity with using social media and video for public outreach</li> <li>(vi) One to one meetings with key environmental journalists to assess effectiveness of current EPA media communication activities</li> </ul> <p>Proposed Actions:</p> <ul style="list-style-type: none"> <li>(vii) New Science Communications 101 seminar series targeted at staff to promote more effective science communications</li> <li>(viii) Review of EPA website to better understand the user journey and identify improvements</li> <li>(ix) Development of a new Communications Framework</li> </ul>	<ul style="list-style-type: none"> <li>(i) A</li> <li>(ii) B</li> <li>(iii) A</li> <li>(iv) B</li> <li>(v) B</li> <li>(vi) B</li> <li>(vii) B</li> <li>(viii) B</li> <li>(ix) B</li> </ul>
3	Discuss, agree and align expectations with parent departments.	The EPA consulted key Departments in the development of the 2022-2026 Corporate Strategy	B

4	Strengthen co-ordination processes with senior levels in parent departments and the Department of Public Expenditure and Reform to co-ordinate solutions to budget and human resource related issues.	<p>(i) EPA HR and Finance Senior Management meet DECC Senior Management on a quarterly basis in relation to</p> <ul style="list-style-type: none"> <li>• Estimates</li> <li>• Budgeting</li> <li>• Workforce Planning and the annual Performance Delivery Agreement (PDA).</li> </ul> <p>(ii) The PDA streamlined in 2022</p>	<p>(i) B</p> <p>(ii) B</p>
5	Secure the sustainability of financing by advocating for a review of licensing fees, the allocation of essential expenses to more stable income streams, and stronger medium-term budget commitments.	<p>(i) The allocation of essential expenses and budget commitments will be addressed during the annual estimates process. DECC's Budget commitments to the EPA will continue to be annual in line with the Government's annual Exchequer Vote process. DECC and the EPA will continue to engage on short-term and medium-term funding commitments that support EPA's and DECC's strategies.</p> <p>(ii) Develop a proposal for a sustainable funding model for the EPA's licensing activities that reflects the 'polluter pays' Principle.</p> <p>(iii) engage with DECC on legislation changes to address fees for all authorisation regimes.</p>	B
6	Ensure the attractiveness of the EPA as an employer with modern HR practices, harnessing the potential of the HRD strategy by attaching measurable targets to its goals. Setting these targets provides an opportunity for the EPA to ensure that skills are fit-for-purpose as the organisation evolves.	<p>(i) The EPA Strategic Plan 2022 – 2026 sets out a number of strategic outcomes and specific priorities which the EPA aims to achieve by 2026 including:</p> <ul style="list-style-type: none"> <li>• We will have maintained and enhanced our capacity, expertise and skillsets, and</li> <li>• We will be a highly connected, flexible and innovative organization.</li> </ul> <p>EPA will set up in 2022 a new <i>People and Culture</i> SubBoard in support of the delivery of these outcomes.</p> <p>(ii) The strategic priorities of the HRD Strategy 2017 – 2021 was</p>	<p>(i) B</p> <p>(ii) A</p> <p>(iii) A</p>

		<p>implemented with many of the HR processes reviewed and modernised. Outcome Metrics were developed for key HR activities, e.g. recruitment / time to hire, learning and development, dealing with staff queries etc.</p> <p>(iii) The EPA was re-awarded the IBEC KeepWell Mark in March 2022, having initially been awarded the mark in 2020 and maintained throughout 2021.</p>	
<b>7</b>	<p>Isolate opportunities to discuss strategic matters and diversify input into decision making by continuing to bring in external perspectives and fresh ideas. Strengthening the links between the Board and its external committees could be one way to achieve this.</p>	<p>The EPA will continue to bring in external expertise to meet with the Board on an annual basis. In 2022 this will include external expertise on legal, corporate governance, and corporate strategy implementation.</p>	<b>B</b>
<b>8</b>	<p>Take stock of the distribution of activities across offices with the goal of bringing together functions (e.g. enforcement) or subject areas (e.g. climate change).</p>	<p>Following an organisation restructure in 2021, the Office of Environmental Sustainability was restructured and expanded into the following three programmes: (1) Environmental Licensing, (2) Climate Science, Evidence and Services, and (3) Circular Economy – which is a new Programme established under an additional Programme Manager.</p> <p>The Office of Environmental Enforcement was restructured in 2022 with a dedicated waste licence enforcement team formed with a focus on waste issues.</p>	<b>B</b>
<b>9</b>	<p>Fully implement and monitor with performance indicators the new compliance and enforcement policy to adhere to the principles of responsive regulation, focussing more on outcomes.</p>	<p>(i) Publish quarterly stats on the EPA website of Key Industrial and Waste Enforcement</p> <p>(ii) Publish regular reports on Industrial and Waste Enforcement, Urban Waste Water and Drinking Water</p>	<p><b>(i) B</b></p> <p><b>(ii) B</b></p>

10	Redesign the EPA's web presence to ensure that data and information are easier to find, understand and use.	<p>New website launched in June 2021. Following a settling in period a review of the new site will commence in Q3 2022 to continue to meet EPA stakeholder needs.</p> <p>Recent National Disability Authority review of the site gave the website a score of 93% in terms of accessibility</p>	A
11	Better engage with regulated entities around performance, e.g. organise events to identify best practices and recognise 'champions' as a way to build trust and drive compliance.	The EPA will undertake and complete a stakeholder analysis by Q3 2022 with a view to developing a framework for proactive stakeholder engagement including the identification of engagement objectives towards progressing regulatory outcomes	B
12	Develop a unified, outcome-based system for performance assessment and reporting linked to the strategic plan; complement this with clear, plain language communications to show the impact of EPA activities to its diverse stakeholders.	<p>The new EPA strategy 2022 – 2026 has five new Strategic Outcomes</p> <ul style="list-style-type: none"> <li>• Ireland's Effective Voice</li> <li>• Climate Action</li> <li>• Protected and Healthy Environment</li> <li>• Sustainable Production and Consumption</li> <li>• Culture of Excellence</li> </ul> <p>and followed a consultation process with stakeholders.</p> <p>The annual EPA work programme will underpin the delivery of these up to the end of 2026.</p> <p>A new corporate monitoring and reporting system to support Work Programme and Strategic Reporting will be developed and in place for 2023</p>	B