



**An Roinn Forbartha
Tuaithe agus Pobail**
Department of Rural and
Community Development

Oversight and Assurance Agreement 2024

**Between Water Safety Ireland and the Department of Rural and
Community Development**

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Context

1.1 This document is the Oversight and Assurance Agreement ('the Agreement') between Water Safety Ireland and the Department of Rural and Community Development. This Agreement has been developed in line with all relevant sections of Statutory Instrument (S.I.) No. 56 of 2019, Water Safety Ireland (Establishment) Order (hereafter "the 2019 S.I."), and the *Code of Practice for the Governance of State Bodies* (2016), hereafter referred to as "the Code," and as such may be reviewed annually.

1.2 The Agreement outlines the responsibilities and obligations of Water Safety Ireland as a public body and defines the expectations of the Minister for Rural and Community Development (the Minister) in this regard. The Agreement also defines the relationship between Water Safety Ireland and the Department of Rural and Community Development, as the parent Department (the Department).

1.3 The Business Plan included in the Performance Delivery Agreement Section of this Agreement is aimed at facilitating accountability between Water Safety Ireland and the Department while preserving the statutory remit of Water Safety Ireland. The plan outlines the nature of the services to be delivered by Water Safety Ireland and it sets out annual and multi-annual outputs and key performance indicators to be achieved by Water Safety Ireland. This plan will be monitored by the Department on a continuous basis and will be subject review to ensure the commitments are being fulfilled and that they remain relevant. They will be updated accordingly.

Introduction

2.1 Water Safety Ireland is a body independent in the performance of its functions. The responsibilities of Water Safety Ireland derive primarily from the 2019 S.I.

2.2 In accordance with section 4.1 of the 2019 S.I., Water Safety Ireland will provide the following services:

- (a) the promotion of public awareness of water safety;
- (b) the promotion of measures, including the advancement of education, related to the prevention of accidents in water;
- (c) the provision of instruction in water safety, rescue, swimming, resuscitation and recovery drills;
- (d) the promotion of efficiency of the service provided by lifeguards, including enhancing the standard of lifesaving through the promotion and development of lifesaving to international standards;
- (e) the establishment of national standards for lifeguards, lifesaving and water safety; and
- (f) the provision of instruction, training, assessment and certification in aquatic rescue for boat crews of independent voluntary community organisations for the time being known as the “Community Rescue Boats Service” and other organisations involved in aquatic rescue.

2.3 Water Safety Ireland falls under the aegis of the Department of Rural and Community Development, and as such is responsible to the Minister for Rural and Community Development (hereafter, “the Minister”).

2.4 This Agreement seeks to:

- facilitate Water Safety Ireland in carrying out its functions;
- progress the ongoing development of output measures for its expenditure; and
- improve the effectiveness and efficiency of public services.

This Agreement will support Water Safety Ireland’s Strategic Development Plan (2023-2027) in achieving its high level goals.

Role of Water Safety Ireland

3.1 Mandate

Water Safety Ireland is the statutory body established to promote water safety in Ireland. Its mandate is to educate people in swimming, water safety best practices and develops public awareness campaigns to promote necessary attitudes, rescue skills and behaviour to prevent drownings and water related accidents.

3.2 Function

The core functions of Water Safety Ireland are educating the public on water safety and raising awareness of water safety issues.

3.3 Vision

‘A water loving people where safety is second nature’

3.4 Mission

Through education and training, promote a stronger safety culture, attitude and behaviour for people on, in or near water.

Corporate Governance

4.1 Roles and Responsibilities

4.1.1 The Minister

In accordance with section 4.2 of the 2019 S.I., Water Safety Ireland shall provide the named services on behalf of the Minister.

4.1.2 Accounting Officer

Water Safety Ireland falls under the Department of Rural and Community Development’s Vote (Vote 42) and as such the Department’s Secretary General is the Accounting Officer.

4.1.3 The Council

Section 9 of the 2019 S.I. sets out the responsibilities of the Council of the Body. Section 5.1 of the 2019 S.I. states that Water Safety Ireland's Council shall consist of not more than thirteen members appointed by the Minister of whom five shall be representatives of local Water Safety Ireland Area Committees.

The members of the Council are collectively responsible for leading and directing Water Safety Ireland's activities within a framework of prudent and effective control as set forth in the Code of Practice for the Governance of State Bodies (the Code).

4.1.4 Chairperson of the Council

Section 6 of the 2019 S.I. sets out the appointment process of the Chairperson of the Council. The role of the Chairperson is set out in section 2 of the Code.

The Chairperson will furnish a Comprehensive Report to the Minister, in conjunction with Water Safety Ireland's annual report and financial statements, outlining any significant commercial developments in the preceding year and affirming Water Safety Ireland's compliance with relevant codes and regulations, in accordance with the Code, in particular addressing the requirements of paragraph 1.9 of the 'Business and Financial Reporting Requirements' Annex.

4.1.5 Chief Executive Officer

Section 7 of the 2019 S.I. sets out the appointment process and responsibility of the Chief Executive Officer of the Body. Reporting to the Council, the Chief Executive is responsible for the day to day management and administration of the business and resources (financial and non-financial) of Water Safety Ireland.

The Chief Executive is responsible for the establishment and maintenance of high standards in implementing the functions of Water Safety Ireland and ensuring a reputation for impartiality, management of conflicting interests, and upholding the public interest at all times. The Chief

Executive is also responsible, in conjunction with Council, for setting strategic direction and being Water Safety Ireland's public face.

The Chief Executive Officer is accountable to the Public Accounts Committee (PAC) and other Oireachtas Committees.

4.2 Council Annual Self-Assessment Evaluation

The Council will undertake an annual self-assessment evaluation of its own performance and that of its committees in accordance with the Code. An external evaluation of the Council's performance will be carried out every three years.

4.3 Strategic Plan

Water Safety Ireland will implement its Strategic Development Plan (2023-2027) and update Department officials of its progress.

4.4 Draft Unaudited Financial Statements

Draft unaudited annual financial statements should be submitted to the Department not later than two months after the end of the relevant financial year, in accordance with the Code (1.4 (ii) – 'Business and Financial Reporting' Annex).

4.5 Financial Statements

Section 6 of the Code requires Water Safety Ireland to arrange for the preparation of the financial statements in respect of each financial year. The annual financial statements are prepared from the information contained in the State bodies accounting records and other relevant information and in accordance with applicable accounting standards. The Council shall submit annual accounts immediately following the audit of the Comptroller and Auditor General following the financial year to which they relate in accordance with section 11.3 of the 2019 S.I. The Report of the C&AG shall be submitted with the accounts. The Minister shall, upon receipt of the copy of these accounts, cause copies thereof to be laid before each House of the Oireachtas.

In accordance with Appendix B of the 'Business and Financial Reporting' Annex to the Code, the Financial Statements should include:

- i. Details of non-salary related fees paid in respect of Board members and the salary of Chief Executive Officer,
- ii. Aggregate pay bill, total number of employees and compensation of key management level,
- iii. Total costs incurred in relation to travel and subsistence and hospitality,
- iv. Details of expenditure on external consultancy/adviser fees,
- v. Details of the number of employees whose total employee benefits for the reporting period fell within each band of €10,000 from €60,000 upwards,
- vi. Details of termination/severance payments and agreements with a value in excess of €10,000, made within the period.

4.6 Annual Report

In accordance with Appendix A of the 'Business & Financial Reporting' Annex to the Code, the Annual Report should include:

- i. A note that this Performance Delivery Agreement has been reached with the Department of Rural and Community Development and, in particular, indicating Council's level of compliance with the requirements of the *Code*;
- ii. A statement of how the Council operates;
- iii. A statement of how the performance evaluation of the Council and its committees has been conducted;
- iv. Number of Council meetings and attendance level of each Board member;
- v. Names of Chairperson, the deputy Chairperson (if any), the Chief Executive Officer and members of the Council and its committees;
- vi. Confirmation that an appropriate assessment of Water Safety Ireland's principal risks, including a description of these risks, where appropriate and associated mitigation measures or strategies.

4.7 Additional Resource Requirements

Any additional resource requirements identified by Water Safety Ireland shall be submitted to the Department as part of the Estimate process. The Estimates discussions shall take place as part of meetings scheduled with the Department.

Expenditure figures at Vote and individual subhead level are reviewed in advance of Budget Day in October. Any additional requirements shall be identified well in advance of Budget Day time scales so that they can be properly evaluated before forming part of the budgetary discussions in the May to October time frame. Requests for additional requirements will need to be submitted to the Department by end of May to allow for consideration.

While expenditure for Water Safety Ireland's subhead is monitored on a monthly basis, the budget holder shall identify any deviation from budgetary profile as early as possible in the financial year so that any issue can be dealt with in the context of the overall budget for the Department well in advance of the end of year.

4.8 Finance, Audit and Risk Committee

Water Safety Ireland's Finance, Audit and Risk Committee shall consist of at least three independent, non-executive Council members, with written terms of reference which clearly outline the Committee's duties. The role of the Committee is to ensure that the interests of Government, the taxpayer and other stakeholders are fully protected in relation to business and financial reporting and internal control.

4.9 Protected Disclosures

In accordance with Section 21(1) of the Protected Disclosures Act 2014, as amended by the Protected Disclosures (Amendment) Act 2022, the Council will adopt the Protected Disclosures Policy of the Department as its policy on protected disclosure in the workplace.

This procedure outlines the process for the making of protected disclosures by staff in Water Safety Ireland. If a staff member wishes to report a wrongdoing, they may contact their line manager or other designated individuals in Water Safety Ireland.

WSI's Protected Disclosure Policy can be found at <https://watersafety.ie/wp-content/uploads/2020/03/Protected-Disclosures-Policy.pdf>

4.10 Governance Obligations

Water Safety Ireland is subject to a range of statutory and corporate governance obligations including the *Code of Practice for the Governance of State Bodies* (2016). Water Safety Ireland will ensure that all the necessary obligations, including those for risk management, internal audit and the Public Spending Code are fully complied with.

Governance obligations will also be reviewed as part of the overall monitoring process of this Performance Delivery Agreement itself.

4.11 Chairperson's Comprehensive Report to the Minister

To confirm compliance (or otherwise) with key provisions of the Code, the Chairperson of the Council will complete, on an annual basis, a Comprehensive Report to the Minister in order to provide assurance that the systems of internal control, risk management and other areas of compliance are operating effectively. This report will address all of the requirements of paragraph 1.9 of the '*Business & Financial Reporting Requirements*' Annex to the Code.

4.12 Provision of Information to Members of the Oireachtas

In accordance with D/PER Circular 25/2016 - *Protocol for the Provision of Information to Members of the Oireachtas by State Bodies under the aegis of Government Departments/Offices*, Water Safety Ireland are obliged to:

- i. Provide and maintain a dedicated email address for Oireachtas members: oireachtas@WaterSafety.ie
- ii. Put in place formal feedback processes to obtain feedback from Oireachtas members,
- iii. Comply with target deadlines and standards in terms of acknowledgements and responses to queries,
- iv. Designate a person at senior management level with responsibility for ensuring the timely provision of information to members of the Oireachtas. The CEO is the designated person.

- v. Report annually (in the Chairperson’s comprehensive report to the Minister) on compliance with standards set out in Circular 25/2016,
- vi. Seek, where appropriate, to publish the response to queries from members of the Oireachtas on Water Safety Ireland’s website.

PERFORMANCE DELIVERY AGREEMENT

Objectives of the Business Plan¹

The purpose of this Business Plan is to formalise a process through which the outputs and outcomes required from Water Safety Ireland can be measured and assessed. Equally, the Business Plan will set out the expectations of Water Safety Ireland in relation to the support, guidance and information flow from the Department, which are vital in enabling Water Safety Ireland to achieve its strategic and operational goals. To achieve this, it is necessary to set out the following:

- The Department’s expectations of Water Safety Ireland;
- The key inputs, outputs and expected outcomes of Water Safety Ireland’s activities;
- Assessment of performance by monitoring of agreed targets, around those key outputs, inputs and outcomes; and
- Support of Water Safety Ireland by the Department in the delivery of its functions.

This Business Plan documents the agreed level of cooperation between the parties in order to facilitate improved effectiveness and efficiency of relevant public services. It sets out Water Safety Ireland’s key targets for 2024 and defines the output and outcome indicators on which performance should be measured.

¹Appendix E to the Code of Practice for the Governance of State Bodies sets out the expected format and detail to be included in the Performance Delivery Agreements.

The purpose of the 2024 Business Plan below is to assign service ownership, accountability, roles and responsibilities. It describes the responsibilities of Water Safety Ireland, the actions to be implemented to discharge those responsibilities, key performance indicators, action owners and action completion dates.

<p><u>Goal 1.</u> To promote the public awareness of water safety</p>	<p><u>Goal 1.</u> <u>Objective 1.</u> Position WSI as the leading body for the promotion of water safety awareness.</p>	<ol style="list-style-type: none"> 1. Maintain consistent use of a corporate brand, provide clear guidance to all WSAC's, volunteers and Local Authorities in use of branding guidelines. 2. Increase reach of WSI branded communications. 3. Establish WSI internal & external communications policy. 4. Follow up 2023 Increased Awareness Household Survey. 5. Launch and certify an award programme for WSI approved swimming pools and training centres. 6. Appoint Water Safety Ireland Ambassador 7. Publish Annual Report 8. Lead Summer Water safety communications with a National Water Safety Awareness week. 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Q2 2024 4. Q2 2024 5. Q1 2024 6. Q2 2024 7. Q2 2024 8. Q2 2024 	<ol style="list-style-type: none"> 1. HO Marketing team. 2. HO Marketing team. 3. Compliance & HR 4. HO Marketing team. 5. HO Marketing team. 6. HO & Council 7. HO Marketing team. 8. HO Marketing team 	<ol style="list-style-type: none"> 1. All IWS branding to be removed by Dec. '24 2. Marketing Reach tracked on all forms of media platforms. 3. Policy created. (Social Media/Media Engagement policy). 4. Survey launched & results reviewed and compared with Q2 2023 5. Commence rollout of Foyer Plaques for all relevant pools that teach WSI classes and training centres. 6. Ambassador appointed. 7. Report published. 8. Publish resources for June 17-23rd 2024 	<ol style="list-style-type: none"> 1. Cooperation of all WSAC's 2. Agencies, media & general public 3. HO team engagement 4. Public - statistically adequate response 5. Cooperation of all engaged pools 6. Appointment of appropriate candidate 7. HO team engagement 8. HO team engagement
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	<p>Goal 1. Objective 2.</p> <p>Drive adherence to water safety best practices involving all activities in, on and near water.</p>	<ol style="list-style-type: none"> 1. Growth, strengthening & review governance of WSAC. 2. Appoint Volunteer/WSAC Manager 3. Continue to develop stronger relationships with Local Authorities/WSDOs 4. Deliver a professional presence at marketing events, training courses, conferences, competitions, WSAC exhibitions and award ceremonies. 5. Create new Customer Relationship Management (CRM) system (website, membership & public) 6. Move all course registrations, certificate awards & award ceremony applications to an online platform. 7. Promote best practises in all WSI messaging. 	<ol style="list-style-type: none"> 1. Ongoing 2. New hire Q1 2024 3. Ongoing 4. Ongoing 5. Q2 2024 6. Q2 2023 7. Ongoing 	<ol style="list-style-type: none"> 1. HO, WSACs & Volunteer Manager 2. HR 3. HO and relevant WSACs. 4. HO Marketing team & WSAC. 5. HO team. 6. HO team. 7. HO team. 	<ol style="list-style-type: none"> 1. Review Rules & Regs of WSACS, annual reports on WSAC activities. Quarterly WSAC & HO Meetings. 2. Appoint new Volunteer Manger 3. Annual pre summer WSDO conference and post summer debrief. 4. Increased attendance by relevant staff & volunteers. 5. New CRM system created. 6. Online platform created. 7. All messaging complies with best practice. 	<ol style="list-style-type: none"> 1. HO, Internal auditors, WSACS, and Volunteer Manager 2. Appropriate candidate 3. Full engagement by all WSDOs 4. HO, WSACs and hosting organisations 5. HO, DRCD and finance, Jalmia. 6. HO, DRCD and finance, Jalmia.
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	<p><u>Goal 1.</u> <u>Objective 3.</u></p> <p>Foster engagement in all aquatic activities in a positive, <u>safe</u> and confident manner.</p>	<ol style="list-style-type: none"> 1. Create & promote media campaigns that deliver safe & positive messages at regular intervals to decrease drownings & aquatic accidents. 2. Provide advisory services and arrange educational programmes for the public. 3. Target at-risk groups through statistical analysis. (Using Data from new Drowning Report 2018–2022) 4. Administer & Coordinate National Conferences, <u>Meetings</u> and the National Awards ceremony. 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Ongoing 4. Ongoing 	<ol style="list-style-type: none"> 1. HO Marketing, Education & Data <u>Team</u> and commissions. 2. Marketing & Education Team and commissions 3. Marketing & Education, Data <u>Team</u> and commissions 4. HO team (Events) & relevant commissions. 	<ol style="list-style-type: none"> 1. Campaigns launched throughout the year and associated data captured on drownings, accidents, and user behaviours. 2. Develop relevant material, information & courses for <u>a</u> online access (Moodle) 3. Align interventions with at risk groups e.g. Hold hands with pre-school, Get Wise with 12-15 years. 4. Project list <u>created</u> to identify all relevant events and related activities. 	<ol style="list-style-type: none"> 1. HO & Relevant Commissions 2. HO, DRCD & finance 3. HO team 4. HO events team, external agencies
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	<p>Goal 1 Objective 4.</p> <p>Develop national and international strategic partnerships to encourage collaboration on water safety.</p>	<ol style="list-style-type: none"> 1. Develop new & maintain partnerships with <u>An Garda Síochána</u>, Members of the Marine Safety Communications Working Group and other agencies nationally & internationally. 2. Participate at national & international conferences and exhibitions. 3. Form corporate partnerships & further commercial entities, increase new funding streams & network development. 4. Liaise with Local Authorities, government bodies and relevant organisations to promote the wearing of lifejackets and reduce ringbuoy vandalism. 5. Partner with Drink Aware to run another campaign regarding risks associated with alcohol and water activities. 6. Partner with all aquatic NGBs to re-launch safetyzone.ie 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Ongoing 4. Q2 2024 5. Q3 2024 6. Q2 2024 	<ol style="list-style-type: none"> 1. HO team & relevant commissions. 2. Most appropriate team members. 3. BDO & Commercial commission 4. HO team. 5. HO team. 6. HO team. 	<ol style="list-style-type: none"> 1. Partnerships achieved. 2. Attend & contribute at relevant meetings. Partner on campaigns e.g. World Drowning Prevention Day, Be Summer & Winter Ready. 3. Increase funding. 4. Launch a “Wear a life jacket” and “respect ringbuoy” campaigns. 5. Partnership created 6. Re-launch 	<ol style="list-style-type: none"> 1. HO & partners 2. HO & partners 3. HO & partners 4. HO & partners 5. HO & partners 6. HO & partners

	<p><u>Goal 1</u></p> <p><u>Objective 5.</u></p> <p>Publish and communicate water safety related data.</p>	<ol style="list-style-type: none"> 1. Publish National Drowning Report 2018-2022 2. Work with all partners to create, collate and analyse all available statistical information. 3. Monitor media statistics. 4. Publish all relevant water safety related data. 5. Publish 10-year seasonality report. 	<ol style="list-style-type: none"> 1. Q1 2024 2. Ongoing 3. Ongoing 4. Ongoing 5. Q4 2024 	<ol style="list-style-type: none"> 1. Data 2. Data 3. Data 4. Data 5. Data 	<ol style="list-style-type: none"> 1. Report published. 2. – 5. All performance data collated accurately, and reports delivered within agreed time frames. 	<p>HO Data team, AGS, CSO, MSCWG & Media</p>
<p><u>Goal 2</u></p> <p>Extend the reach of educational measures to change attitudes and behaviours in, on and near water.</p>	<p><u>Goal 2</u></p> <p><u>Objective 1</u></p> <p>Promote an awareness of water safety at all levels of education.</p>	<ol style="list-style-type: none"> 1. Promote the potential engagement with SOLAS & ETBs to introduce National Lifeguard courses as a micro-credential module (see G501) 	<ol style="list-style-type: none"> 1. Q3 2024 	<ol style="list-style-type: none"> 1. HO – Technical Office and commissions 	<ol style="list-style-type: none"> 2. Commencement of engagements to explore interagency projects. 	<p>HO team, <u>commissions</u> and external agencies</p>

	<p><u>Goal 2</u></p> <p><u>Objective 2</u></p> <p>Further embed a certified water safety education program at all educational settings.</p>	<ol style="list-style-type: none"> 1. Hold hands: survey all providers that received the programme since 2021. 2. Expand roll out of the PAWS Programme (Volunteer & Lifeguard delivery) 3. Expand the roll out of the Teach WISE Programme. 4. Introduce 3 WSI x €1,500 Third Level Research bursaries. 5. Embed Get WISE programme in PE curriculum for all Post primary years. 6. Launch In-service Moodle for Primary schools (Keep Splashing) 7. Apply for TES funding DoE. 8. Create Whole of Life Platform of online resources. 	<ol style="list-style-type: none"> 1. Q2 2023 2. Q2 2024 3. Q3 2024 4. Q3 2023 5. Q3 2024 6. Q1 2023 7. Q1 2024 	<ol style="list-style-type: none"> 1. HO Education team & Commissions. 2. HO Education team & Commissions. 3. Education & Marketing team. 4. HO Education Commission & HO Education team. 5. HO Education & Marketing team. 6. HO Education team. 7. CEO/Dep 8. HO Education team 	<ol style="list-style-type: none"> 1. Survey results. 2. Increase number of PAWS certificates delivered. 3. Increase number of WISE certificates. 4. Review and administer and 3 x Bursaries. 5. Get WISE launched in Post primary Schools. 6. Moodle launched. 7. Funding received (€8,000 Storyboards Get WISE). 	<ol style="list-style-type: none"> 1. Collaboration with early childcare centres, WSAC's and schools 2. Recruitment of Volunteers & LGs, WSDO 3. HO team. 4. Appropriate and relevant Third level applicants 5. Post primary schools 6. HO team, Mayo ETB 7. HO, DoE
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	<p><u>Goal 2</u> <u>Objective 3</u> Promote and deliver water safety awareness courses for those working in, on or near water.</p>	<ol style="list-style-type: none"> 1. Reach out to relevant industries. 2. Implement the Open Water Safety Awareness course for the aquatic workplace. 3. <u>Seek</u> repeat Business opportunities. 4. Increase the number of WSAW facilitators. 	<ol style="list-style-type: none"> 1. Q2 2023 2. Q3 2023 3. Q3 2023 4. Q3 2023 	<p>1-4. BDO, Commercial Development & Technical commissions.</p>	<ol style="list-style-type: none"> 1. Engagement of relevant industries 2. Record the number of courses delivered & increased revenue for WSI. 3. Increased repeat Business and revenue 4. Increased number of course facilitators 	<p>HO, industries, facilitators & relevant commission members</p>
	<p><u>Goal 2</u> <u>Objective 4</u> Partner with agencies that focus on reducing drownings by suicide</p>	<ol style="list-style-type: none"> 1. Membership of HSE NOSP Advisory Group: <i>Development of toolkit to prevent deaths by suicide in public places.</i> 2. Commence partnership with local Mental Health and Suicide prevention organisations e.g. Claddagh Watch, Mayo MHA, Galway Safe App 3. Review WSI's Policy & Strategic Plan on Suicide Prevention 	<ol style="list-style-type: none"> 1. Ongoing 2. Q2 2024 3. Q2 2024 	<ol style="list-style-type: none"> 1. CEO 2. CEO/Dep CEO 	<ol style="list-style-type: none"> 1. Continue membership of and active contribution to assist in Toolkit development. 2. Partnerships developed. 3. University partnership & Review commenced 	<p>HO & Engagement of relevant agencies</p>

<p>Goal 3</p> <p>Provide instruction in water safety, swimming, rescue, resuscitation, and recovery to best international practice.</p>	<p>Goal 3 Objective 1.</p> <p>Deliver certified water safety, <u>swimming</u> and lifesaving courses nationwide.</p>	<ol style="list-style-type: none"> 1. Further develop & update syllabus material, coaching <u>structures</u> and training for all courses 2. Identify elements of the syllabus that can be delivered online. 3. Develop and publish a Mapping Framework displaying all courses and requisites required for same. 4. Develop an award for Surfer Rescue Awareness. 	<ol style="list-style-type: none"> 1. Ongoing 2. Q2 2024 3. Q3 2024 4. Q2 2024 	<p>1-4. Technical Officer. Education & relevant commissions – Swimming, Lifeguard & Technical as required.</p>	<ol style="list-style-type: none"> 1. Material updated. 2. Identified elements published online. 3. Framework published. 4. Award created and launched. 	<ol style="list-style-type: none"> 1. HO & Commissions 2. HO & Commissions 3. HO, WSACs, Local & Commissions 3. HO & Commissions 4. HO & Commissions
	<p>Goal 3 Objective 2</p> <p>Develop participation in lifesaving sport.</p>	<ol style="list-style-type: none"> 1. Appointment of new Lifesaving & Swimming Officer 2. Promote participation at Lifesaving Competitions Regionally, Nationally & Internationally 3. Run coaching & examiner courses. 4. Develop and deliver CPD course for Referees. 	<ol style="list-style-type: none"> 1. Q1 2024 2. Ongoing 3. Ongoing 4. Q1 & Q4 2024 	<ol style="list-style-type: none"> 1. HO 2. LS & S Officer & Commission 3. Sports Commission 4. Sports Commission 	<ol style="list-style-type: none"> 1. LS & S Officer hired. 2. Increased participation at national & international lifesaving competitions 3. Increased courses delivered. 4. CPD delivered. 	<ol style="list-style-type: none"> 1. Appropriate applicants 2. Media, competitor, Sports Commission, HO & WSACs 3. Tutor availability 4. Tutor availability

	<p><u>Goal 3</u> <u>Objective 3</u></p> <p>Develop a training framework for Community Rescue Boats Ireland</p>	<ol style="list-style-type: none"> 1. Provide administrative support and certification required under the terms of the Value Added Tax (Refund of Tax) (Rescue Boats and related equipment) Order 2013, S.I. No. 249 of 2013. 2. Review inspection process for CRBI. 	<ol style="list-style-type: none"> 1. Ongoing 2. Q2 2023 	<ol style="list-style-type: none"> 1. HO 2. Rescue & Technical commission 	<ol style="list-style-type: none"> 1. Certification administered. 2. Review completed. 	<ol style="list-style-type: none"> 1. HO, CRBIs & Rescue & Technical commissions. 2. HO, CRBIs & Rescue & Technical commissions.
<p>Goal 4</p> <p>Develop a People Framework that encompasses Diversity and Inclusion.</p>	<p><u>Goal 4</u> <u>Objective 1</u></p> <p>Ensure that all members recognise and adhere to the Voluntary Charter</p>	<ol style="list-style-type: none"> 1. Review and update National Volunteer Policy as required. 2. Create Volunteer Charter 3. Increase communications with volunteers. 4. Increase engagement with Volunteer Ireland & The Wheel – to share best practice for our volunteers. 5. Update the Customer Service Policy. 6. Dignity at Work/Diversity, Equality & Inclusion Training for WSAC members 	<ol style="list-style-type: none"> 1. Q2 2024 2. Q3 2024 3. Ongoing 4. Ongoing 5. Q3 2024 	<ol style="list-style-type: none"> 1.-5. New Volunteer Officer 	<ol style="list-style-type: none"> 1. Updated National Volunteers policy. 2. Volunteer Charter published. 3. WSI/WSAC quarterly meetings, Volunteer Officer to liaise and meet all WSACs. 4. Relevant information to be shared. 5. Customer Service Policy 6. Training provided 	<ol style="list-style-type: none"> 1. HO & WSACs 2. HO & WSACs 3. HO & WSACs 4. HO & WSACs 5. HO & WSACs 6. HO, WSAC & External consultant.

	<p>Goal 4 Objective 2</p> <p>Develop the role of a Volunteer Support Manager</p>	<p>1. Appoint WSAC Volunteer Officer as part of Compliance team.</p>	<p>1. Q1 2024</p>	<p>1. HO</p>	<p>1. WSAC Volunteer officer appointed</p>	<p>1. Receipt of appropriate applicants</p>
	<p>Goal 4 Objective 3</p> <p>Develop a Volunteer Framework</p>	<p>1. Conduct survey of volunteers</p> <p>2. Commence Framework development</p>	<p>1. Q2 2024</p> <p>2. Q4 2023</p>	<p>1. HO & all commissions.</p> <p>2. HO & all commissions</p>	<p>1. Survey conducted</p> <p>2. Document commenced that outlines the various volunteer opportunities and relevant training or qualification requirements for various roles.</p>	<p>1. HO, WSAC Volunteers, Volunteer Officer</p>

<p>Goal 5</p> <p>Promote WSI as the statutory provider of professional lifeguarding standards and qualifications.</p>	<p>Goal 5 Objective 1.</p> <p>Review all lifesaving syllabi annually to ensure that all standards conform with best international practice.</p>	<p>1. Review Lifeguarding syllabus as required (Beach & Pool).</p> <p>2. Explore opportunities to refine syllabus, for speedier qualifications.</p> <p>3. Extend Pre-summer LG training with external stakeholders e.g. ICG etc.</p> <p>4. Review possibilities of extending the training of LGs with external bodies e.g. SOLAS, ETBs etc.</p> <p>5. Review alignment with Pre-Hospital Emergency Care Council (PHECC)</p>	<p>1. Q3 2024</p> <p>2. Q3 2024</p> <p>3. Q4 2024</p> <p>4. Ongoing</p>	<p>1. -5 Technical Officer and relevant commissions.</p>	<p>1. Review completed and updated syllabus launched.</p> <p>2. Opportunities identified.</p> <p>3. Training delivered.</p> <p>4. Possibilities explored.</p> <p>5. PHECC registered</p>	<p>1.-5 HO, Technical Officer, relevant commissions and external stakeholders</p>
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	<p><u>Goal 5</u> <u>Objective 2</u></p> <p>Provide sufficient Providers, Instructors and Examiners to meet market demand.</p>	<ol style="list-style-type: none"> 1. Administer sufficient courses for Providers, Instructors & Examiners 2. Create a structure for CPD to develop and retain Providers, Instructors & Examiners 3. Ensure sufficient courses to meet Lifeguard recruitment demand. 4. Administer and coordinate all relevant exams for WSACs and Local Authorities and consider automation of same. Process to be automated. 	<ol style="list-style-type: none"> 1. Ongoing 2. Q3 2024 3. Q3 2024 4. Ongoing 	<p>1- 4. HO & Technical commission.</p>	<ol style="list-style-type: none"> 1. Increase the corps of Providers, Instructors & Examiners. 2. CPD structure published 3. Sufficient number of Lifeguards to meet market demand. 4. Exams delivered & process automated. 	<p>1-4 HO Technical Officer, WSAC's & relevant commissions</p>
	<p><u>Goal 5</u> <u>Objective 3</u></p> <p>Provide a risk assessment service sufficient to meet demand.</p>	<ol style="list-style-type: none"> 1. Launch new RA streamlined procedure. 2. Ensure even distribution of Risk Assessment requests. 3. Administer and coordinate risk assessments 4. Explore the need and want from the private sector for site specific risk assessments for companies working near water. 	<ol style="list-style-type: none"> 1. Q1 2024 2. Ongoing 3. Ongoing 4. Q4 2024 	<p>1 – 4. HO & Technical commission.</p>	<ol style="list-style-type: none"> 1. Procedures streamlined. 2. Each available risk assessor to be given the opportunity to complete at least one RA on behalf of WSI. 3. Increased number of risk assessments conducted and completed within agreed timeframe. 4. Possibilities identified 	<p>HO & Technical commissions, risk assessors and Local Authorities</p>

		5.	5.		5.	
	<p>Goal 5 Objective 4</p> <p>Engage actively with Local Authorities and the leisure industry to promote standards and qualifications.</p>	<ol style="list-style-type: none"> 1. Regular meetings with WSDOs 2. Engage with Director of Services/WSDOs within each Local Authority 3. Partner with members of Ireland Active on the promotion of WSI pool lifeguarding 4. Provide online courses for sections of the national pool lifeguard & beach lifeguard courses. 		<ol style="list-style-type: none"> 1. HO 2. HO 3. Technical Commission 4. Lifeguard & Education commissions 	<ol style="list-style-type: none"> 1. Pre and Post Summer meetings with all WSDOs 2. Meeting with each individual Local Authorities. 3. Increased in house pool Lifeguard tutors. 4. Increased trained Lifeguards. 	<ol style="list-style-type: none"> 1. HO & WSDOs 2. HO & LAs 3. Technical Commission & Ireland Active 4. HO – Technical. LG commission

<p>Goal 6</p> <p>Conduct our business and activities in accordance with all relevant codes of practice and guidelines.</p>	<p>Goal 6 Objective 1</p> <p>Ensure compliance with the Code of Practice for State Bodies, GDPR and all governance mandates and legislation.</p>	<ol style="list-style-type: none"> 1. Ensure full compliance with all codes of practice, audits, legislation and submission of reports to various oversight bodies. 2. Ensure all relevant documentation and related policies are updated and renewed when required. 3. Review Risk Management & complete Risk Register (Cal Q) on all WSI Activities, update Council at each meeting 4. Review & Update Cyber security processes with related staff training. 5. Monitor & review Internal Audit Recommendations (Moore) 	<ol style="list-style-type: none"> 1. Ongoing 2. Ongoing 3. Ongoing 4. Q1 2024 5. Ongoing 	<p>1-5. Compliance Officer and rest of HO, full support of Council and all Commissions</p>	<ol style="list-style-type: none"> 1. All relevant material submitted. 2. All relevant policies updated. 3. Risk Register updated continuously. 4. Cyber security updated. Team complete Cyber security training module. 5. Recommendations implemented pending risk status 	<p>Requires full communication and transparency between all stakeholders and real time transparent communication within team</p>
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	<p><u>Goal 6</u> <u>Objective 2</u></p> <p>Continue an active relationship with our parent department.</p>	<ol style="list-style-type: none"> 1. Continue regular Oversight meetings. 2. Complete annual Governance & Oversight Agreement 2024. 3. Timely responses to departmental requests 4. Active engagement regarding the Estimates Process 2025 	<ol style="list-style-type: none"> 1. Quarterly meetings 2024 2. Q1 2024 3. Ongoing 4. Q2 2024 	<ol style="list-style-type: none"> 1. HO Senior Management team. 2. HO Senior Management team. 3. HO Senior Management team. 4. HO Senior Management team. 	<ol style="list-style-type: none"> 1. Attendance at meetings 2. Oversight Agreement and Business Plan delivered. 3. Responses delivered on time. 4. Appropriate supports & financial funding received 	<p>Senior Management HO & DRCD</p>
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	<p>Goal 6 Objective 3</p> <p>Ensure that adequate resources are available to meet the goals and objectives of the organisation.</p>	<ol style="list-style-type: none"> 1. Provide timely requests for the Estimates 2025 2. Support the Business Development unit on income related activities. 3. Further implementation of the 35 Board Excellence Recommendations 4. Continue review Local Authority grant requests process. 5. Office Management and Administration of appropriate Accounting & Recording procedures & databases, Payroll and Pension and Asset management 6. HR Officer tasks: Ensuring full compliance for entire employee lifecycle. 7. Review Blended Working Policy 8. Review Business Continuity Plan 9. Review WSI & WSAC & Office Asset Insurance 10. Review WSI Financial Procedures and Rules for WSAC 11. Office Projects for Completion 2024: 	<ol style="list-style-type: none"> 1. Q2 2024 2. Ongoing 3. Ongoing 4. Ongoing 5. Ongoing 6. Ongoing 7. Q1 2023 8. Q1 2023 9. Q2 2023 10. Q2 2023 	<ol style="list-style-type: none"> 1. HO Senior Management Team 2. BDO & Commercial Commission 3. HO Senior Management 4. Finance 5. Finance & Office Management 6. HR & Compliance 7. HR & Compliance 8. HR & Compliance 9. Assistant Office Manager 10. Finance & Audit commission 11. Finance & Office management, data officer input as required 	<ol style="list-style-type: none"> 1. Appropriate grant assistance from parent department 2. Increase and expand alternative funding streams 3. Increase staff cadre 4. Full Local Authority grant assistance received. 5. Fully compliant and smooth operating procedures 6. Fully compliant and smooth operating procedures 7. Review completed. 8. Plan created. 9. Asset update 10. Review completed. 11. Review completed 	<p>Requires full cooperation of all HO team</p>
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		<ul style="list-style-type: none">• Rationalise Shared Contacts 2024• Child Protection/Garda Vetting Reminders• Create Online Travel & Subsistence claim form.• Clean up Membership Database• Create online Purchase Order Book• Online Head Office Asset Register• SEAI Carbon Fund/Building Stock Plan• Pension Benefit Statements• Enhance reporting to Revenue (T&S)• Update Sage/bank feeds				
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Glossary of Abbreviations

CEO – Chief Executive Officer

C.G. – Coast Guard

C.I.L. – Commissioners of Irish Lights

N.D.P.S – National Drowning Prevention Strategy

D.R.C.D – Department of Rural & Community Development

D.R.F – W.G. – Draft Regulatory Framework Working Group

E.D.O. – Educational Development Officer (WSI)

H.Q. – Head Quarters (WSI)

L.A. - Local Authorities

M.S.W.G. – Marine Safety Working Group

P.Q. - Parliamentary Questions

R.F.P. – Regulatory Framework for Swimming Pools

S.D.P. – Strategic Development Plan

S.R.B. – Surf Rescue Boat

V.A.T. – Value Added Tax

W.S.A.C. – Water Safety Area Committee

W.S.I. – Water Safety Ireland

NSARCC - National SAR Consultative Committee

Commitments

1.1 Mutual Commitments

Both parties agree to be cognisant of Water Safety Ireland's status as a statutory body. In particular:

- Both parties agree to proactive and timely communications through designated contact persons;
- Both parties support the effective achievement of Water Safety Ireland's Business Plan 2024 as agreed by its Council, as well as the promotion of partnership, responsiveness and mutual cooperation, where required, in their ongoing interactions;
- Both parties agree to consult and to keep each other fully apprised (in general terms) on all matters of mutual relevance, where appropriate; and
- Both parties agree on the effective realisation of this agreement and the agreed targets that will come about.

6.2 Department of Rural and Community Development Commitments

The Department will provide the following supports to Water Safety Ireland to enable it deliver on its objectives:

- Consider proposals from Water Safety Ireland and, where appropriate, liaise with the Department of Public Expenditure, NDP Delivery and Reform to ensure as far as possible, timely sanction for expenditure and staffing in line with Public Financial Procedures;
- Provide updates on Public Financial Procedures and Civil Service HR Policy Guidelines;
- Monitoring performance under the Agreement and ensuring remedial action is taken, when appropriate;
- Work with Water Safety Ireland in the regular reporting processes under the Public Sector Reform and Civil Service Renewal Programme;
- Inform and involve Water Safety Ireland in any activities related to the role that Water Safety Ireland plays or may be required to play within the Department;
- Ensure that the State Boards process is initiated at an early stage (when vacancies arise or are anticipated);
- Review reports in a timely manner with a view to ensuring accuracy;
- Provide advice and guidance to Water Safety Ireland as required; and
- Provide feedback on review of risk policy and advise on actions to be taken as required.

6.3 Water Safety Ireland Commitments

Water Safety Ireland will provide the following outputs in 2024 to the Department to enable it to deliver on its objectives as per the Statement of Strategy:

- Provide a report on outputs and how these outputs relate to Water Safety Ireland's mission and the Department's Statement of Strategy in advance of governance meetings;
- Water Safety Ireland will notify the Department immediately of any material developments that impact or have the potential to impact the ability of Water Safety Ireland to deliver the services effectively. This includes any developments that impact or have the potential to impact on compliance by Water Safety Ireland with all legal and regulatory requirements;
- All administrative and policy dealings between the parties will be effected by Water Safety Ireland through designated staff in the Community and Voluntary Supports and Programmes section;
- Submit annual workforce plans to the line section as requested;
- Submit forecasted pay and expenditure figures as requested;
- Provide financial reports as requested to the Department;
- Report annually to the Department on compliance with tax clearance requirements;
- Consult with Department in respect of pay proposals for the Chief Executive and staff or developments in Government policy likely to impact on Water Safety Ireland finances;
- Report to Department on procurement processes undertaken in previous financial year, with detail of contracts and tender processes undertaken;
- Report annually on actions taken on foot of audit recommendations;
- The Council will review the effectiveness of the systems of internal control annually, including financial, operational and compliance controls and risk management;
- Ensure disposal of assets in transparent and appropriate manner;
- Put in place and maintain appropriate arrangements for internal and external audit;
- Put in place an effective system of risk management and regularly review the risk register;
- Provide draft accounts to the Department by end June in respect of previous financial year and supply documentary and other evidence as requested by the Department;
- Provide audited accounts to the Department as soon as possible following the completion of C&AG audit in respect of the previous financial year;

- Publish audited accounts as per section 12.4 of the Code following approval of the Minister and laying before the Oireachtas;
- Publish details of fees and expenses paid to the Council as per section 12.1(iv) of the *Code*;
- Adopt and maintain travel policy.

6.4 Human Resources and Board Excellence Reviews

The findings and recommendations of the July 2020 Human Resources Review conducted by Elevate HR and Coaching will continue to be implemented during 2024.

In 2021 WSI engaged an external Agency – Board Excellence – to undertake an external review of the effectiveness of the Council and the Governance framework in place within the organisation.

The report issued in November 2021 with 35 recommendations.

The WSI Council unanimously accepted the report and agreed to work quickly on implementing the entirety of the recommendations. By end of 2023 all recommendations had been implemented with the exception of bringing technical tasks in house. The vacancies to be filled for 2024 include a Swimming and Lifesaving Officer, who will work with the Technical Officer, and will be the beginning of the creation of a Technical Unit within WSI.

6.5 Meetings between Water Safety Ireland and the Department

A range of formal and informal meetings may take place between the Department and Water Safety Ireland, as the need arises. The agenda for these meetings will be agreed in advance.

6.5.1 Meetings with the Minister

At least one general meeting per year may take place between the Minister and the Chairperson and Chief Executive Officer of Water Safety Ireland.

1.5.2 Meetings with the Secretary General

At least one formal meeting per year between the Chairperson, the Chief Executive Officer of Water Safety Ireland and the Secretary General should be arranged. The agenda for such meetings shall be agreed in advance.

6.5.3 Meetings to Review Oversight and Assurance Agreement.

There will be quarterly meetings between appropriate representatives from Water Safety Ireland and the Department. This frequency will be reviewed during the year.

At this meeting, Water Safety Ireland will report on the implementation of key actions and progress made to achieve stated key performance indicators. Amendments to this Performance Delivery Agreement may be discussed at this meeting.

6.6 Communication on Policy Matters

The Department may consult with Water Safety Ireland in relation to policy development in areas where Water Safety Ireland may have an interest or have particular expertise available. This may involve representation on Working Groups or less formal engagements as the need arises.

6.6.1 Parliamentary Affairs and other Communications

In order to ensure consistent, efficient and appropriate flows of information protocols shall be established in relation to a number of streams of communications between the Department and Water Safety Ireland.

- Parliamentary Questions (PQs) shall be coordinated by Water Safety Ireland with nominated individuals in the Department;
- The Department's Press Office and Water Safety Ireland shall share relevant communications as appropriate;
- Water Safety Ireland and the Department will give notification to the respective party where appropriate in advance of the release of relevant records using the DPENDR CPU guidelines in relation to informal consultations.

6.7 Requests for Briefing Material

All requests to Water Safety Ireland for briefing material will be made by the Department in sufficient time to allow Water Safety Ireland respond appropriately, where possible. However, both parties acknowledge that due to the exigencies of the parliamentary process, timeframes are sometimes very tight. In such circumstances, Water Safety Ireland undertakes to provide as much information as possible within the timeframe. All such requests should be directed to Water Safety Ireland.

Inputs

7.1 Budget Provision

The annual budgetary provision for Water Safety Ireland will form part of the Estimates for the Rural and Community Development Vote and the requirements of Water Safety Ireland will be considered in that context.

7.2 Financial Inputs

The Department will provide funds as agreed to meet running and administration costs associated with the operation of Water Safety Ireland. The following table summarises budget allocation and outcome for 2024. The 2025 budget allocation will be dependent on the annual estimates process.

Expenditure	Budget Allocation
Pay	€942,000
Non-Pay	€902,000
Total	€1,844,000

Funding will be provided by the Department quarterly in arrears, subject to satisfactory delivery of service by Water Safety Ireland, compliance with operations of this agreement, and relevant statutory and governance requirements.

7.3 Staffing Resources

Water Safety Ireland will comply with Government Policy in respect of the filing of vacancies arising in State Agencies. Workforce plans must be completed annually. Pay and expenditure forecasts will be submitted to inform the annual Estimates process. Vacant posts will only be filled in accordance with Department sanction.

Number of Staff: 13 (17-4x vacancies)

Number & Grade (including FTEs and %of FTEs):

Name:	Grade:	FTE:
Joanne Walsh, CEO	Principal Officer	Full Time

Roger Sweeney, Deputy CEO and Marketing Manager	Assistant Principal	Full Time
Joan Harte, Office Manager and Financial Officer	Higher Executive Officer H	Full Time
Jennifer O'Neil, HR Officer and Compliance Officer and Board Secretary	Higher Executive Officer	Full Time
Frank Hughes, Business Development Officer	Higher Executive Officer	Full Time
Vacancy, Assistant Office Manager	Executive Officer H	Full Time
Jocelyn Cunningham	Executive Officer	Full Time
Alison Elstone	Executive Officer	Full Time
Padraig Judge	Executive Officer	Full Time
Paul McGowan	Executive Officer	Full Time
Ciara Gleeson	Executive Officer	Full Time
David Ruch, Data Officer	Executive Officer	Full Time
Vacant - Volunteer Manager	Executive Officer	Full Time
David Fitzpatrick, Technical Officer	Executive Officer	Full Time
Vacant - Lifesaving & Swimming Officer	Clerical Officer - H	Full Time
Alanna Scully	Clerical Officer	Full Time
Vacancy, Education Officer	Clerical Officer	Full Time

Approved Vacancies:

- 1) Assistant Office Manager (EOH)
- 2) Volunteer Manager (EO)
- 3) Lifesaving and Swimming Officer (COH)
- 4) Education Officer (CO)

Proposed Vacancies:

- 1) Corporate Manager – AP
- 2) Marketing & Educational Manager (HEO)
- 3) Administrative Officer (CEO/Dep CEO secretary) – CO
- 4) Regional Educational Officers (Visits & Support) x 3 - CO

Potential Risk Factors

Water Safety Ireland has in place a formal Risk Management policy and maintains a risk register. The risk register is updated on a regular basis in accordance with Department of Finance guidelines. The maintenance of the risk register ensures that risks are identified and assessed, and necessary mitigating actions are, where resources allow, put in place.

Risks: List top 3

- As WSI serves the entire country of Ireland, there is a high volume of work and few staff to complete multiple tasks with competing deadlines. Risks include inability to provide effective and timely intervention; public criticism, as well as inability to provide adequate oversight to all volunteers to assure that the standards are maintained to best international practice levels. This can also result in employee stress and missed deadlines. This risk can be mitigated by ensuring clear expectations of all team members and increasing head count to ensure there are enough human resources in place to complete all tasks in a timely manner. The need for more staff has been identified by recent Board Excellence review, specifically to bring many of the tasks currently performed by volunteers in house.
- A second potential risk for WSI is if a major event should occur that WSI is not adequately resourced to respond to. This could result in the inability to provide effective and timely intervention and loss of public confidence. This could also be mitigated with adequate staff and staff training to ensure compliance, as well as ensure that risk assessments and business continuation plans are in place.
- Office space that provides a safe working environment is crucial. A safe working environment will not only meet all standard health and safety requirements, but will also provide adequate space and ventilation to mitigate risks of COVID 19, and will also be in a safe location that will not be prone to flooding or other natural disasters.

Flexibility and Amendment of Targets

Reporting requirements can be amended, if necessary, with the agreement of both parties.

This Oversight Agreement will be updated as necessary during 2024 to reflect the implementation of the recommendations of the HR and Board Excellence reviews referred to in Section 6.4 above.

Monitoring Arrangements

Water Safety Ireland will meet with the Department quarterly, or more frequently if required by either party, to provide an update on developments and achievement of Business Plan objectives as set out in this Agreement.

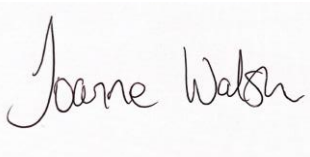
1. Water Safety Ireland shall provide the Department of Rural and Community Development with relevant and appropriately detailed performance information for inclusion in the Revised Estimates for Public Services.
2. Water Safety Ireland shall provide information in line with this Performance Delivery Agreement and in keeping with the timeframes agreed with the Department.

10.1 Comply or Explain

Water Safety Ireland will provide an explanation of any non-compliance with the terms of the *Code*, laying out context and rationale to explain satisfying the requirements of the Code, at monitoring meetings. Appropriate disclosure and dialogue is necessary in the interests of transparency, confidence and accountability.

Duration and Signatories to the Agreement

Joanne Walsh, CEO, Water Safety Ireland, and Bairbre Nic Aongusa, Assistant Secretary General, Department of Rural and Community Development, agree that the arrangements as set out in this Agreement will apply with effect from the date signed hereunder until 31 December 2024.



Joanne Walsh
Chief Executive
Water Safety Ireland



Bairbre Nic Aongusa
Assistant Secretary General
Department of Rural and Community
Development

01 March 2024