

Mission Statement

The mission of the Irish Prison Service is to provide safe, secure and humane custody for people who are sent to prison. The service is committed to managing custodial sentences in a way which encourages and supports prisoners in their endeavouring to live law abiding and purposeful lives as valued members of society.

Contents

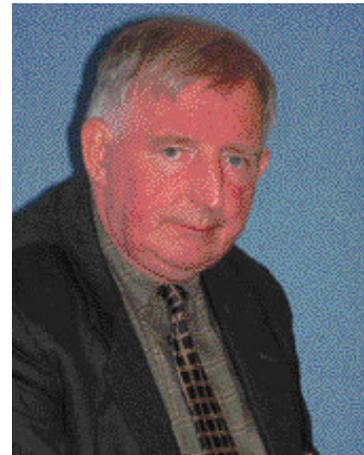
Prisons Authority Interim Board – Chairman’s Report	4
Introduction	8
Board Members	12
Overview - 2003 at a glance	13
Custody of Prisoners	14
Care and Rehabilitation	24
The Institutions	38
Human Resources	66
Estate Management	72
Finance and Information Systems	76
Corporate Development	82
Appendix 1 Statistical Tables 2003	90
Appendix 2 Statistical Tables 2 December 2003	95
Appendix 3 Implementation of Strategy Statement 2001-2003	101
Appendix 4 Implementation of recommendations of the Inspector of Prisons and Places of Detention	110
Appendix 5 Counting Rules	118

Prisons Authority Interim Board

Chairman's Report on activities during 2003

Chairman's Report on activities during 2003

I am pleased to present this report on the activities of the Prisons Authority Interim Board for 2003. The year saw important developments in the consolidation of the Irish Prison Service as an executive agency of the Department of Justice, Equality and Law Reform, the change agenda for the Irish Prison Service and a new vision of prison accommodation fit for the twenty-first century.



From a business perspective 2003 was a challenging year for the Irish Prison Service. The budget for 2003 was very restrictive and keeping within it was a significant achievement, against a climate of increased operating costs and demands for services. Efforts to eliminate the prevailing overtime culture accelerated, with the tabling of a formal proposal based on a detailed analysis of prison tasks and staff deployment.

The Irish Prison Service entered the second year of business planning for IPS headquarters and institutions, continuing progress towards a professional, results-focused prison service.

The Interim Board met on eight occasions in 2003. Board members continued to be briefed on important developments and events in the Irish Prison Service and took a proactive role in policy formulation. I would like to thank my colleagues on the Interim Board for their support and dedication to the work of the Board during the year. Their enthusiasm, commitment and vision greatly assisted me in my job as Chairman. One Board member, Mr Michael Mellett, resigned during the year on his retirement from the Department of Justice, Equality and Law Reform. I would like to thank him for his contribution to the work of the Board since its

establishment and wish him well for the future. Two sub-committees of the Board met several times during the year to progress the business of the Board.

The Remuneration Sub-committee continued to implement the Scheme for Performance Pay Awards for Chief Executives of State Bodies. The Sub-committee set challenging targets for the Director General for 2003 and I am pleased to say that, in the view of the Interim Board, the targets set were exceeded during the year. The sub-committee set further challenging targets for the Director General for 2004.

A new Capital Sub-committee maintained an overview of capital investment in the Irish Prison Service estate, advised on the capital building programme and advised on the long term development plan for capital projects in the IPS. The most important recommendation to emerge from this sub-committee, which was adopted by the Interim Board in May and remitted to the Minister for Justice, Equality and Law Reform, was the proposed replacement of Mountjoy Prison with a new prison on a greenfield site. I am happy to report that the Minister subsequently accepted this recommendation.

As Chairman of the Interim Board I wrote to the Minister for Justice, Equality and Law Reform on a number of occasions to raise issues of concern to the Board and to advise on the operation of the Irish Prison Service.

The Secretary General of the Department of Justice, Equality and Law Reform, Mr Tim Dalton, addressed the meeting of the Board in June. Mr Dalton said that the Interim Board had brought a new perspective to the work of the Irish Prison Service and contributed to the achievement of greater efficiency, effectiveness and value for money. Mr Dalton commended the Interim Board for its innovative thinking, instancing the recommendation emanating from the Capital Subcommittee as a good example.

Mr Dalton referred to the delay in putting the Interim Board on a statutory footing, a matter of ongoing concern to the Board. Mr Dalton assured the Board that there was continuing commitment to enacting the necessary legislation and that this would proceed when opportunity presented itself within the Department's legislative programme.

The following are some of the specific issues dealt with by the Board during the year.

Negotiations on change agenda

The current efforts to address the problem of excessive overtime working and restrictive work practices have their origins in the Report of the Prison Service Cost Review Group, published in 1997. Following five years of analysis and two years of discussions a package of proposals was put to the Prison Officers' Association in 2003. While this offer was rejected at Ballot, the Board is hopeful that agreement will be reached through facilitated talks commenced at the Labour Relations Commission at the end of 2003.

The Interim Board was briefed throughout 2003 on developments in relation to the proposed change agenda and negotiations with the Prison Officers' Association. Board members advised the executives as appropriate and were closely involved in supporting and assisting the process.

Government decision of 11 November 2003

On 11 November 2003 the Government approved a series of measures, for implementation in 2004, to control costs in the Irish Prison Service in the event of failure to reach agreement on the change agenda. This included the temporary closure of some institutions, the transformation of the two open centres into transition hostels run by a body other than the Irish Prison Service, the publication of a prior information notice in the EU

Official Journal inviting tenders for provision of a prisoner escort service and the capping of staffing levels and overtime from 1 January 2004. The Interim Board oversaw the arrangements put in place to implement the Government decision.

Financial Management

The financial allocation to the Irish Prison Service for 2003 fell short of expenditure in 2002. The overtime allocation was 47.758m, against an outturn of 59.3m in 2002. Effective financial management for 2003 represented a particular challenge and I am happy to report that the Prison Service stayed within budget for the year. This was achieved partially by diversion of capital monies to meet current expenditure, but also by careful management and the implementation of difficult measures, including reductions in payroll and overtime costs. In this regard, I want to pay tribute to the governors and staff in institutions who managed in difficult circumstances.

The Board was anxious to ensure maximum return from disposals of property and was pleased with the progress made in protracted negotiations to achieve the best return from the disposal of Shanganagh Castle.

Substantial savings will result from the successful implementation of video-conferencing between prisons and courts. The Board was happy that the Irish Prison Service provided the secretariat and technical expertise to the Working Group on Video Conferencing established by the Minister for Justice, Equality and Law Reform and chaired by Mrs Justice Denham. The Board noted progress made in establishing a pilot video link at Cloverhill Prison.

The Board believes that, in the longer term, their recommendation to replace Mountjoy Prison will be more economical than refurbishment and will enable the introduction of new technology and more efficient work practices, as well as eliminating the unsatisfactory living conditions in that prison.

Inspector of Prisons and Places of Detention

The Board reviewed the first Annual Report of the Inspector and his reports on individual prison inspections. The Inspector's Annual Report contained a substantial number of recommendations aimed at improving services and conditions in prisons generally, as well as recommendations specific to the prisons visited. The Board was very pleased that the Inspector's conclusion supported its own prior conclusion regarding the replacement of the outdated facilities at Mountjoy Prison.

The Board noted that several of the Inspector's more straightforward recommendations were already implemented. Other recommendations will be implemented as resources permit. A comprehensive report on measures to implement the recommendations of the Inspector is included in this annual report, at Appendix 4.

St Patrick's Special School

The Government decided in April 2002 that part of St Patrick's Institution would be designated as a special school to provide emergency custodial accommodation for boys from 14 to 16 years of age. The Board raised its concerns regarding this decision at the time but resolved to support the IPS executive in implementing the Government decision in the best way possible. Construction work on the new facilities was completed in 2003.

The Board notes the Government decision in 2003 that the new facility is no longer required for the target group. Fortunately, the design of the facility is such that it is suitable for other age groups. It is now proposed to use the facility to comply with Irish Prison Service requirements to provide separate facilities for 16 and 17 year old boys under the Children Act 2001.

Decentralisation of Irish Prison Service Headquarters

The Minister for Finance announced on 3 December that the Irish Prison Service headquarters is to be decentralised to Longford. This represents a major, new challenge for the IPS, especially as the Service has just emerged from a major change of headquarters staffing following relocation in 2001/2002 to its current headquarters in Clondalkin, Dublin 22.

The move to Longford will coincide with a planned period of major operational and cultural change in the Irish Prison Service that will require substantial input at headquarters level. The Board is firm in its view that relocation to Longford must be managed with minimum disruption to services and retention of essential knowledge and skills in all Headquarters Directorates.

Introduction

To: The Minister for Justice, Equality and Law Reform,
Mr Michael McDowell, T.D.

Minister,

I am pleased to transmit to you the Irish Prison Service Annual Report for 2003. The report sets out the key developments in our Service during the year.



Prisoner numbers

The year 2003 saw a continuation of the upward trend in prisoner numbers, with an increase in the daily average number of persons in custody to 3,176. While the total number of committals was again slightly down on the previous year, the number of persons sent to prison under sentence in 2003, at 5314, was up 5.5% on 2002.

A total of 2,520 persons committed in 2003 were non-nationals, representing 25.6% of the total number of persons committed. Of these, 1,852 were committed for immigration purposes, with the majority (1,424) spending less than seven days in prison. The upward trend in the number of non-nationals in the prisoner population poses new challenges for the Irish Prison Service, which we are trying to meet in a humane and effective way.

The average cost of keeping an offender in prison in 2003 was 87,950, an increase of 3,200 on the previous year. This reflects continuing high costs associated with the use of imprisonment and highlights the need to ensure that imprisonment must remain the sanction of last resort. It also highlights the need for effective cost control measures of the kind introduced in 2003 that ensured that the Service remained within budget for the year.

Replacement of Mountjoy Prison

Following a review of the future of Mountjoy, the Prisons Authority Interim Board made a recommendation to you to replace the entire Mountjoy Prison Complex with a new prison complex on a greenfield site. The poor conditions at Mountjoy Prison itself have long been a concern to all of us in IPS. I am happy that the proposed replacement is the best way forward. The largely antiquated buildings on the site and the difficulty of carrying out extensive renovations on them with the prisoner population in situ are a major consideration in this respect. The other substantive difficulty is that the site is very restricted by modern penal standards. The new prison complex will result in very significant improvements in conditions for both prisoners and staff.

Change programme

After several years of preparatory work we can report that significant progress was made in 2003 in advancing the change programme involving new working and attendance arrangements for prison staff. The on-going negotiations at the Labour Relations Commission are the culmination of a lengthy process that began in 1997. We look forward to the conclusion of a new agreement with the Prison Officers' Association in 2004.

Government decision of 11 November 2003

The Government approved a series of severe cost control measures for the Irish Prison Service on 11 November 2003, to be implemented in 2004 in the event of failure to reach agreement on new working arrangements. These measures included the capping of staffing and overtime levels from 1 January 2004, the temporary closure of some institutions and the transformation of open prisons into pre-release facilities under new management. It was made clear that the Irish Prison Service would have to live within its budget allocation for 2004, notwithstanding a significant reduction in the allocation for overtime. At end-2003 the necessary arrangements were put in place to comply with the Government decision.

Decentralisation

Following the Budget announcement by the Minister for Finance of the decentralisation of Irish Prison Service headquarters to Longford, we initiated contacts with the Office of Public Works to progress the proposal. By year-end our preparatory work for the move to Longford was well advanced.

Council of Europe Committee on the Prevention of Torture and Inhumane or Degrading Treatment or Punishment (CPT)

The Committee's report of its visit to Ireland in 2002 and the Government's response to the CPT report were published in 2003.

The IPS welcomes external scrutiny by international and national bodies as a means of ensuring we

continue to improve our services to prisoners and to the community for whom we work. I am happy to record that the CPT noted that many prisoners interviewed by the delegation indicated that they had reasonably good and constructive relations with most of the prison staff.

The Government responded to CPT concerns regarding the inappropriate use of padded cells by making a commitment to replace all traditional padded cells with new safety observation cells. This work was ongoing at end 2003 and will continue through 2004 and 2005.

The Committee noted improvements in the provision of health care since its 1998 visit, e.g., increased number of prison doctors, recruitment of qualified nurses, and urged further improvements to meet the objective of equivalence of care. Implementation of the Health Care Standards drafted in 2003 will help achieve this objective.

Inspector of Prisons and Places of Detention

Our Service continued to co-operate fully with the Inspector of Prisons and Places of Detention and his Office. The IPS response to his Annual Report for 2002 is included in the Corporate Development chapter and at Appendix 4 to this report.

Retirements and resignations during the year

A total of 46 Prison Service staff retired during the year. Among those who retired were Governors Frank McCarthy and Bill Donoghue, who both gave

distinguished service over many years in a number of our custodial institutions. Governor McCarthy continues to serve on our Prisons Board. Martin Hickey, Co-ordinator of Work and Training, who retired in December 2003, made a major contribution, over more than a quarter century, to the development of vocational training in the prisons and played a pivotal role in raising the standard of prison catering to the highest levels in the industry. Marieva Coughlan, our Director of Regimes, submitted her resignation during 2003 and left early in January 2004 to take up a senior post in the EU sponsored URBAN Programme. Marieva made a significant contribution throughout her career in the IPS, firstly as a Psychologist and then as our first Director of Regimes, to policy formulation and the delivery of prisoner services. I would like to pay tribute to these persons and indeed all our colleagues who retired from the Service in 2003 and to wish every one of them good health and happiness in the years ahead.

On a personal note, I would like to mention that this is the last IPS Annual Report that will issue during my term as Director General. I would like to take this opportunity to thank everybody who has guided, assisted and supported me in my work over the past five years.



Seán Aylward

Director General
June 2004

Board Members



Brian McCarthy
Chairman



Mairead Ahern



Seán Aylward
Director General



Patricia Casey



Anne Counihan



Tom Hoare



Jerry Kiersey



Michael Mellett



Governor



Kathleen O'Neill



Michael O'Shea



Michael Whelan

Overview

2003 statistics at a glance



Chapter One

Custody of Prisoners

Custody of Prisoners

There were 11,775 committals to prison in 2003, a decrease of 85 (0.72%) on the total committals in 2002.

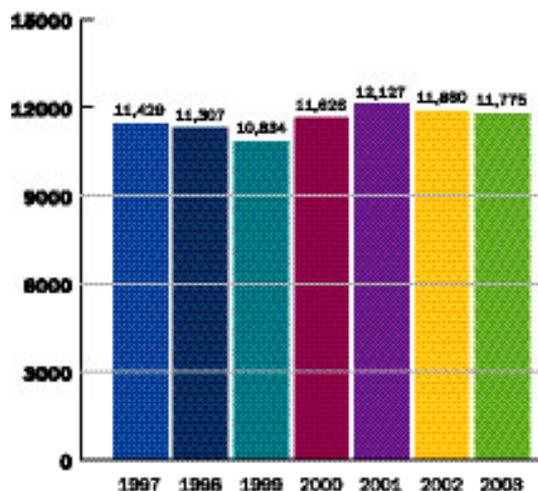
Committals

Of the 11,775 committals 5,314 were committals under sentence, an increase of 278 (5.5%) on the number of committals under sentence in 2002.

A total of 44.8% of all committals in 2003 were committals under sentence; 15.8% were committals under immigration laws; 39% were committals on remand / for trial, and 0.4% were for contempt of court.

Committal figures are used as an indicator of (a) the extent to which the courts exercise the option of custodial sanction and (b) the level of activity in prison reception areas. Committal figures should not be confused with the number of persons sent to prison as any one person can be committed several times in one year, for example, on remand pending trial. Also, a person may be remanded, convicted and released on more than one occasion in the same year, giving rise to multiple committals on remand and sentence.

Figure 1: Committals to prison 1997-2003



Persons committed in 2003

In 2003 a total of 9,814 persons entered the prison system. This compares to 9,716 in 2002, an increase of 1%. An analysis of the age, gender, home address by county and country of origin of these persons is given in tables 1 and 2 and figure 2.

Age and gender profile of prisoners

A total of 8,669 men and 1,145 women were sent to prison in 2003, compared to 8,673 and 1,043 respectively in 2002. Men accounted for over 89% of all committals in 2003.

A total of 1,915 (19%) of the 9,814 persons sent to prison in 2003 were under 21 years of age and 1,454 (15%) were aged over 40 years of age. Looking at the males sent to prison in 2003, 19% were under 21 years of age and over 15% were over 40 years of age. The corresponding figures for women were 16% and over 13% respectively.

Table 1: Age and gender of persons committed to prison in 2003

Age	Female	Male	Total
15 to <17	18	283	301
17 to <21	163	1451	1614
21 to <25	278	1870	2148
25 to <30	272	1689	1961
30 to <40	266	2070	2336
40 to <50	98	888	986
50+	50	418	468
Total	1145	8669	9814

County and country of origin

The number of persons who gave a Dublin address on committal to prison in 2003 was 3,505 (35.7%). This represents a decrease of 9.3% on 2002, following a decrease of 3.8% in 2002. Cork and Limerick addresses were given by 8.3% and 4.9% of persons committed respectively.

A total of 2,520 of persons committed to prison in 2003 indicated that there were non-nationals, representing 25.6% of the total number committed, compared to over 21% in 2002 and 18% in 2001. Over 115 different countries of origin were indicated. The number of non-nationals being committed

continued to pose service delivery challenges for the Irish Prison Service in areas such as translation, education, health care, catering, social and spiritual support and promotion of racial equality.

Immigration committals

Almost 19% (1,852) of persons committed to prison in 2003 were committed under immigration laws. The length of time spent in prison for immigration purposes tends to be very short in most cases; in 2003 61.5% of those detained in prison for immigration reasons spent three days or less in custody, 17.5% spent 4 to 7 days in custody and 19.8% spent more than 51 days in custody. Persons awaiting deportation tend to account for the longer periods of custody.

Table 2: Nationality as given by persons committed in 2003

Irish	7194
E.U.	272
Other European	1321
Asian	253
African	503
North America	14
Central/South America	147
Austral/Asian	10
Not Recorded	100
Total	9814

Figure 2: Home address by county given by persons committed in 2003

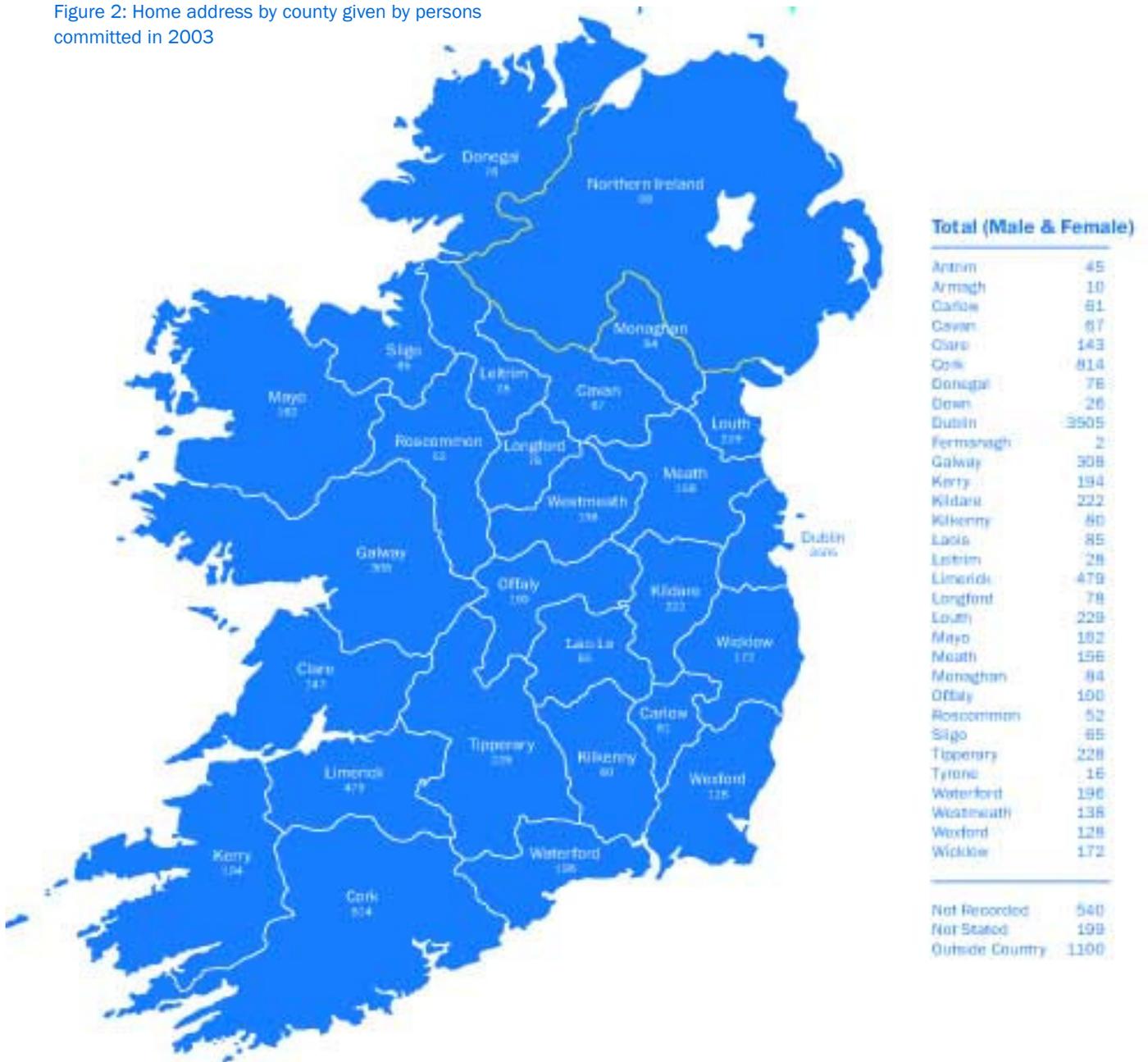
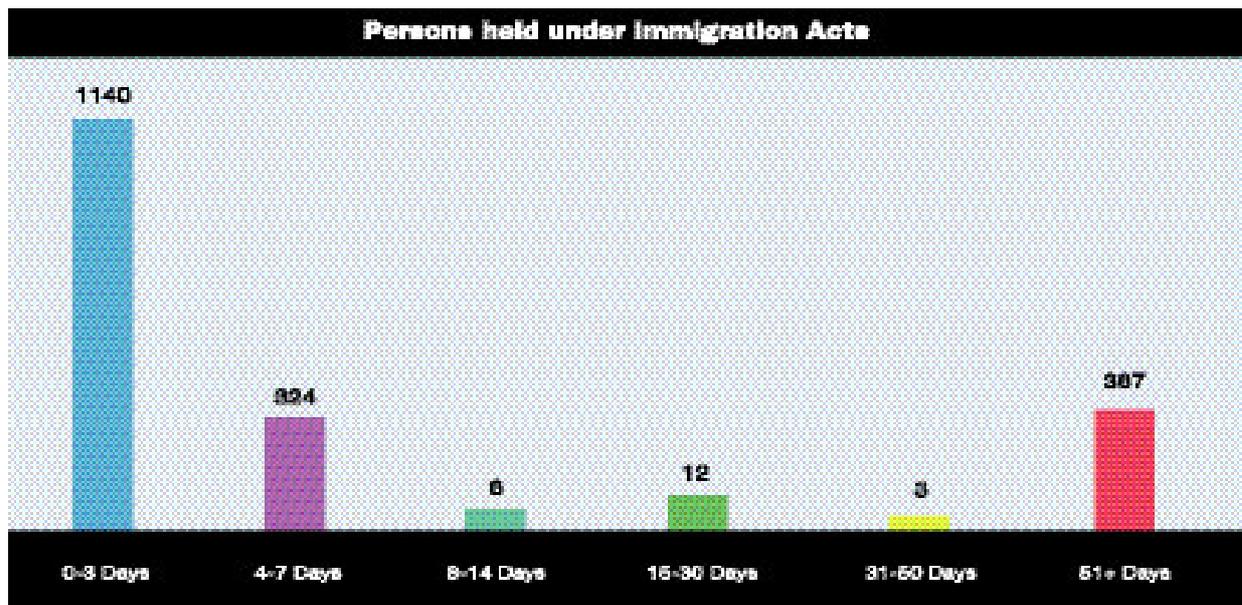


Figure 3: Detention under Immigration Acts



Committals under sentence

There were 5,314 committals under sentence in 2003, compared to 5,036 in 2002. Table 3 profiles the age of offender classified by sentence length, table 4 profiles the principal offence that gave rise to each committal, classified by sentence length and table 5 profiles the principal offence classified by age of offender. Separate profiles by gender are included in Appendix 1 to this report.

Sentence length

The overall pattern of sentence lengths in respect of committals in 2003 was similar to 2002.

An increase in the number of sentences of six months to a year (350) was balanced by a reduction in the number of 1 to 2 year sentences (-349). There was a sizeable reduction in the number of 5 to 10 year sentences - down to 111 from 163 in 2002. This probably relates more to the nature of individual cases before the courts in the year under review rather than any new emerging trend. As in previous years, the category of sentences of less than three months continued to account for the highest proportion of all sentences (38.5%).

Of the 4,901 male committals under sentence in 2003, 37% were for less than three months, similar to 2002. There was significant change in the number of women committed under sentence in 2003 - up by over one-third to 413, as compared to 301 in 2002. The majority of women (53.7%) received sentences of less than three months. These committal levels put accommodation for women prisoners under severe pressure throughout the year, leading to the granting

of temporary release for many lower risk women prisoners to relieve overcrowding.

Committals by age group

Of the total 5,314 committals under sentence in 2003, 3,415 (64.3%) were in respect of persons aged between 21 and 40 years of age, approximately two-thirds of whom were aged between 21 and 30 years. Persons aged over 40 years of age accounted for 1081 (20%) of total committals under sentence, a increase from 17% in 2002.

A feature of the 2002 Annual Report was the reduction in the number of committals of persons under 21 years of age (down from 1,226 in 2001 to 823 in 2002). This reduction was maintained in 2003, when committals of under-21 year olds were 818. This figure was still well below annual levels that prevailed for this group in the 1995-2001 period.

The number of males under 21 years of age committed under sentence was 754, which represented 15.4% of the total number of males committed under sentence in 2003. The corresponding number of committals of men over 40 years of age was 1,022 (20.8%).

The number of women aged less than 21 years committed under sentence in 2003 was 64 or 15.5% of all female committals. Fifty-Nine (14.3%) of the women committed under sentence were aged over 40 years.

Committals by offence group

The Irish Prison Service categorises the principal offences of persons committed to prison using four offence groups.

A total of 676 persons were committed for Group 1 offences (Offences against the Person) (12.7%), compared to 684 (13.6%) in 2002. Of those sentenced for Group 1 offences, 11 received life sentences, 14 received sentences of more than 10 years and 25 received sentences of 5 to 10 years.

Just over 19% of committals were for Group 2 offences (Offences against Property without Violence). Group 3 offences (Offences against Property with Violence) accounted for 3.6% of committals under sentence. The total number of committals under sentence for crimes against property (1,202) was slightly up on 2002 (1,044).

The largest proportion of committals under sentence in 2003 was in respect of Group 4 offences (i.e., Offences other than Offences against the Person or Property); 3,436 (65%) of committals were committed for such offences, including 1,478 committals for road traffic offences. Over 50% of committals for road traffic offences were punished by sentences of less than 3 months. There were 274 committals for drug offences. Sentences for drug offences ranged from less than 3 months (almost 19%) to more than 10 years (1 person). Almost 6% received sentences of 5 to 10 years; nearly 20% received sentences of 3 to 5 years and just over 25% received sentences of 6 to 12 months.

Of the 4,901 men committed to prison under sentence in 2003, 626 (12.8%) were committed for Group 1 offences and received sentences ranging from less than 3 months (72) to life (11). Offences against property without violence accounted for 911 (18.6%) committals, 263 men were sentenced for drug offences, 52 of whom received sentences of less than 3 months and 1 of whom received a sentence of more than 10 years. Road traffic offences accounted for 1366 of committals under sentence, 679 received sentences of less than 3 months, 20 more than 5 years and 1 over 10 years. Fifty-six of the men sentenced for Group 1 offences were under 21 years of age and 140 were aged 40 years or over. Of the 183 men sentenced for offences against property with violence 9 were aged less than 21 years and 40 were over 40 years of age.

Of the 413 women committed to prison under sentence in 2003, 50 were committed for Group 1 offences and received sentences ranging from less than 3 months (12) to over five years (1). Offences against property without violence accounted for 99

committals, 11 women were sentenced for drug offences, 2 of whom received sentences of more than 5 years, and 112 women were sentenced for road traffic offences. Five of the women sentenced for Group 1 offences were under 21 years of age and 16 were aged 40 years or over. Of the ninety-nine women sentenced for offences against property without violence 10 were aged less than 21 years and 13 were over 40 years of age.

Average Daily Prisoner Population

Most prisons are currently operating at or near full capacity. The daily average number of prisoners in custody for 2003 was 3176, an increase of 0.4% on 2002. The daily average number of female offenders in custody during 2003 was 97. Information on average custody figures for all prisons is set out in Table 6. The average total number in the system, which is a combination of the prisoners in custody and those on temporary release, was 3436, a marginal increase on 2002.

In the latter part of the year it became necessary to reduce the operational capacity available in Fort Mitchel and the Curragh Places of Detention. This followed a Government decision in November that, in the absence of agreement on new working arrangements in the prisons, it would be necessary to mothball these institutions and to consolidate the prison system within a smaller number of sites.

Table 3: Sentence length by age of offender

Sentence Length	<3 Mths	3 to 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Age Group (Years)										
15 to <17	155	48	33	10	12	11	9	2	1	281
17 to <21	286	103	96	13	8	16	13	1	1	537
21 to <25	499	258	259	33	37	53	37	5	2	1183
25 to <30	387	229	265	26	40	50	22	4	1	1024
30 to <40	415	249	379	41	39	57	18	6	4	1208
40 to <50	275	205	367	44	45	36	10	3	2	987
50 +	14	20	48	3	4	3	2	0	0	94
Total	2031	1112	1447	170	185	226	111	21	11	5314

Table 4: Sentence length by offence group

Sentence Length	<3 Mths	3 to 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Group 1:										
Offences Against the Person										
Murder	0	0	0	0	0	0	0	0	11	11
Manslaughter	0	0	0	0	1	2	3	4	0	10
Sexual Offences	2	6	18	21	11	21	20	4	0	103
Other	82	147	205	40	35	25	12	6	0	552
Offences against the Person										
Total Group 1	84	153	223	61	47	48	35	14	11	676
Group 2:										
Offences Against Property with violence										
Total Group 2	6	26	61	19	28	39	11	2	0	192
Group 3:										
Offences Against Property without violence										
Total Group 3	144	277	468	29	36	37	17	2	0	1010
Group 4:										
Other Offences										
Drug Offences	52	34	67	19	27	52	22	1	0	274
Road Traffic Offences	769	303	360	13	15	13	5	0	0	1478
Other	976	319	268	29	32	37	21	2	0	1684
Total Group 4	1797	656	695	61	74	102	48	3	0	3436
Total	2031	1112	1447	170	185	226	111	21	11	5314

Table 5: Offence group by age of offender

Age Group (Yrs)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Group1: Offences Against the Person								
Murder	0	2	4	1	2	1	1	11
Manslaughter	0	1	2	2	1	4	0	10
Sexual Offences	33	23	19	10	10	8	0	103
Other Offences against the Person	24	39	119	96	132	122	20	552
Total Group 1	57	65	144	109	145	135	21	676
Group2: Offences Against Property with violence								
	3	6	34	52	54	41	2	192
Group 3: Offences Against Property without violence								
	23	69	214	197	247	232	28	1010
Group 4: Other Offences								
Drug Offences	6	10	57	68	88	43	2	274
Road Traffic Offences	52	139	292	316	357	294	28	1478
Other	140	248	442	282	317	242	13	1684
Total Group 4	198	397	791	666	762	579	43	3436
Total	281	537	1183	1024	1208	987	94	5314

Census of prison population

A census of the prisoner population was carried out on 2 December 2003. The total number in custody on that date was 3146, 3052 men and 94 women. Most of the prisoners in custody had been committed under sentence (2640). A further 282 prisoners were on remand, 206 were for trial and 18 were committed under immigration laws.

Of the 2,640 sentenced prisoners in custody on 2 December 2003:

- 68% (1,795) were serving sentences of 2 years or more;
- 62% were sentenced in respect of offences against the person or offences against property with violence;
- 14% were under 21 years of age, 42% were aged between 21 and 30; and 44% were over 30 years of age.

A detailed profile of the prisoner population on that date is at Appendix 2.

Temporary Release

The proportion of the average daily number of persons serving sentences who were on temporary release was 260, marginally down on the 2002 figure (268). This represented a total of 7.6% of the total number in the system. Some prisoners were on a structured temporary release programme, often under the direct supervision of the Probation and Welfare Service. Other prisoners received short periods of temporary release for compassionate reasons such as ill health or a death in the family. The judicious use of temporary release remains an important instrument in the rehabilitation process. It is also used from time to time to help relieve overcrowding by granting early release to low risk prisoners coming to the end of their sentence.

The Criminal Justice (Temporary Release) Act 2003 was signed into law on 29 October 2003. The purpose of the Act is to amend the Criminal Justice Act, 1960 to provide a clearer legislative basis for the power of the Minister for Justice, Equality and Law Reform to grant temporary release by setting down the principles that will apply to the exercise of this power.

Table 6: Daily Average number of persons in custody in 2003

Institution	Bed capacity	Average number in custody	% of bed capacity
Mountjoy	460	460	100%
Dochás Centre	76	81	107%
St Patrick's	198	188	95%
Cork	271	268	99%
Limerick (male)	168	169	101%
Limerick (female)	18	16	89%
Castlerea	192	195	102%
Cloverhill	429	375	87%
Wheatfield	381	375	98%
Portlaoise	204	128	63%
Arbour Hill	139	138	99%
Fort Mitchel	102	94	92%
Training Unit	89	86	97%
Curragh	98	98	100%
Midlands	455	384	84%
Loughan House	85	71	84%
Shelton Abbey	57	50	88%
Daily average for all institutions	3,422	3,176	93%

This Act will provide a clear and transparent basis, as well as the necessary safeguards required, for the operation of the system of temporary release. The Act will come into operation on signature of the necessary commencement order.

Escapes

Two prisoners escaped from Limerick Prison in 2003. Both were recaptured a short time later. In addition, ten other prisoners escaped from the custody of prison officers while outside the confines of a closed institution. These escapes occurred while the prisoners were either attending court, receiving medical or hospital treatment, en route to another institution or in one case, while on an escorted family visit. In eleven cases the prisoners were subsequently recaptured, some a short time later, and returned to custody. There were a number of attempted escapes during the year that were unsuccessful largely due to the vigilance of escort staff. A total of 70 prisoners absconded from custody while on accompanied outings. See Table 7 for further details.

Suicides/Deaths in Custody

There were nine deaths in custody in 2003. Inquest verdicts are outstanding in most instances. However, two of the deaths appear to be self-inflicted, with three suspected drug overdoses. In a number of other

instances attempted suicides were prevented by the vigilance of prison staff.

Interim Parole Board

The Irish Prison Service continued to co-operate with the Interim Parole Board, established by the Minister for Justice, Equality and Law Reform on an administrative basis in April 2001. The Board advises the Minister on the administration of long-term sentences and is fully independent of the Prison Service.

The Board reviews (i) cases of eligible prisoners sentenced to 8 years or more but less than 14 years once half of the sentence has been served and (ii) cases of prisoners sentenced to 14 years or more or to a life sentence after 7 years has been served. Prisoners serving sentences for certain offences, such as the murder of a member of the Garda Síochána or the Prison Service in the course of their duty, are exempted from the process.

The number of cases dealt with by the Board from establishment to 31 December 2003 is as follows:

252 prisoners invited to participate in the Parole Board Process;

210 accepted the invitation and 42 declined the invitation;

Table 7: Escapes and absconsions during 2003

Institution	Escapes	Absconds	Total	Still at large at 31.12.03
Cork	1	0	1	0
Dochas Centre	4	1	5	1
Limerick	2	1	3	0
Loughan House	0	33	33	33
Midlands	1	0	1	0
Mountjoy	2	3	5	0
Portlaoise	0	1	1	0
Shelton Abbey	0	31	31	10
Wheatfield	2	0	2	0
Total	12	70	82	44

24 inmates withdrew from the process and the Courts released 11.

Recommendations were made in 153 cases.

62 cases were carried over to 2004, including cases that had not reached recommendation stage and cases for second and subsequent reviews.

Council of Europe Committee on the Prevention of Torture and Inhumane or Degrading Treatment or Punishment (CPT)

The Report by the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT), following its visit to Ireland in 2002, was published in September 2003 together with Ireland's response.

The Committee noted that many prisoners interviewed had indicated reasonably good and constructive relations with most of the prison staff. The delegation also formed the impression that senior management in the Irish Prison Service were determined to take appropriate action when allegations of ill treatment of prisoners by staff came to their attention. The CPT welcomed the IPS approach to the investigation of complaints of ill treatment.

The Government responded to the CPT concerns regarding the inappropriate use of padded cells by making a commitment to replace all traditional padded cells with new safety observation cells. This process is ongoing.

The Committee recommended that a decision regarding the future of Mountjoy Prison be taken as soon as possible. The Minister since accepted a recommendation from the Prisons Authority Interim Board for the replacement of Mountjoy Prison on a

new, green-field site. The Irish Prison Service shares the Committee's concerns regarding the outdated and unsuitable accommodation at Cork Prison and is working to replace it.

The CPT welcomed the efforts being made to develop programmes and activities for prisoners and expressed concern at the underdevelopment of these programmes in some institutions. It is intended that the development and rollout, on a progressive basis, of Positive Sentence Management will, in time, provide a more structured programme of education and training for prisoners, on a personalised basis.

The Committee noted improvements in the provision of health care since its 1998 visit, e.g., increased number of prison doctors, recruitment of qualified nurses, and urged further improvements to meet the objective of equivalence of care. The Health Care Standards drafted in 2003 will help in achieving this objective.

The CPT recommended the development and implementation of a comprehensive policy for the provision of care to prisoners with drug related problems. A national Drugs Policy was with the Minister for approval at the end of 2003.

Convention on the Transfer of Sentenced Persons

Applications were received in 2003 from sixteen prisoners in other jurisdictions to transfer to an Irish prison. Applications were received from twenty-two prisoners in Irish institutions to transfer to other jurisdictions. Transfers outward were facilitated in eight cases and inward transfers were facilitated for eight prisoners also.

Table 9: Transfers of prisoners effected in 2001, 2002 and 2003

Applications for Outward Transfer to:	2001	2002	2003	Total
United Kingdom	11	9	12	32
Northern Ireland	9	6	2	17
Scotland	2	2	2	6
Germany	1	0	0	1
Netherlands	1	0	4	5
Spain	1	0	0	1
Portugal	0	0	1	1
Italy	0	1	1	2
Total	25	18	22	65

Inward Transfers: Applications received from	2001	2002	2003	Total
United Kingdom	26	20	14	60
USA	0	0	1	1
Isle of Man	0	1	0	1
Italy	0	1	0	1
Holland	0	0	1	1
Panama	0	1	0	1
Total	26	23	16	65

Outward Transfers Effected to:	2001	2002	2003	Total
United Kingdom	5	4	7	16
Northern Ireland	1	0	0	1
Germany	1	0	0	1
Scotland	0	0	1	1
Total	7	4	8	19

Inward Transfers Effected from:	2001	2002	2003	Total
United Kingdom	4	8	8	20
Total	4	8	8	20

Chapter Two

Care and Rehabilitation of Prisoners

Care and Rehabilitation of Prisoners

Services for Prisoners

The Irish Prison Service aims to provide a range of care services to prisoners to a standard commensurate with that applying in the wider community. These services include medical, dental, psychiatric, psychological, education, vocational training, welfare, spiritual, counselling and recreational services. These services are important in sustaining prisoners' physical and mental health, counteracting the detrimental effects of imprisonment, encouraging positive personal development and preparing for their integration into wider society as law abiding citizens on release from custody.

The Prison Education Service

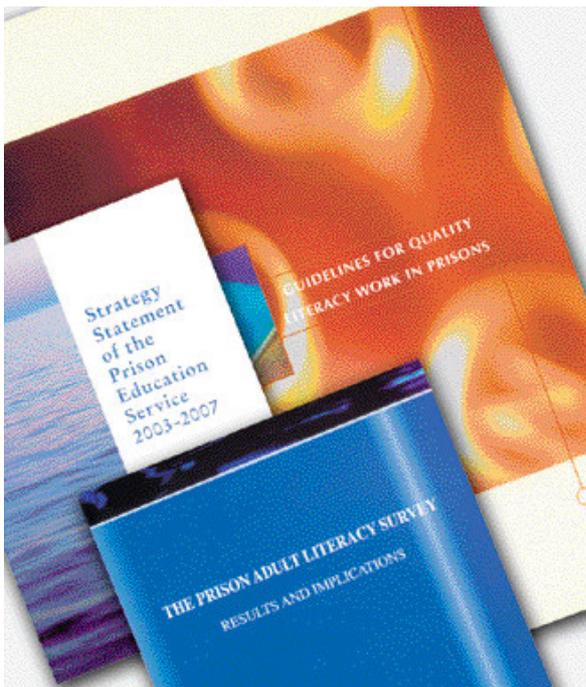
The Prison Education Service consists of a partnership between the Irish Prison Service and a range of educational agencies from the community. Vocational Education Committees and Public Library Services make the largest contribution to, and are the mainstay of,

the Prison Education Service. Policy is drawn largely from the Council of Europe Recommendation and Report, Education in Prison (1990), The Management of Offenders (1994) and the Strategy Statement for the Prison Education Service for 2003-2006.

The Department of Education and Science provided an allocation of 215 whole-time teacher equivalents to the prisons through the VECs in the academic year 2003/04. This included provision for the summer months and also enabled special teaching arrangements where the prisoners are segregated (e.g. Portlaoise, Mountjoy, Wheatfield, Limerick, Cork). In addition, four full-time librarians, employed by Dublin Public Libraries, work in prisons in the Dublin area.

Other agencies also contribute significantly to prison education, for example:

- The Open University, which caters for about 80 prisoners each year on degree-level distance education courses;
- The Arts Council, which provides writers' workshops and artists' workshops;
- Other third-level colleges, such as the National College of Art and Design, which is involved in Portlaoise, Midlands and Training Unit prisons.



The Curriculum

Objectives, methods and course content are largely those of adult education. Set courses and examination work are but a part of prison education because of a high level of turnover in the population of most prisons, and because of prisoner’s special needs and interests. The emergence of FETAC accreditation has opened up new possibilities that are now widely used in prison education. A high degree of curriculum and teaching material development is essential in prison education. This is facilitated through extensive in-service support, covering internal and external courses for teachers and via a range of structures, including the Prison Education Council and “development workers” in areas such as the Arts and Physical Education.

Full details of what is taught in prisons may be found in

the Directory of Prison Education (see below). In broad terms, courses may be classified as follows:

- Basic Education, including Literacy and Numeracy
- General subjects, e.g. English, History, Geography, Mathematics, Languages, Computers
- Physical Education, Home Economics and Health Education
- The Arts, e.g. Visual arts, Music, Drama, Creative Writing, Photography
- Practical subjects, e.g. Woodwork, Metalwork, Horticulture
- Courses that address particular problems or needs that prisoners have, e.g. Pre-release courses, Addiction Awareness, Parenting, Group Skills, Anger Management.

Table 10: Participation in education

PRISON	(A)* PARTICIPATION	(B)* POPULATION	(A)÷(B) PERCENTAGE PARTICIPATION	(C) INTENSIVE PARTICIPATION: NO. INVOLVED FOR 10 HOURS OR MORE PER WEEK	(C) ÷ (B) RATE OF INTENSIVE PARTICIPATION
ARBOUR HILL	104	139	75%	40	29%
CASTLEREA	128	194	66%	51	26%
CLOVERHILL		410	0%		
CORK	165	278	60%	94	34%
CURRAGH	91	103	88%	27	26%
DÓCHAS	66	88	75%	43	49%
FORT MITCHEL	83	89	93%	51	57%
LIMERICK (M&F)	98	174	56%	62	36%
LOUGHAN	51	79	65%	39	49%
MIDLANDS	220	379	58%	68	18%
MOUNTJOY (MALE)	210	459	46%	113	25%
PORTLAOISE	101	129	78%	21	16%
SHELTON ABBEY	43	46	93%	28	61%
ST. PATRICK’S	88	187	47%	52	28%
TRAINING UNIT	46	79	58%	20	25%
WHEATFIELD	237	377	63%	143	38%
TOTAL	1,731	3,210		852	

% Participation excluding Cloverhill = 62%

% Intensive Participation excluding Cloverhill = 30%

% participation overall = 54%

* as recorded during sample week

Participation in Education in Prison

Participation in education varies with factors such as facilities, turnover of population and segregation. At the end of 2003, 54% of all prisoners were involved at some level. Over half of these, (i.e. 27% of the total prison population), were intensively involved, i.e., for more than 10 hours per week of classes, so that education was almost certainly their main activity in prison. Such an overall level of involvement in education whilst in prison is very high by international standards. The pattern of participation for each prison is set out in Table 10.

Participation in education is counted as involvement in at least one structured class in the sample week. However, most of those taking part in education do so on a daily basis, as may be gauged by the measure of "intensive participation." As may also be seen from Table A, the figures for overall participation would have been considerably higher (62%) if Cloverhill Prison was excluded from calculations, as the Education Unit for that prison had not been completed at the end of 2003. A very extensive library, which includes a wide range of material in the various languages and cultures of that prison's population, is, however, available in Cloverhill.

Literacy work in prisons

Major efforts have been made by the prison authorities and prison educators to help prisoners with literacy problems and this has been reflected in policy and strategy. The IPS launched two publications in September 2003, to mark its participation in National Literacy Awareness Week 2003. The theme of the week was 'Literacy and the Legal and Justice System', with the objective of raising awareness of persons working in the legal and justice sphere in relation to persons with poor literacy skills.

'The Prison Adult Literacy Survey: Results and Implications' was a comprehensive research study into literacy levels of prisoners carried out in 2001 by Dr Mark Morgan and Mary Kett. The results of the study show that a significant number of prisoners have virtually no literacy skills. There is also a large number of prisoners who have limited skills to enable them to meet the challenges of modern living. Overall, more than twice as many prisoners are at the lowest level of literacy skills compared to the general population.

Younger prisoners (under 21 years of age) were likely to have greater literacy difficulties than older prisoners. This contrasts with the International Adult Literacy Study (1977), which found that older members of the general population had greater literacy problems than younger people.

The 'Guidelines for Adult Literacy Work in Prisons'

elaborate good practice for prison education units, to assist them in reaching and retaining a larger number of prisoners with literacy problems. The Guidelines include a 10-point framework for redressing the poor literacy levels of prisoners.

Library Services

The quality of library services available in the prison system varies. In some prisons, a high-quality and dynamic professional service in good facilities is available, while only a limited service is available in other prisons. Generally, the critical factor now is whether, and to what extent, professional input and guidance is available from public library services. In 2000 a structural plan was agreed between the IPS and the City and County Librarians with prisons in their areas. This sought to build, in the rest of the country, on models that are already deemed to work well, e.g., the involvement of full-time qualified librarians in the larger Dublin prisons, and of a part-time library assistant from Co. Cavan Library Service in Loughan House, a relatively small location. Financial constraints at IPS have inhibited the rollout of this plan to date, but it was hoped to commence on this work, on a phased basis, from 2004.

Publications



Library, Midlands Prison

In 2003, working groups completed two key documents for prison education. A 'Strategy Statement for the Prison Education Service for 2003 to 2006' was finalised. In tandem with this, a detailed description of the curriculum that has developed within prison education, entitled *Prison Education in Ireland: a Review of the Curriculum*, was written. Both of these are available from the Co-ordinator of Education's office (see address on following page).

Further information on prison education may be found in a range of other recent publications:

- The Directory of Prison Education, 2004

- The Prison Adult Literacy Survey: Results and Implications, a report on comprehensive research by Mark Morgan and Mary Kett (Irish Prison Service, 2003) and Guidelines for Quality Literacy Work in Prisons (Prison Education Service, 2002)
- Physical Education in the Irish Prison System: The Challenges Ahead, a report of the Physical Education Development Group (2000)
- Another Place: A First Anthology of Creative Writing from Irish Prisons, edited by Jane Meally and Bernadette Butler (2001)
- Four articles on aspects of Irish prison education published in 2001 and 2002 in the North American quarterly Journal of Correctional Education

Copies of these publications may be obtained from the Co-ordinator of Education, Prison Education Service, Block 5, Belfield Office Park, Beaver Row, Dublin 4, or by e-mail from mlsymes@irishprisons.ie.

Work and Training

The Irish Prison Service continues to place strong emphasis on the provision of vocational training for prisoners. Training activities are chosen to give as much employment as possible for those in prison and to give opportunities to acquire skills which will help them secure employment on their release. Training activities are intended to operate in a manner that is complementary with education courses. Some activities are also chosen with a view to providing products and services for the prisons. Prison workshops also engage in projects for the community. Workshop products include Braille publications, playground equipment, furnishings and computerised indices of heritage material. Work and training activities are organised in diverse areas such as laundries, kitchens, workshops and farming/horticulture. Specialised industrial training is provided at a number of prisons. Courses in welding, machining, general engineering, electronics, introduction to industry, catering, industrial cleaning, printing and construction are provided to prisoners.

Community assistance programmes and community project work continued during 2003. Several prisons provided a wide range of materials and raised funds for a myriad of charitable organisations, including Barretstown Gang Camp, Cheeverstown House, Peamount Hospital, CARI (Children at Risk in Ireland) and local community groups. The contribution made by the Irish Prison Service to the success of the Special Olympics held in 2003 has been widely acknowledged.

The development of quality assurance continued and a number of prisons won or achieved high standards of business efficiency. Wheatfield prison became the first



Workshop, Midlands Prison

organisation in Ireland (32 counties) to achieve both International standard ISO 9001:2000 and Irish standard for IS 343: 2000 for the management of food safety and food hygiene. The catering function at all prisons was audited by Fáilte Ireland and in every case standards are reported to have improved. A number of prisons are also involved in the Excellence Ireland independent auditing system, and the Dóchas Centre won the Category award for the Industrial Catering section. Wheatfield Prison was runner up.

The Pre-Apprenticeship Programme, a new joint initiative between IPS and the Probation and Welfare Service, was introduced. This programme equips young offenders with the skills and qualifications to begin a trade in the building industry.

Work has begun on the review of all work and training facilities and activities available in each institution. In addition, discussions commenced with the Further Education and Training Awards Council (FETAC) to increase the number and range of accredited courses on offer to prisoners.

Offender Programmes

Sex Offender Programme

As is the case for all offenders, sex offenders within the prison system have access to individual therapeutic work with specialist services working in their prison. Often such work with those who have committed sexual offences involves motivating them to take more responsibility for their offending and for addressing those issues that put them at risk of offending in the future. Individual therapeutic work undertaken by the specialist services plays an

important part in preparing sex offenders to undertake more intensive group programmes.

The Sex Offender Programme is a cognitive behavioural, offence-focused programme, which aims to reduce, to the greatest extent possible, the risk of re-offending. In 2003, due to low take-up, only one group programme was undertaken. This programme ran in Arbour Hill, with no programme in the Curragh Place of Detention. The low numbers of suitably motivated offenders coming forward for the sex offender programme is a cause of concern. Factors influencing the decline in the number of motivated applicants for the programme are believed to include a lack of sufficient personal motivation, limited resources to deliver preparatory one-to-one work and other motivational inputs to sex offenders throughout the prison system and the absence of extrinsic incentives for programme participation. If the two existing sex offender programmes are not only to be maintained, but expanded, (through rolling out the proposed new multidisciplinary delivery of the programme based on the project completed by Dr. Francesca Lundstrom in 2003) those factors leading to the current paucity of motivation among imprisoned sex offenders to participate in the programme will have to be addressed as a matter of priority.

The Department of Justice, Equality and Law Reform contracted the Clinical Psychology Department at University College Dublin to carry out a research project evaluating the Sex Offender Programme. This research was well advanced in 2003 and the research report is anticipated 2004.

Thinking Skills Course

Multidisciplinary teams involving prison officers, teachers, probation and welfare officers and psychologists run the Thinking Skills Course. The course is designed to provide a range of skills essential for effective problem-solving and interpersonal competence.

In 2003, a total of 24 offenders participated in Thinking Skills Courses in Arbour Hill and Cork prisons and the Curragh Place of Detention.

Drug Treatment

During 2003 the Prison-Based Drug Treatment Services' Eastern Region Group continued to focus on implementing the recommendations of the National Steering Group's 2001 report. The Irish Prison Service seeks to reduce the demand for drugs within the prison system by the education, treatment and rehabilitation of drug-addicted offenders. Prisoners are provided with a range of opportunities that encourages them to aspire to adopt a substance-free lifestyle, before and after release, thereby reducing demand for illicit substances.

Treatment Facilities and Programmes

The Irish Prison Service caters for substantial numbers of prisoners on methadone maintenance. A pilot initiative between Mountjoy Prison and the Northern Area Health Board on a methadone maintenance joint waiting list is at an advanced stage. People who come into prison and meet the criteria that would apply in their community catchment area regarding commencement of treatment, will be considered for methadone treatment, if clinically appropriate. Initiating people onto methadone in prison has, however, significant financial resource implications for the Irish Prison Service.

A drug treatment/detoxification programme has been running in the Medical Unit in Mountjoy Prison since July 1996. Four hundred and ninety offenders have completed the programme, which is a six-week course involving detoxification, intensive counselling and psychological support for participants. A review of the programme was carried out and a report, with recommendations, was presented to the Irish Prison Service during 2003. The recommendations contained in the report were fully endorsed by the Prison Based Drug Treatment Services' Eastern Region Group. Many of the recommendations are being implemented. Detoxification was also provided in 2003 at other prisons where prisoners presented in need of such treatment.

Supply Reduction

No level of illegal drug consumption in a prison setting is acceptable and in line with the commitments in the Agreed Programme for Government, the Irish Prison Service aims to take all necessary measures to eliminate drug misuse among prisoners. Best practice is to prevent drugs from being introduced into or used in prisons. In this context, as a measure to prevent contraband material such as drugs being propelled over exterior walls, netting was installed/renewed over the recreation yards in a number of closed prisons in 2003.

Drug-free Prisons

The Programme for Government commits to creating a drug free prison service, with mandatory drug testing of prisoners. Mandatory drug testing provides information on trends in drug misuse, enables the identification and referral of drug abusers to treatment programmes and acts as a deterrent to drug misuse. The new Prison Rules, being prepared by the Department of Justice, Equality and Law Reform, will include provision for creating drug free prisons and for the effective use of mandatory drug testing.

Staffing

The Prison Based Drug Treatment Services' Management Group, chaired by the Director General,

continued to progress the procurement of Addiction Counsellors to work in prisons.

The Co-ordinator of Drug Treatment Services (Prisons), appointed by the Eastern Regional Health Authority in 2002, continued to act as a link between the Eastern Regional Health Authority area health boards and the Irish Prison Service. He initiated a pilot project on multidisciplinary working and case management within Mountjoy Prison. This project is based on an individual needs-based plan, from the time of sentence through to release. He also initiated a pilot health and fitness programme with prisoners in order to address healthy lifestyle and harm-minimisation.

The Training Officer (Drug Treatment) delivered intervention-training programmes on drug identification and drug use to prison staff. He continued to develop links with external agencies and local communities involved in drug treatment programmes. He devised and delivered programmes for non-professional personnel, in order to give them an understanding of the prison system, prior to commencing work in prisons. These programmes, which have been set up on a multidisciplinary basis, are ongoing. He worked in partnership with the Co-ordinator of Drug Treatment Services (Prisons) and links, as required, with the Eastern Regional Health Authority on drug treatment issues.

Drugs Policy

A group consisting of Irish Prison Service management, prison governors, health board staff and relevant clinicians drafted proposals for a Drugs Policy for the Irish Prison Service. This policy would seek to apply consistent regulation and operational structure to the provision of drug treatment services in prison. The Minister is currently considering the draft policy.

Psychology Service

The Psychology Service fulfils various responsibilities within the prison service. As well as maintaining a commitment to the provision of a generic mental health care service for offenders, the Service has responsibility for the development of group programmes for particular offender groups, for a variety of training initiatives with Prison Officers aimed

at enhancing the role of the Officer and involvement in the development of strategy, policy and protocols in areas significant to the operation of the prison system. The Service also supports and facilitates research projects, including the evaluation of interventions with offenders.

During 2003 a Steering Group was established within the Irish Prison Service to review the operation of the Psychology Service. The review is due for completion in 2004. Interim proposals from the Steering Group to diversify the recruitment base of the service, through the recruitment of counselling and forensic psychologists, were adopted by the IPS. This will facilitate the filling of existing vacancies within the Psychology Service and the creation of a mix of psychology specialisms designed to comprehensively address the complex and diverse needs of the IPS.

Distribution of Work

An overview of the distribution of work for the Psychology Service in 2003 is presented in Table 11 below.

As in previous years the majority of the Service's work involved direct contact with offenders, either in individual casework or in the running of group programmes for offenders. The Psychology Service was involved with two new group programmes in 2003 - Anxiety Management and Anger Management. Individual and group work with offenders accounted for 51.2% of the service's time in 2003. The corresponding figure for 2001 was 55.6%. The slight decrease in this figure is mainly accounted for by the somewhat increased demand for Psychology Service involvement in strategic planning and policy development.

Chaplaincy

There are twenty full-time and three part-time chaplains working in the Irish Prison Service. The full-time Chaplains include ordained priests, non-ordained religious and one layperson. Their primary role is to respond to the spiritual and pastoral needs of the prison community in a holistic way. They liaise with other services in the prisons, families of prisoners and outside agencies. Chaplains of other Churches attend

Table 11 Distribution of work for the Psychology Service in 2003

Generic Therapeutic Services for Offenders	Programmes for Offender Groups	Work with Prison Officers	Operational, Strategic and Policy Development Work	Psychology Service Work	CPD and Further Training	Research	Administration and Service Management
34.3%	16.9%	6.4%	13.9%	11.4%	10.7%	1.1%	5.3%

the prisons on either a part-time or visiting basis as necessary. Local Muslim religious leaders meet the needs of Muslim prisoners. The chaplains usually attend review meetings regarding prisoners. The chaplains' experience of meeting offenders face to face on a daily basis gives them a privileged insight into the difficulties and struggles experienced in prison.

The chaplains submit an annual report, with recommendations, to the Minister for Justice, Equality and Law Reform. The issues highlighted in the National Prison Chaplains' Annual Report 2003 are in the area of human rights issues for prisoners, for example, living conditions, padded cells, mentally ill prisoners, compassionate temporary release and deportation and in the area of rehabilitation of prisoners, for example, drug and alcohol addictions, sex offending and the role of open prisons.

In September 2003, the Chaplaincy Service hosted the Eleventh International Conference of the International Commission of Catholic Prison Pastoral Care (ICPPC). The conference was attended by 150 delegates from 54 countries and focused on the theme of: "The prisons of the Third Millennium challenge Church, State and Society". The Prison Service provided logistical and financial support for the holding of the event.

Homelessness

The issue of homelessness among ex-prisoners is an ongoing problem. The Irish Prison Service has taken a number of initiatives to help alleviate the problem of homelessness and these are detailed in the Corporate Development chapter, in response to matters raised by the Inspector of Prisons and Places of Detention in his first Annual Report. Initiatives to tackle homelessness among ex-prisoners are also referred to in the section of this report dealing with the Probation and Welfare Service. Many of the initiatives referred to are undertaken on a multidisciplinary basis.

Probation and Welfare Service

The Irish Prison Service and the Probation and Welfare Service have a shared aim of contributing to public safety by working to reduce re-offending by prisoners and common objectives in helping prisoners address their offending behaviour, maintain contacts with their families, and prepare for release into the community. The service provided by the Probation and Welfare Service for prisoners is integrated into the overall planning process for each institution.

During 2003 the Probation and Welfare Service, in addition to conducting initial interviews with prisoners, including risk, need and offence related assessment, provided one-to-one advice and counselling in relation to personal, offending related and family issues and



Midlands Prison Education Unit

developed and sustained links and engagement with specialist services and agencies in the community and in institutions. The Service also delivered offending behaviour, addiction, anger management, group skills and life sentence orientation programmes in a number of locations.

The Probation and Welfare Service contributes to the preparation and implementation of pre-release programmes for prisoners and assists the Parole Board and the Department of Justice, Equality and Law Reform through the provision of comprehensive assessments and reports. At present the Probation and Welfare Service in the community supervises 59 life sentence prisoners on temporary release from prison.

In Mountjoy Prison the specialist Probation and Welfare Service team, established as part of the Prison based Drug Treatment Services initiative, continued during 2003, with other services and community agencies, to co-ordinate the Drug Treatment Programme. Over 55 programmes have been completed. This team also provides alcohol and addiction awareness programmes and other addiction related programmes in the Mountjoy complex as well as its work with community based addiction projects.

Under the National Development Plan, 2000-2006 funding was provided for the delivery of 12-week modular drug education programmes by community agencies and projects. During 2003, the Probation and Welfare Service, in partnership with Merchant's Quay and Ana Liffey Projects, developed and successfully delivered methadone support programmes in Mountjoy Prison and the Dóchas Centre.

The Probation and Welfare Service has established a three-year pilot community based sex offender programme in Dublin, in partnership with the Granada Institute. The programme is fully funded by the Department Of Justice, Equality and Law Reform through the Probation and Welfare Service and will complement the work of the prison based Sex Offender Programmes.

Risk of homelessness among offenders continues to be a challenge, particularly for those in custody. The Homeless Offenders Strategy Team (HOST) was established in 2002, within the Probation and Welfare Service. In 2003 HOST continued to work in close co-operation with local Probation and Welfare Service personnel, the Irish Prison Service and other partner agencies in each prison and place of detention, to address the issues contributing to offender homelessness.

The Probation and Welfare Service and the Homeless Persons Unit of the Eastern Region Health Authority established a community welfare service pilot in-reach initiative at the Mountjoy Prison complex in 2003. This initiative provided accommodation placement and income maintenance support services to prisoners at risk of homelessness on release. This has proved to be a valuable and effective resource and will be expanded during 2004.

With the support of HOST and the Probation and Welfare Service a number of specific offender accommodation and reintegration projects came on stream during 2003.

The first dedicated centre providing accommodation for homeless female prisoners leaving custody, Tus Nua, a six bed transitional unit in Dublin, managed by DePaul Trust Ireland, opened in February 2003. In Sligo an eighteen bed semi-supported residential project, Kazelain, for homeless offenders and ex-prisoners came into operation.

A reintegration project supporting ex-prisoners making the transition from custody to the community has been established in Cork. In addition, Cork City Council transferred three single apartments to be managed by Sophia Housing Association for homeless prisoners on release. Each of these initiatives is funded by the Department of Justice, Equality and Law Reform through the Probation and Welfare Service and addresses needs highlighted in recommendation 6.19 of the National Economic and Social Forum Report 22, Reintegration of Prisoners.

Padua House, an eight bed transitional and reintegration facility for homeless male offenders and ex-prisoners in the Blanchardstown area, also opened in 2003. This facility is part of the services provided by BOND (Blanchardstown Offenders for New Directions) and is co-funded by the Eastern Region Health Authority, Fingal

County Council and the Department of Justice, Equality and Law Reform, through the Probation and Welfare Service.

In Dublin, a multi-agency committee led by HOST and including representatives of the Probation and Welfare Service, Irish Prison Service and Dublin City Council is managing a pilot initiative for the referral of homeless prisoners to a small number of ring-fenced beds in mainstream supported transitional accommodation.

The Probation and Welfare Service contributes to offender through care, utilising Service resources and partners in the community, to enable the resettlement and integration of offenders on release. In 2003, the Department Of Justice, Equality and Law Reform, through the Probation and Welfare Service, provided over 17 million in funding to over 70 community projects and initiatives, including those detailed above, addressing offending behaviour and related issues.

In September 2003, the Probation and Welfare Service convened the first national meeting of funded projects and initiatives to share good practice, develop networks and acknowledge their major contribution to the work of the Probation and Welfare Service and the management of offenders in the community. Michael McDowell, TD, Minister for Justice, Equality and Law Reform, addressed the meeting.

Medical Services

Prison Health Working Group

The Prison Health Working Group, comprising representation from the community health sector, prison's management and healthcare, together with input from the Departments of Justice, Equality and Law Reform and Health and Children, continued to meet on a regular basis during 2003. The aim of this group is to seek to implement the recommendations of the Report on the Structure and Organisation of Prison Health Care.

During 2003 the Working Group concentrated on the areas of primary care and mental health. Subgroups in both areas focussed on the development of agreed structures to bring prison healthcare structures and resources in line with those available in the general community. During the year a Primary Care Needs Assessment (surveying needs in all prisons) was undertaken with the assistance of health service research staff. It is intended to finalise this assessment and publish the findings early in 2004.

The Mental Health subgroup held consultation meetings with a variety of relevant parties, including the Mental Health Commission, aimed at

recommending a structure that would facilitate the organisation and provision of mental health services to prisoners on a similar basis as in the general community.

In view of the increasing demand for co-ordination of healthcare services among disciplines within the prison environment, and with external services, the development of local prison Healthcare Review Groups, involving health care practitioners and prison management, has been encouraged. IPS Headquarters Healthcare management has provided input to these groups to facilitate communication, etc. A number of these groups have been successfully established and it is proposed to extend them to all appropriate locations.

Recruitment and Retention

The problems highlighted in previous Reports regarding recruitment of doctors remained unresolved in 2003. Discussions continued during the year with the Irish Medical Organisation in response to a demand for a major increase in remuneration for Prison Doctors. It is considered that, in the context of the recommendations outlined in the Report on the Structure and Organisation of Prison Health Care any significant increase in remuneration could only occur in the context of a major revision of the current contract and a commitment to greater accountability, etc., where required.

Healthcare Standards

The drafting of Prison Healthcare Standards continued during 2003. Views were sought from the Governors group, the State Claims Agency and the Prisons Authority Interim Board. The various comments offered have been reflected in the final document. It is intended to circulate the Healthcare Standards in 2004.

Nursing in the Irish Prison Service

The nursing service in the prison service is now established for 5 years. There are some 90 nurses, equating to 84 whole time equivalents, providing a nursing service in 11 prisons. There are also 62 medical orderlies providing medical support services in 13 prisons.

Nursing service is provided exclusively in 4 institutions, a mix of medical orderlies and nurses service 7 institutions while medical support service in the remaining 5 institutions is provided exclusively by medical orderlies.

The services provided by nurses continue to expand, particularly in the area of drug treatment.



Midlands Prison Medical Unit

Developments have taken place in the communication and liaison arrangements between prison healthcare and community based drug treatment services. A group convened by the IPS and chaired by Dr Ide Delargy, National GP Co-ordinator in Drug Services, met regularly in 2003 with a view to improving through care of prisoners with drug use problems, through formulation of policy and procedures.

Recruitment and Retention of Nurses

Eight nurses were recruited into the service in 2003, seven of whom took up employment. As two nurses resigned from the service in 2003 the net effect was five new positions for nurses in the service. At the end of the year there continued to be vacancies in the healthcare area.

While there is a commitment to providing nurses with continuing professional development opportunities, due to financial and resource constraints, opportunities for training and development were limited in 2003. A number of nurses are undertaking the Diploma in Practice Nursing and plans are at an advanced stage to have all healthcare staff trained to 'First responder' level early in 2004.

Recommendations made following a review of the Resuscitation Equipment in the prison service in 2003 are being implemented. The first recommendation implemented was the purchase of standard First Responder Packs, including Automatic External Defibrillators. These will be rolled out in 2004, with appropriate training.

Links with nursing bodies continue to be forged in an effort to reduce the isolation that can develop for nurses working in the prison environment.

Table 12: Assignment of Nursing and Medical Orderly posts

Institution	Nurse Officers	Medical Orderlies
Mountjoy	8	19 (inc. 1 on secondment)
Dóchas	6	1
Wheatfield	13	3
Cloverhill	19 (inc. 2 job sharers)	-
Midlands	18 (inc. 4 job sharers)	-
St. Pat's	3	3
Arbour Hill	2 (inc. 1 temp)	5
Castlereagh	8 (inc. 2 temp)	-
Curragh	7 (inc. 1 job sharer)	2
Training Unit	-	1
Cork	-	6
Fort Mitchel	-	6
Shelton Abbey	-	2
Limerick	2 (inc. 1 temp)	6
Loughan House	-	3 (inc. 1 relief)
Portlaoise	4	5
Total	90	62 (inc. 1 relief)

Pharmacy

The Co-ordinator of Pharmacy Services is based at IPS headquarters, but there are no pharmacists employed locally in any of the prisons.

Expenditure

The average cost per prisoner of pharmaceuticals was 821, ranging from 240 to 2,020, which is considerably higher than the corresponding figure from

other prison services, and significantly higher than that for a similar population in the community. There is a need for detailed ongoing review of this expenditure.

A very significant proportion of expenditure was on drugs that act on the central nervous system - such drugs include anti-psychotics, antidepressants, sedatives and drugs used in the treatment of addiction. The expenditure per prison and per prisoner-space is outlined in table 14.

Table 13: Central Treatment List - throughput 2003

Central Treatment List Summary Report for period 01/01/03 to 31/12/03	Total Patients during period	New (1st time patient on CTL)
Cloverhill Prison	591	88
Dóchas Centre	257	17
Limerick Prison	15	1
Mountjoy Prison	592	21
Portlaoise Prison	30	3
St. Patrick's Institution	43	9
Wheatfield Prison	226	12
Total	1754	151

Monitored Dosage System (MDS)

The pilot Monitored Dose System, which was introduced initially on a six-month basis in October 2001 in an attempt to provide a professional pharmacy service, continues in the absence of the appointment of on-site pharmacists or through a contracted service.

A review of both pilot systems was completed and a full report issued in August 2003. This concluded that while an MDS system represented a significant improvement on historical practice, it does not meet all the requirements of a professional pharmacy service.

The optimum level of patient care would be best provided by an in-house pharmacist, but the contracting out of the service to local community pharmacists could be acceptable in the short term for some prisons and may be adequate long term to meet the demands of some of the smaller prisons.

Development of Pharmacy Service

The Report of the Group which carried out a Review of Healthcare Expenditure 1997 -2002 concluded that it is vital that a dedicated pharmacy service be made available to all prisoners committed to the IPS. It

proposed that the recruitment of Pharmacists/ technicians should be considered to improve the operational and cost effectiveness of services provided within the IPS, and to ensure that pharmacy services meet all legal and professional requirements on an equivalent basis to that in the community. This would facilitate the development of a prison formulary and would allow more cost effective and clinically positive purchase and use of medicines.

It is envisaged that an implementation group will be set up early in 2004, to oversee the implementation of the recommendations of this report.

Medication Issues

Further protocols were developed during 2003 for the use of a number of medications.

Stock control

Good practice guidelines in relation to stock control and ordering have been issued, with emphasis on keeping levels to a minimum and returning unwanted stock for credit.

Table 14: IPS expenditure on pharmaceuticals in 2003

Prison	Total expenditure €	Average daily population	Average cost per prisoner per year (€)
Mountjoy	563,860.17	460	1,234
Dochás Centre	163,639.32	81	2,020
St. Patrick's	45,358.05	188	241
Training Unit	55,459.92	86	645
Arbour Hill	117,326.49	138	850
Portlaoise	88,362.2	128	690
Midlands	200,777.44	384	524
Curragh	96,483.32	98	985
Cloverhill	382,534.2	375	1,031
Wheatfield	508,294.46	375	1,355
Cork	110,523.42	268	411
Fort Mitchel	22,721.65	94	242
Limerick	99,710.63	185	539
Loughan House	23,817.18	71	340
Shelton Abbey	12,904.07	50	263
Castlerea	106,113.77	195	550
Total	2,597,886.29	3,176	821

Following an audit of medication usage, stock-lists have been prepared for a number of prison surgeries, to assist in the stock control and ordering process.

Purchasing

Purchasing arrangements have been reviewed and significant improvements have been made in the purchase of certain products, while discussions are ongoing to ensure that the best possible price is obtained. Agreement has been reached with the ERHA in relation to a joint contract for the purchase of Methadone and work in relation to a new contract is due to commence.

The very high levels of purchasing by some prisons from the local pharmacy rather than the wholesaler has been identified as a very expensive way of purchasing pharmaceuticals, to be used in case of emergency only. There has been considerable reduction in the levels of local purchasing, and such purchases are constantly monitored.

Professional Contact

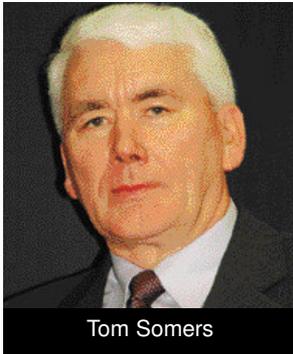
Regular discussions were held with both the Pharmaceutical Society of Ireland and the Pharmacists in the Dept. of Health and Children, in an effort to ensure that current and future practice meet all professional and legal requirements. For the first time, Guidelines issued by the PSI made specific reference to the provisions of a pharmacy service to prisons and this is to be welcomed.

Links were developed with pharmacists in the Scottish Prison Service and the Northern Ireland Prison Service and valuable information was obtained on the introduction and development of the pharmacy services in both areas. In addition an informal process has commenced to allow comparison of prescribing data - prescribing patterns and costs, with a focus on drugs of misuse, with an aim of having comparable data available to enable benchmarking between neighbouring prison services.

Chapter Three

Institutions

Arbour Hill Prison



Tom Somers

Governor

Mr Tom Somers

Location

Arbour Hill, Dublin 7

Profile

Arbour Hill is a closed, medium security prison for males aged 18 years and over, serving sentences of more than two years. It has a design capacity of 139. All cells have in-cell sanitation and piped television.

Prisoner profile

There were 71 committals to Arbour Hill prison during 2003. The average number in custody was 138 and the highest number in custody was 140. The average number of foreign nationals in custody was 15.

Participation in educational activities

The participation rate in education was 75%, with 29% of prisoners participating for 10 hours or more per week. A wide range of courses were available at various levels, from basic literacy to degree level. Five prisoners sat for subjects in the Junior Certificate, 7 did Leaving Certificate and 13 studied with the Open University. Fifty prisoners did other accredited courses, 55 did FETEC IT Skills courses and the throughput for basic numeracy and literacy was 40.

Prisoner programmes

A number of programmes were organised throughout the year, as follows:

Programme	Throughput
Thinking Skills	8
Group Skills	16
Sex Offenders Treatment Programme.	8
Pre-release	12

The Sex Offender Programme is now well established and accepted within the prison culture and environment. Enthusiasm for the course seems to have waned somewhat and some difficulties were experienced in finding sufficient suitable candidates. The absence of motivators may be a factor.

The Thinking Skills course is designed to improve a

range of skills essential for effective problem solving and interpersonal competence. The course was fully subscribed. The Group Skills Programme was developed as a precursor to Thinking Skills and The Sex Offenders Programme with the objective of assisting individuals to develop the confidence and skills necessary for them to function within group based programmes. This course was also fully subscribed and received with considerable interest and enthusiasm.

Vocational training

The Industrial Unit continued to provide work and training to all offenders in the prison. The individual units provided a range of products in woodwork, print, fabric and braille. These end products were supplied to a variety of areas throughout the public service, prisons and private bodies. The Catering Unit continued to provide nutritional, well balanced meals to the prison population whilst achieving variety in the daily fare. Certification on a modular basis is being sought for some of the workshop based training.

Tackling drug abuse

Arbour Hill is a relatively drug free prison. This position is supported by random urinalysis and staff vigilance. There are no prisoners on methadone maintenance.

Support services

The Medical Officer (GP) attends at the prison five days a week and as required out of hours.

The services of the various departments of the general hospitals were also utilised as required. In addition, psychiatric, psychological, psychotherapy, ophthalmic, chiropody and dental services are available to all offenders. These services were well utilised during the course of the year.

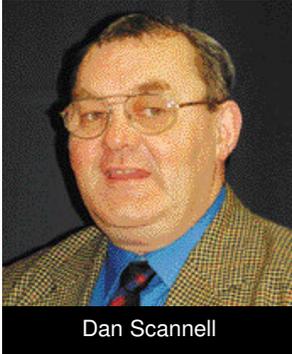
Interaction with the local community and voluntary groups

The prison continued to be well served throughout the year by the various agencies who provided support and counselling for offenders who wished to avail of these services, including, the Guild of St Philip Neri, Alcoholics and Narcotics Anonymous and the Samaritans. A number of persons from the entertainment industry staged a very well received concert in the run up to Christmas.

Other significant events in 2003

- The Suicide Awareness Group continued to hold regular meetings;
- The spiritual needs of prisoners were attended to by the Catholic chaplain, Church of Ireland chaplain and visiting Ministers of other Christian churches;
- Guidance was sought in relation to best practice in facilitating the needs of the growing number of Muslim prisoners;
- Short periods of temporary release were granted to prisoners nearing the end of their sentences for re-socialisation purposes;
- The Probation and Welfare Service continued to play a major role in the delivery of offender programmes, in addition to one-to-one work with a number of prisoners.

Castlerea Prison



Dan Scannell

Governor

Mr Dan Scannell

Location

Harristown, Castlerea, Co. Roscommon

Profile

Castlerea Prison is a committal prison for male offenders aged 17 and over for the geographical region of Connacht and counties Longford, Cavan and Donegal. The accommodation is divided into two sections, the main cellular block which has a design capacity of 146 and a bed capacity of 170 and the Grove area, which provides domestic type accommodation for 36 prisoners.

Prisoner population profile

The total number of committals to Castlerea Prison during 2003 was 1,431, of which 1,006 were convicted and 425 were on remand. The average number in custody was 195.

Participation in educational activities

On average, upwards of 40% of prisoners were involved in educational courses, with 10% of these participating in State run examinations.

Prisoner Programmes

Group programmes were provided as follows - pre-release programmes, cognitive behavioural therapy, support groups for prisoners receiving assistance within the prison setting, Alternative to Violence programme, listener scheme, employability advice to prisoners and placements services for prisoners on release. In addition, the following individual programmes and supports were provided - person centred counselling, adult counselling service, prioritised intervention by the Probation and Welfare Officer in cognitive behaviour, addiction counselling and focus on resettlement.

Vocational training and employment

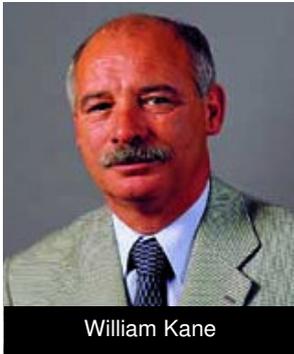
Most prisoners, both remand and convicted, were gainfully employed during 2003. Employment opportunities included food preparation and presentation, leather work, woodwork, contract fabric work, quality control work, general maintenance, laundry and gardening. The following vocational training programmes were provided:

- Leonardo Catering course
- E-learning in Catering
- Power tool safety
- Safe Pass Course
- Fork Lift Driving Course
- Computers
- Wood carving
- Stone carving
- Leisure and fitness qualifications
- Certified horticultural courses

Other significant developments and events in 2003

- There was one death in custody by suicide;
- An attempted escape from custody was foiled by staff;
- The chaplaincy services of all denominations continued to provide spiritual and emotional support to prisoners;
- Voluntary agencies, e.g., Samaritans, Narcotics Anonymous and Alcoholics Anonymous continued to visit the prison and engage with a large number of prisoners;
- A number of voluntary therapists gave psychological support to prisoners who have been victims of abuse;
- The Visiting Committee continued to meet monthly and also made non-scheduled visits to the prison;
- Castlerea Prison was actively involved with the Linkage Programme of the Probation and Welfare Service, which helps to give resettlement high priority.

Cloverhill Prison



Governor

Mr. William Kane

Location

Cloverhill Road, Clondalkin Dublin 22

Profile

Cloverhill Prison is a medium security remand prison for male adults, which also accommodates sentenced prisoners. The prison has accommodation for 442 prisoners in a combination of single, double and triple cells.

Prisoner population

The daily average number in custody was 375. A total of 3,961 prisoners were committed to Cloverhill Prison during the year; 42% were remand prisoners, 25% were sentenced and 33% were awaiting trial; 28% of the prison population were foreign nationals.

Prisoner Programmes

Alcoholics Anonymous and Narcotics Anonymous visited the prison weekly, 5-10 prisoners per week attended meetings.

Tackling Drug Abuse

Prisoners with a drug problem are housed in 'B' Division where a Detox programme is in operation. On average 30 prisoners go through this programme at any one time. About 70 prisoners were accommodated daily on a Methadone maintenance programme. There is also a Drug Free Division.

Measures to tackle supply of drugs within the prison included screened visits, x-ray machine at reception, random and general searches, upgrading of visiting boxes and visitor information.

Prisoners were also treated on committal for alcohol related illness and approximately 10-15% of the prison population received a 5-day Detox programme.

Other significant events, initiatives and developments in 2003

- The Central Criminal Court sat at Cloverhill Courthouse for the first time;
- The library continued throughout the year, with a number of workshops, including drug awareness and personal hygiene;
- An average of 100 prisoners from Cloverhill and other institutions attended Cloverhill Courthouse each weekday. These were managed by approximately 10 staff;
- The prison kitchen received the Q Mark and Excellence of Ireland award in Hygiene, with full marks;
- A full time Doctor and Nursing staff were supported by visiting psychiatrist, dentist and other ancillary services as required. The psychiatrist visited on an almost daily basis and dental services increased from two to three times per week;
- There were two Health and Fitness weeks for Prisoners. A Health Awareness Programme was started for prisoners, which included all aspects of health and hygiene;
- The Probation and Welfare Service continued their role in maintaining the links between prisoners, their families and the community at large;
- The Chaplains provided a full range of religious services to prisoners during the year;
- A number of recommendations from the Suicide Awareness Committee were implemented during the year;
- The Listener Scheme was introduced and three groups of prisoners were trained as listeners. All committals are met by a listener;
- A Riot and Emergency Plan was completed and the Fire Service visited on a number of occasions to familiarise themselves with the layout of the prison;
- There were two minor protests during the year, these were resolved peacefully;
- PRIS was upgraded and the Prisoner Medical Records System (PMRS) was introduced;

- Interaction with the community included weekly visits from Alcoholics Anonymous, Narcotics Anonymous and the Samaritans, visits for local schools and an 'old folks' party;
- Events were organised during Anti-racism week and an anti-racism policy was developed;
- Training of prisoners in industrial cleaning and in Leonardo continued throughout the year;
- A prisoner information leaflet was prepared and is now issued to all committals;
- A booklet was developed on inappropriate behaviour and distributed to all staff and prisoners.

Cork Prison



Séan Quigley

Governor

Mr Seán Quigley*

Location

Rathmore Road, Cork

Profile

Cork Prison is a closed, medium security prison for males aged seventeen and upwards, serving sentences up to life. It is the committal prison for counties Cork, Kerry and Waterford. The prison has a design capacity of 150. Very few prisoners can avail of single cell accommodation and the difficulty is exasperated by the fact that there is no in-cell sanitation in A, B, & C Divisions. Overcrowding continues to be a serious problem

Prisoner profile

The daily average number in custody in 2003 was 268. They included some difficult and disruptive prisoners transferred from other prisons and institutions.

Participation in educational activities

The participation rate in educational activities was 60%, with 34% of prisoners participating for 10 hours or more per week. The City of Cork Vocational Education Committee allocated 17 full-time teachers equivalent during 2003. A total of 11 prisoners sat for subjects in the Junior Certificate, 6 did Leaving Certificate subjects and 4 studied with the Open University. Forty prisoners did NCVA and FETEC accredited courses.

The Dillons Cross project is now firmly established as an integral part of the Prison Educational Programme. It is managed and run by three V.E.C. teachers seconded to the Prison. The project provides counselling, advice and training for the partners of prisoners in custody. Courses are available in computers, personal development, crafts and skills, childcare and health education. Prisoners take part in parallel courses in the prison.

The Prison Library continued to operate seven days a week. There was a small reduction in numbers attending with the introduction of in-cell televisions and 130 prisoners used the library on a weekly basis.

Prisoner programmes

A number of programmes aimed at addressing offending behaviour were provided in 2003, as follows:

Programme	Throughput in 2003
Thinking Skills	8
Post Release Services	128
Addiction Counselling	170
Gymnasium	40 per day

A full-time Addiction Counselling Service is available to all prisoners. The project employed two qualified Counsellors in 2003. Services are also available to families of those in custody.

Tackling drug abuse

The policy is to ensure that the entire prison remains relatively drug free. A very strict supply reduction policy is operated, including netting over the yard, CCTV in appropriate areas, no physical contact during visits and staff vigilance. All laundry is done in-house.

Vocational training and employment

The following courses were provided in 2003:

Course	Throughput
Induction training - hygiene	27
Basic cooking skills	13
Health and safety	32
Chemical training certificate	37
Environmental Health Officers certificate	3
Care of Substance Hazards to Health	31
Safe Pass	18

Prisoners are assigned to work areas considered suitable for them. The main areas are catering, cleaning, grounds work and general maintenance. Many are also employed in the manufacturing area of the prison, which includes joinery, laundry and the production of clothing.

Interaction with the community

The prison has links with local community and voluntary groups that provide training and employment for ex-prisoners and prisoners on temporary release, including Nourished Community Enterprise, Churchfield Community Trust, Grattan Street Probation Project, Cork Auto Project, Cork Alliance Centre and Treo Probation and Welfare Project. The Samaritans, Narcotics Anonymous, Alcoholic Anonymous, Legion of Mary, St Vincent De Paul, Gamblers Anonymous, and the Bridge Co-op continued to give valuable service throughout the year.

Other significant events in 2003

- One prisoner escaped from a prison escort during the year, he was returned to custody two days later;
- the Director General launched a practical guide titled 'Out the Gap' for prisoners in the Cork, Kerry, Waterford areas;
- The Probation and Welfare Service continues to work as part of a multidisciplinary team, linking with the various agencies within the prison and outside;
- The Post Release Service Co-ordinator continued to liaise with voluntary and statutory services providing information and assistance to prisoners for release, including emergency accommodation, social welfare payments and referrals to addiction counsellors;
- Improvements to kitchen facilities and practices merited a "C" Grade in the Hygiene & Food Safety Audit carried out by C.E.R.T (Fáilte Ireland);
- A FÁS Senior Recruitment Officer visited the Prison on a number of occasions. He dealt with specific individual queries and presented a group talk on training/apprenticeship opportunities;
- A Job Facilitator from the Department of Social and Family Affairs gave a group information session on how to access entitlements;
- An outreach officer from Citizens Information provided a monthly clinic;
- A Community Welfare Officer from the Homeless Unit, Drinan Street, provided regular clinics within the prison and took individual referrals from the Post Release and Probation and Welfare Services;
- The Outreach Housing Officer from Cork City Council provided regular clinics within the prison and also took individual referrals.
- A Resettlement Officer from Cork Simon Community attended regularly to develop links with individual prisoners who may be homeless on release;
- Southern Health Board social workers met with prisoners who expressed anxiety about uncertainties regarding the care of their children;
- Repairs were carried out to violins, violas, cellos and cases for Cork School of Music;
- Televisions were installed in all cells;
- The Chaplains continued to provide spiritual support for prisoners in a most humane and professional manner;
- Medical, dental, psychiatric and psychological services continued to be provided;
- Young people at risk of offending continued to visit the prison under the Prison Encounter Scheme.

* From 1 April 2003. Governor O'Leary, Fort Mitchel took charge of the prison from 1 March to 1 April 2003, on the retirement of Governor F. Mac Carthy.

Curragh Place of Detention



Governor

Mr Sylvester Salley

Location

The Curragh, Co. Kildare

Profile

The Curragh Place of Detention is a closed, medium security, non-committal institution for adult males. Its population in 2003 was mainly sex offenders aged 30 years and over. It is a former military detention centre and has a design capacity of 68.

Prisoner population

The daily average number of prisoners in custody was 98, an increase of 6 compared to 2002. The total number of committals for the year was 108. All prisoners were Irish apart from 1 from South Africa, 1 from Romania and 1 from England.

Participation in educational activities in 2003

A total of 91% of the prisoner population participated in educational activities. Two prisoners sat for subjects in the Leaving Certificate, six studied with the Open University and 28 undertook other accredited courses. Twenty five prisoners undertook basic literacy and numeracy training and 30 offenders did FETEC IT skills courses. Twenty-nine prisoners successfully completed City and Guilds courses in IT - Word Processing, Database Methods and Desk Top Publishing.

- Intensive activities were provided for the month of August, including health checks, gymnasium and recreation activities;
- Redevelopment work included the redesign of part of the school area to provide a remedial classroom, upgraded teaching facilities and redevelopment of part of the gymnasium for other activities;
- The Curragh received a Health and Safety Authority Certificate of Participation;
- Significant reductions in heating oil requirements and electricity costs were achieved and waste management initiatives were upgraded.

Other significant events in 2003

- A smoke ban was introduced in internal recreation areas, gymnasium, education areas and workshop; smoke free cells were introduced and smoking cessation initiatives were provided;
- The prison kitchen retained its hygiene award, with increased marks;
- Local fire services availed of familiarisation visits, fire training was provided for prisoners and fire plans were upgraded;
- Alcoholics Anonymous, the Guild of St Philip Neri, the Samaritans and St Vincent De Paul continued to visit the prison regularly;

Dóchas Centre



Kathleen McMahon

Governor

Ms Kathleen McMahon

Location

North Circular Road, Dublin 7

Profile

The Dóchas Centre is a closed, medium security prison for women. It is a purpose built, modern prison, with accommodation for 80 women in seven separate houses within the complex.

Prisoner Profile

The daily average number in custody was 81; the highest daily number during the year was 100.

Participation in educational activities

Approximately 75% of the prisoner population participated in educational activities with 49% participating for 10 hours or more per week. Five prisoners took subjects in the Junior Certificate examination, 1 took Leaving Certificate subjects. The throughput for ECDL was 8; 11 did FETEC/ NCVA accredited courses, 17 did FETEC/FÁS courses and 6 studied for Pitmans Certificates. Two prisoners did courses from Cambridge University, 6 received Red Cross certificates and 1 received a Veritas certificate. An average of 7 prisoners used the library daily. Library events included storytelling, creative writing, relaxation/coping with stress, astrology, card making and production of a one-act play.

Tackling drug abuse

Two houses are designated as drug free. Measures to tackle drug abuse include drug assessments, counselling and advice and referral to residential drug rehabilitation, community drug programmes or individual counselling. Methadone maintenance and Detox programmes continue to be available.

Prisoner Programmes

Life Skills Group was conducted by the Probation and Welfare Service.

Vocational training/employment

The following programmes were provided

Programme	Throughput
CONNECT	18
FÁS Industrial Cleaning course	4
Kitchen course	19

Other significant events and developments

- The Inspector of Prisons and Places of Detention carried out an inspection of the Dóchas Centre in January; his report was published in July 2003;
- The Dóchas Centre won the Excellence Ireland Industrial Catering Award in 2003 and was runner up for the Supreme Award;
- The Centre won a Triple Hygiene Award and received a Special Merit award in the Tidy District competition run by Dublin City Council in conjunction with the Tidy Towns competition;
- To celebrate Ireland holding the Special Olympics, the Centre hosted the New Zealand team for dinner and entertainment;
- A group of prisoners completed a Basic Law course;
- One prisoner received first prize in a short story competition run by CDVEC and one achieved fourth place in the Listowel writers short story competition;
- Alcoholics Anonymous, Narcotics Anonymous, Coolmine Centre and Community Groups continued to visit the prison;
- In conjunction with the Mini-Marathon, staff and prisoners ran the event within the complex and all proceeds raised went to charity;
- Summer school was held over the summer months and certificates were awarded to participants;
- A fashion show was organised;
- Sporting activities were organised over the course of the year;
- A Christmas party and play were organised.

Fort Mitchel Place of Detention



Finbar O'Leary

Governor

Mr Finbar O'Leary

Location

Spike Island, Cork Harbour

Profile

Fort Mitchel Place of Detention is a closed, medium security place of detention for young adult males. It has accommodation for 102 prisoners in 4 person and single cells, with in-cell sanitation.

Prisoner population

The average daily number of prisoners in custody during 2003 was 94 with a further 1.43 on temporary release. Temporary release was granted to 38 prisoners for various reasons. In November 2003, the Government announced the 'mothballing' of Fort Mitchel Prison in the event of no agreement between the Irish Prison Service and the Prison Officers' Association on the 'Composite Proposal for Change'. With no transfers to Fort Mitchel sanctioned from that time the numbers in custody in Fort Mitchel steadily decreased.

Participation in educational activities

The participation rate in educational activities was 93%, with 57% of prisoners participating for 10 hours or more per week. Fourteen prisoners passed their Junior Certificate in English, two passed Mathematics and six passed CPSE (Civil, Social and Political Education). One prisoner took three Leaving Certificate subjects and received two A and one B grades. Two prisoners took ECDL examinations, thirty-eight took a variety of FETAC/NCVA certificates and 45-50 prisoners availed of basic numeracy and literacy education.

The sports and physical education teacher runs a PE programme with prison officer support. Throughout the year coaches with a variety of skills were invited to visit the prison.

There were 1,344 visits to the library during the year.

Prisoner programmes

A number of programmes were provided during the year, as follows:

Title of programme:	Throughput in 2003
Pre Release Programme	22
Smoking Cessation Programme	24
Anger Management	24
Parenting & Child Care	4
Post Release Employment (H.O.P.E.)	6
Drug Awareness	42
Thinking Skills	10

Tackling drug abuse

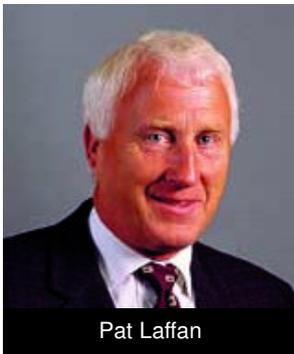
The whole of the prison is relatively drug free. CCTV is provided in the visitors' area and at the approach to the prison. Screened visits take place, with no physical contact. Warning signs are provided and staff vigilance is an important component of maintaining a drug free environment.

Other significant events in 2003

- The Inspector of Prisons and Places of Detention carried out an inspection of the prison from 15 to 19 September;
- A number of speakers were invited to give talks on a range of subjects, including housing, welfare and employment information;
- A link is maintained with some prisoners once they leave prison through the post release H.O.P.E. Project;
- Contact has been maintained with Treo in Waterford, Pathways in Dublin and the Bedford Row Project in Limerick;

- A substantial amount of money was again raised in 2003 for the children of the Chernobyl Children's Project and in July and September two groups of Chernobyl Children visited the prison;
- The Probation and Welfare Officer was available to the prisoners five days a week to provide advice and counselling to the prisoners;
- The Visiting Committee held monthly meetings and two members visited mid month on an ad hoc basis. They met with all prisoners who requested to see them;
- Two priests administered to the spiritual needs of the Catholic Community. All other denominations spiritual needs were catered for as required;
- A number of charitable and voluntary groups and organisations continued to provide advice, support and guidance to prisoners.

Limerick Prison



Pat Laffan

Governor

Mr. Pat Laffan

Location

Mulgrave Street, Limerick

Profile

Limerick Prison is a closed, medium security prison for men and women aged 17 years and over, serving sentences up to life. It is the committal prison for Limerick, Tipperary and Clare for men and for all six Munster counties for women. It has a design capacity of 145 and a bed capacity of 168 men and 18 women.

Prisoner Profile

The average daily prisoner population was 169 men and 16 women, with an average of 22 men and 10 women on temporary release.

Participation in educational activities

The average participation rate in educational activities was 56%, with 36% of prisoners participating for 10 hours or more per week. Five prisoners sat for subjects in the Junior Certificate, 9 did Leaving Certificate and 3 studied with the Open University. Thirty-nine prisoners did other accredited courses, 45 studied Information Technology and 76 prisoners did basic numeracy and literacy education. There were 1600 visits to the library during the year.

Prisoner programmes

A number of prisoner programmes were provided, as follows:

Title of programme	Throughput in 2003
Anger Management	12
Pre Release	16
Alcohol & Drug Awareness and STI's	50
Parenting, FETAC Child Care and Caring for Children	5

Training programmes

Title of course	Throughput in 2003	Accredited
Dish Washing	20	Yes
Foundation Hygiene	5	Yes
Safety Awareness	5	Yes
Leonardo Course	4	Yes
Basic Sewing/ Garment Making	3	Yes

Tackling drug abuse

Measures to tackle supply of drugs included nets covering yards, CCTV, random searching and urinalysis, screened visits, monitoring of prisoners' telephone calls, liaison with Gardaí and staff vigilance. Methadone detoxification was available. One of the chaplains, who is a trained substance abuse counsellor, provided a voluntary service for prisoners who requested help to deal with their addiction problems.

Interaction with the community

Organisations that provide tangible or emotional support to prisoners or their families during sentence or post release continued to visit the prison during 2003, e.g., St. Vincent de Paul, the Samaritans, Alcoholics Anonymous, The Bedford Row Project, Adult Counselling Service. In addition, organisations that cater for young people currently involved in criminal activity or at risk of becoming so involved visited the prison.

Other significant developments and events in 2003

- The report of the Inspector of Prisons and Places of Detention on his visit to Limerick Prison in November 2002 and March 2003, was published in July 2003;
- Work on the new C wing and Gate Lock continued;
- The kitchens were successful in retaining the Hygiene Award for 2003;
- A prisoner died in the Regional Hospital in May;
- Two prisoners escaped from custody, both were recaptured within a number of hours;
- The local Fire Service continued their visits for the different ' Watch Rotations' as part of the Fire and Emergency Plan for Limerick Prison;
- Counselling is provided for prisoners who require specialised help to overcome problems that are impeding personal growth and which may have contributed to their offending behaviour, i.e., family abuse, emotional difficulties, phobias, etc.

Loughan House



Derek Brennan

Governor

Mr Derek Brennan

Location

Blacklion, Co. Cavan

Profile

Loughan House is an Open Centre for convicted male offenders aged 18 years and over, who are transferred from other institutions. The bed capacity is 85 and sleeping accommodation is mainly single and double bedrooms.

Prisoner population

The daily average prison population in 2003 was 71, with an additional 7 prisoners on temporary release.

Participation in educational activities in 2003

The rate of participation in education was 65%, with over 300 enrolled in educational activities. Of these, 49% participated for 10 hours or more per week. A total of 414 prisoners availed of numeracy and literacy education and 217 participated in FETEC Foundation Level Computer Literacy courses.

Prisoner Programmes

In 2003 a multidisciplinary regimes committee was formed to co-ordinate and facilitate the delivery of programmes to prisoners. A pilot pre-release programme, titled 'New Horizons' was initiated. Outside agencies were involved in the delivery of the programme and the modules included training in fork-lift driving, Safepass, first aid, men's health, debt management, alternatives to alcohol, HGV training and pre-driving test training.

Programme	Throughput
Pre-release New Horizons	44
Forklift Training	32
Safepass	77
First Aid	8
Driving Theory Test*	40

* most prisoners were released before doing the test

Tackling Substance Abuse

Loughan House aspires to drug free status. This is maintained by appropriate urinalysis testing and staff vigilance. On committal each prisoner enters into a contract to remain drug free in order to obtain certain benefits and privileges associated with being in an open centre. Counselling, advice and support are available to those who wish to deal with addictions. AA continues to visit and engage with prisoners who seek support.

Interaction with the local community

A linkage with the Kazelain social housing project in Sligo town was maintained. The local 'Swim Activities' were supported by the supply of logistics and equipment from Loughan House during the running of the summer events. Prisoners also participated in the local 'clean up' drives. The gym and sports hall were used extensively on a structured basis by local youth and sporting organisations. An average of six prisoners worked locally on daily temporary release.

Other significant developments and events in 2003

- The Inspector of Prisons and Places of Detention carried out an inspection of Loughan House in May;
- Bishop Leo Reilly paid a pastoral visit to the prison in July;
- A two day Traveller Initiative Programme, relating to Traveller identity, was organised for staff;
- The kitchen was successful in the CERT/Fáilte audit for the first time;
- A multidisciplinary plenary group on Environmental Awareness received training and certification;
- Partnership was launched in the institution and a local Partnership Committee established;

- A Sports and Fitness programme was run during the summer school break, with trophies awarded to successful participants;
- The Cavan Gospel Choir and Mr Eddie Lenihan (Writers in Prison scheme) visited;
- A new Chaplain was appointed;
- The Visiting Committee continued to meet regularly;
- A coffee morning was hosted for staff and prisoners, with proceeds going to the Sligo Hospice Centre;
- An end of term concert was organised in July, with visiting performers from Cavan and Tyrone;
- Guided tours were organised to the local Organic Centre and Sculpture Centre in Leitrim, Birds of Prey Sanctuary in Sligo and heritage sites as part of the summer education programme.

Midlands Prison



John O'Sullivan

Governor

Mr John O'Sullivan

Location

Dublin Road, Portlaoise, Co. Laois

Profile

The Midlands Prison is a closed, medium security prison for males aged 18 years and over, serving sentences up to life. The Prison has a design capacity of 515 places, mainly in single cell accommodation, with a small number of triple cells.

Prisoner Population

While the prisoner population increased during the year the projected targets for the intake of prisoners were not achieved due to staffing restrictions. A total of 651 prisoners were committed to the prison during the year. The daily average number in custody was 384. Temporary Release was approved for individual prisoners taking up full time employment or for family related reasons, etc., and 112 prisoners were approved for full temporary release during the year.

Participation in educational activities

Approximately 58% of the prisoner population participated in educational activity, with 18% of prisoners participating in education for 10 hours or more per week. Students were entered for examinations accredited by the following bodies:

- Further Education and Training Awards Council (FETEC)
- Department of Education and Science
- Open University
- Leinster School of Communication
- Associated Board of the Royal School of Music

A total of 86 prisoners participated in basic numeracy and literacy education, 84 did Computer Literacy, 25 studied for their Junior Certificate, 7 did Leaving Certificate, 6 studied with the Open University and 75 did other accredited courses.

Participation in work/training activities

The following courses were provided

Title of course	Throughput in 2003	Accredited Certificates
Metalwork	108	45
Carpentry	80	24
Horticulture	25	14
Building Skills	75	33
Catering	41	12
Computer Training	75	35
Industrial Cleaning	50	12
Craft Shop	35	No certs
Laundry	30	No certs

Special Olympics Activities

A number of activities took place to support the Special Olympics, with 50-60 prisoners directly involved in the preparation of fittings and equipment. All of the weights and stands used during competitions were made at the Midlands metal shop. Presentation rostrums were designed by staff and made in the carpentry shop by prisoners. Stages, hoarding and raised competition floor areas were also made by the prisoners. Finished products were erected by Midlands prison staff at selected venues. The National Co-ordinator of the Special Olympics and members of the organising committee visited the prison to express their thanks and appreciation to both staff and prisoners for their contributions.

Prisoner programmes

The following programmes were provided

Title of programme:	Throughput in 2003:
Parenting	12
Smoking Cessation (run by nursing staff)	160
Alternatives to Violence	23
Lifers/long termers programmes	14
Pre Release Programme	12

A total of 12 prisoners were placed on programmes in Addiction Rehabilitation Centres.

Tackling Drug Abuse

Every effort is being made to ensure that this prison remains drug free. This is made more difficult by the fact that the general public can gain easy access to the perimeter wall of the prison. This has resulted in a number of serious incidents in the prison, when staff attempted to retrieve articles thrown over the wall or when prisoners disputed ownership. Efforts to reduce the supply of drugs into the prison included the use of video cameras, searching of prisoners and visitors, voluntary urine sampling, screened visits, staff vigilance, barring of visitors found in the possession of drugs and the assistance of the local Gardaí.

Other significant developments and events in 2003

- Problems encountered with the ventilation airflow to the cells and throughout the prison were addressed;
- One prisoner escaped from the custody of prison officers on 19 February while attending the Outpatients' Department in a hospital. He was apprehended by the Gardaí on 24 February and was returned to the Prison;
- The Education Unit presented 3 drama productions during 2003 - 'A Handful of Stars' by Billy Roche, 'For One Night Only' by Neville Thompson and 'Snow White and the Seven Dwarfish' - pantomime written by the creative writing class;
- An activities week was organised which included a concert, soccer tournaments, a number of table quizzes and an in-house art exhibition;
- Eleven guest speakers visited the Education Unit during 2003 covering such topics such as Yoga, Caring for Animals and Poetry;
- A serious incident occurred on 14 August when a Prison Officer was assaulted by a prisoner. The officer received serious head and hand injuries, which resulted in his confinement to hospital for a number of weeks;
- A total of 5 prisoners complained that they were assaulted by prison staff during the course of searches. All the complaints were investigated by the Gardaí and were either withdrawn or found to be groundless;
- Two Catholic Chaplains continued to provide full-time pastoral care and were available to support both prisoners and their families when needed;
- One Senior Probation and Welfare Officer and 4 Welfare Officers were attached to the prison during the year;
- The Visiting Committee visited the prison each month. Members were available to prisoners who requested to meet with them. Two members visited each month in addition to the monthly meeting;
- Two doctors provided full medical care and services to the prison population throughout the year. All the medical staff were actively involved with health care issues and related strategies both nationally and locally.

Mountjoy Prison



John Lonergan

Governor

Mr John Lonergan

Location

North Circular Road, Dublin 7

Profile

Mountjoy Prison is a closed, medium security prison. It is the main committal prison in the State for males aged 18 years and over serving sentences up to life. It is a purpose-built prison with a design capacity of 547.

Prisoner population

The average number of prisoners was 460, with a maximum of 490 and a minimum of 411 at Christmas time.

Participation in educational activities

Forty-five percent of the prisoner population participated in educational activities, 25% for 10 or more hours per week. Basic literacy and numeracy education was undertaken by 172 prisoners, 22 prisoners sat for subjects in the Junior Certificate, 6 did Leaving Certificate subjects, 5 studied with the Open University, 67 did other accredited courses and 65 did ECDL/Mous IT skills courses.

Health Care Unit Library

A survey was conducted to establish the reading interests and needs of users, based on this a large volume of new stock was purchased. New signage was also developed to enhance access to the collections. As this library was the last remaining non-computerised service point of the Dublin prisons a new computer was installed and prison staff trained in its use.

Main Prison Library

Similarly, a major restock of the library occurred and signage was also revamped in the main library. There was an upsurge of interest in the library following this upgrade. An average of 205 prisoners availed of the library facilities on a weekly basis.

Vocational training and employment

Following months of planning during 2002 for the Special Olympics, work continued at the Industrial Workshops until the opening ceremony on 21 June. The 'D' Fabric and Carpentry workshops carried out most of the work for the Special Olympics, with support from the Towelling, Metal and Computer workshops, and were fully

occupied on this work.

The commitment, dedication and enthusiasm of staff and offenders involved in the project created an extraordinary spirit within the group who felt honoured and privileged to be associated with the Special Olympics Project. Great satisfaction was obtained from seeing the opening ceremony on television, with over 76,000 people waving flags and people from the various countries holding up banners indicating their country name with items manufactured at Mountjoy Prison. Staff involvement continued with the Special Olympics with staff from various prisons assisting as volunteers.

The following accredited training courses were provided:

Course	Throughput
FETEC Industrial Sewing	6
FETEC Welding certificates*	12
Carpentry***	5
Computers - ECDL**	14
Equal Skills Course - Computers	35
Computers - ECDL Advanced	8
FETAC Elementary Cooking Skills	6
Web Design	4

* another 32 offenders were at various stages of training were either transferred or discharged from Mountjoy Prison;

** another 32 offenders were at various stages of computer training were either transferred or discharged from Mountjoy Prison;

*** five other offenders who were at an advanced stage in their training were discharged from Mountjoy Prison

Prisoner Programmes

A number of programmes were organised throughout the year, as follows:

Programme	Throughput
Connect Project	34
Parenting Course	34
Offending Behaviour	15
Anger Management	20
Pre-release	All prisoners due for release
Drug Treatment Programme	43
Drug Awareness Programme	24
Alcohol Awareness Programme	6
Lifer/Long-term Group	22
Reintegration/homelessness	53
Medical Unit Drug Therapy Course	72

Tackling drug abuse

A daily average of 150 prisoners were on methadone maintenance and 129 availed of Detox facilities. Measures to tackle supply of drugs in the prison included new visiting arrangements and upgraded CCTV systems internal and external to the prison. The Medical Unit is a drug free area.

Interaction with the community

Weekly Alcoholics Anonymous and Narcotics Anonymous meetings were held in the prison. The Work Party completed a number of building projects which were all community based. The Main prison produced and performed 'MOLL'. The film 'Spin the Bottle', starring Michael Mc Elhatton as 'Rats', was premiered in Mountjoy to a prison audience with stars from the film present. The Special Olympics offices had major work completed by the prison's external Work Party.

Other Significant developments and events in 2003

- Training Excellence Award from the Institute of Cleaning Science was obtained for a second year;
- TVs were installed in all cells in the main prison;
- The Mountjoy Catering areas maintained the 'Q' Mark from Excellence Ireland.

Portlaoise Prison



TJ Walsh

Governor

Mr TJ Walsh

Location

Portlaoise, Co. Laois

Profile

Portlaoise Prison is a high security, closed prison for males aged 18 years and over, serving sentences up to life. The prison has a bed capacity of 203 but operates below capacity for security/operational reasons.

Prisoner population

The daily average number in custody in 2003 was 128, with a further 6 on temporary release. A large number of prisoners were convicted for subversive type offences.

Participation in educational activities

Overall participation rate in education was 74%. Twelve prisoners sat for subjects in the Junior Certificate, 6 took Leaving Certificate examinations, 7 prisoners studied with the Open University and 54 undertook other accredited courses. The throughput for basic literacy and numeracy education was 37, and 28 availed of ECDL and FETEC IT skills courses. Educational events included French and Irish Cultural Week, art exhibitions and book club with visiting writers.

Prisoner Programmes

The following programmes were provided during the year:

Programme	Throughput
Thinking Skills	24
Anger Management	17
Pre-release	17
Safe Pass	17

Tackling Drug Abuse

Detoxification and Methadone Maintenance programmes were available.

Support Services

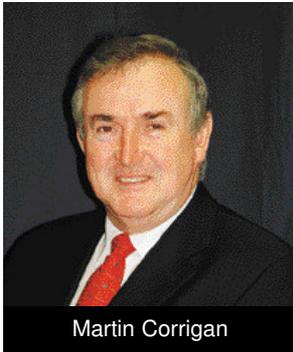
The Medical Officer (GP) attended the prison five days a week and as required outside these hours. Psychiatric services were available to all prisoners and a

psychological service commenced in the second half of the year. The Probation and Welfare Service continued to work with prisoners in addressing offending behaviour.

Other significant events and developments during the year

- New Pre-release Programme was developed, in partnership with the Education Service, Chaplaincy Service, Medical Services and outside agencies, with the intention of including every prisoner at some stage of their sentence;
- Planning of the new C wing commenced, with the preparation of alternative locations for educational facilities, waste management, gyms and visits;
- Building of the new Gatelock progressed, with completion expected mid 2004;
- Prison catering was awarded the Q Mark by Excellence Ireland;
- Alcoholics Anonymous and Narcotics Anonymous visited the prison regularly;
- Approximately 75 prisoners used the library on a weekly basis;
- A number of events were organised during the year including visiting speakers and writers, Activities Week, traditional music workshops and visiting soccer and Gaelic teams.

Shelton Abbey



Martin Corrigan

Governor

Mr Martin Corrigan

Location

Arklow, Co. Wicklow

Profile

Shelton Abbey is an open detention centre for male offenders from 19 years of age upwards. Prisoners are sent from closed prisons to finish their sentence. Long term prisoners are sent to Shelton Abbey to prepare them for release. Sleeping accommodation is mainly in dormitories. The bed capacity was reduced from 58 to 56 during 2003.

Prisoner population

A total of 301 prisoners were transferred to Shelton Abbey during 2003. The average daily number in custody was 50, with 14 on temporary release.

Participation in educational activities in 2003

The participation rate in educational activities in 2003 was 93%; 61% participated for 10 hours or more per week. Two prisoners studied with the Open University, 23 studied for other accredited courses and 6 undertook FETEC modules. Basic numeracy and literacy education was provided for 56 prisoners, 65 prisoners undertook non-accredited IT skills courses, 8 prisoners did the ECDL courses and 15 prisoners undertook Commercial Examination Board IT skills courses.

Vocational training

Twenty-five prisoners undertook the FÁS Safe Pass Course.

Prisoner Programmes

Title of programme	Throughput in 2003
Pre-release	107
Alcohol and drug awareness	24
Basis Life Saving	24
Basis First Aid	12

Tackling Drug Abuse

Offenders transferred to Shelton Abbey are drug free and random urine analysis is carried out to maintain the drug free status.

Other significant events and developments

- The library was used by 150 prisoners during the year;
- Alcoholics Anonymous meetings took place in the institution on a weekly basis and were well attended;
- Timber was prepared and distributed to local people in need, on behalf of St Vincent de Paul;
- The kitchen retained the Q Mark for hygiene;
- The Glasshouse was renovated during 2003 by the trades staff and will be in operation in 2004;
- A new Chaplain was appointed.

St Patrick's Institution



Seán Lennon

Governor

Mr Seán Lennon

Location

North Circular Road, Dublin 7

Profile

St. Patrick's Institution is a closed, medium security place of detention for males aged 16 to 21 years of age, serving sentences up to life. It has a design capacity of 217. In 2003 the cell accommodation capacity was 197 due to the ongoing building work. It is envisaged that the new facilities will be fully operational in 2004

Prisoner population

The average daily number in custody was 188; the highest number in custody was 201 and the lowest number was 145. A total of 1122 prisoners were committed during the year; 252 prisoners were transferred to other institutions. Sixteen foreign nationals were committed, 1 was released on the order of an Immigration Officer and 1 was deported. There were also 256 temporary releases granted during the year. Two children aged under 16 years were committed to the Institution.

There was one death in custody thought to be due to natural causes. The Coroner's Inquest has yet to take place.

Participation in educational activities

The participation rate in educational activities was 47%; 28% of the prisoner population participated for 10 or more hours per week. Eighteen prisoners sat for subjects in the Junior Certificate, 2 did Leaving Certificate subjects and 18 did FETEC accredited courses. The throughput for basic numeracy and literacy education was 161 and 48 prisoners did IT skills courses (Introduction to Computers).

There was a total of 14,745 visits to the library during the year.

Prisoner Programmes

A number of programmes aimed at addressing offending behaviour took place, as follows:

Programme	Throughput in 2003
Alcohol Awareness	37
Alcohol and Offending Behaviour	12
Drug Awareness	12
Drug and Offending Behaviour	12
Pre-release Relapse Prevention workshop for Christmas Release	19
Teenage Health Initiative	8
School Pre-release Programme	18
Health Related Fitness	7

Vocational training

Title of Course	Throughput in 2003	Accredited
Catering - Elementary Cookery Programme (FETEC)	2*	Yes
Catering - Manual Handling	28	No
Catering - Primary Food Hygiene Course (E.H.O.A.)	14	Yes
Catering - Cleaning Agents Course	28	No
Safe Pass Course	11	Yes

*6 unable to complete due to transfer/release

Tackling Drug Abuse

A total of 437 prisoners were accommodated in the Drug Free Unit during the year. Twenty-six prisoners were on a Methadone Maintenance Programme and 49 prisoners availed of the Detoxification Programme. Measures to tackle supply of drugs in the prison included screened visits, protective nets over exercise yards, banning of visitors caught bringing in drugs, no physical contact on visits and warning signs in waiting and visiting areas. One to one drug focus work with Probation and Welfare Officer included 950 individual counselling sessions.

Interaction with the local community and voluntary groups

Links with the community and voluntary organisations were developed and maintained during the year. A large number of groups continued to visit prisoners which led to successful placements on release from the Institution. There were 48 scheduled visits to the prison organised through Copping On, Youthreach, health boards, external Probation and Welfare Officer and schools.

Other significant developments and events in 2003

- The construction of St Patrick's new school was completed late in 2003, it is now envisaged that this stand alone facility will cater for boys in the age group 16 and 17 years old in line with the Children Act 2001;
- Refurbishment of B Division continued, to provide new cell accommodation and communal recreation, dining and games areas;
- Six prisoners completed the GAISCE programme, the 'National Challenge Award from The President of Ireland to Young People' which operated for the second year in St. Patrick's;
- The kitchen was awarded the 'Hygiene Mark' by Excellence Ireland for the first time in 2003 and also improved its overall mark in the annual 'Fáilte Ireland' Hygiene/Food safety audit;
- The Drug Free Wing piloted the Positive Sentence Management Programme in St Patrick's Institution, 92 prisoners participated in the Programme during the year;
- The Library facilitated a Race Relations week in March, Health and Fitness week in June and the Summer Project in August, all with various guest speakers;
- The Library also facilitated one to one literacy classes, with two evenings per week exclusively for this purpose. In 2003 a total of 98 literacy classes took place;
- The Suicide Awareness Group continued to meet on a quarterly basis in 2003. There were six incidents of self inflicted injury during the year, a decrease on the number of such incidents in 2002. The introduction of televisions in cells, electric razors and access to phone calls has contributed to this positive decline;
- The Visiting Committee held a total of twelve meetings and dealt with requests and complaints made by inmates and assisted in resolving these where possible. Individual members also visited the Institution without prior notice on many occasions;
- The Catholic Chaplain, Church of Ireland Chaplain and visiting Minister of the Christian Churches took care of the spiritual needs of the prisoners;
- The medical officer, in conjunction with the medical team of nurses, medical orderlies and psychiatrist, continued to provide medical services for prisoners throughout the year. Other backup services were ophthalmic, chiropody and dental. The overall health of the population during the year was good;
- The annual Health and Fitness Week took place in June for staff and inmates. Talks on health and fitness, diet & healthy eating, stress, etc., and sporting events were undertaken;
- All inmates, including remands, were contacted on committal by the Probation and Welfare Service and 95% of committals engaged with the service; the Service delivered a variety of programmes to prisoners, including drug and alcohol awareness, offending behaviour in relation to addictions, pre release relapse prevention and teenage health initiative.

Training Unit



John O'Brien

Governor

Mr. John O'Brien

Location

Glengariff Parade, Dublin 7

Profile

The Training Unit is a semi-open, low security prison for males aged 18 years and over, serving sentences up to life. Long sentence prisoners are normally nearing the end of their sentence. The prison has accommodation for 94 prisoners in single rooms.

Prisoner population

A total of 216 prisoners were transferred to the Training Unit during 2003. The highest number in custody was 95, with a daily average of 86. The number of foreign nationals detained in the Training Unit was 7. Temporary release was extensively used in the Training Unit in 2003 for various reasons, including daily attendance at employment and external training.

Participation in educational activities

Approximately 58% of prisoners participated in educational activities during 2003; 25% participated for 10 hours or more per week. Three prisoners sat for subjects in the Junior Certificate examination, 2 took subjects in the Leaving Certificate and 7 studied with the Open University. Seventy-four prisoners received basic numeracy and literacy education, 29 prisoners did FETEC courses, 22 did IT Skills courses and 73 did computer courses. Library facilities were availed of by 17 prisoners on a weekly basis. Other courses included photography (25), music (40) and computer studies (50).

Approximately 100 prisoners used the library during the year.

Vocational training

The following accredited vocational training courses were provided in the Industrial Training Workshops:

Course	Throughput in 2003	Accredited
Welding/ Engineering	30	Yes (City and Guilds)
Electronics	12	Yes
Computer Skills	32	Yes

Prisoner Programmes

The following prisoner programmes were provided

Programme	Throughput in 2003
CONNECT Induction Programme	153
Individual Vocational Programme Planning (IVPP)	25 offenders to full-time employment or further vocational training and education
Driver Theory Test	10 offenders passed test
Offending Behaviour	7
Alcohol Awareness	6

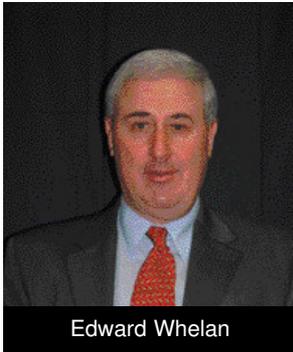
Tackling drug abuse

The Training Unit is a drug free prison. Its drug free status is supported by random urinalysis.

Significant developments and events in 2003

- In 2003, each offender was issued with a key to his own room, this allowed all to have all their personal belongings safely in their rooms;
- An Arts Week demonstrated all the good work that had been done by offenders in the educational area;
- Two Health and Fitness weeks were conducted during the year, as well as the annual Christmas concert and quiz;
- Connect proved to be very effective in 2003 with all committals taking part in a 5 day intensive induction course. Interviews, courses and employment were organised for offenders;
- Three offenders attended Mountjoy Prison over various weekends facilitating Alternative to Violence Programme courses.

Wheatfield Prison



Edward Whelan

Governor

Mr Edward Whelan

Location

Cloverhill Road, Clondalkin, Co. Dublin

Profile

Wheatfield Prison is a closed, medium security prison for male prisoners on remand and serving sentences up to life. The design capacity of the prison is 320. The bed capacity was 378 on 31 December 2003.

Prisoner population

The daily average number in custody was 375.

Participation in educational activities in 2003

Approximately 63% of the prisoner population participated in educational activities in 2003; 38% of prisoners participated for 10 hours or more per week. Fourteen prisoners sat for subjects in the Junior Certificate, 10 prisoners did Leaving Certificate subjects and 18 prisoners studied with the Open University. Forty prisoners did FETEC accredited courses. Literacy provision was prioritised.

A wide range of classes and courses suited to students of every level of ability was provided and students were encouraged to pursue certificate courses at a variety of levels. Offenders were encouraged to avail of the career guidance service. Microsoft Office Specialist was introduced to the curriculum in October, to replace the ECDL course, which was discontinued. Two prisoners were enrolled for courses with Kilroy College, via distance learning. One prisoner completed an Open University diploma in Environmental Studies. There were 5,840 visits to the library during the year, with 122 prisoners using the library on a weekly basis.

A broad range of physical education activities were also provided.

Prisoner programmes

The following programmes were availed of during the year:

Title of programme	Throughput
Group Skills	30
Alternative to Violence Programme	113
Drug Awareness Course	19
Smoking Cessation	28
Pre Release	17
Parenting	39

Vocational training

Training for offenders is an integral part of the catering operation; over 60 offenders were presented with external certificates from FETEC, Fáilte Ireland and the Environmental Health Officers Association. A number of prisoners sat City and Guilds of London examinations in the Construction Unit. A number of items, including benches, podia, jumps and scoreboards, were produced for the Special Olympics in the joinery shop and metal workshop and painted in the painting and decorating workshop. The printing shop provided all printed forms for the prisons. The indexing and computer units played an important role in the training and development of offenders.

Tackling Drug Abuse

Two drug free units are provided. Detoxification and Methadone Maintenance programmes were provided.

Interaction with the local community and voluntary groups

Alcoholic Anonymous, Narcotics Anonymous, Guild of St Philip of Neri and Samaritans visited the prison regularly.

A number of prisoners were successful in their submissions to Listowel Writers Week. Football teams from various clubs visited for matches with prisoners. Bands provided entertainment for prisoners over the Christmas period. A garden completed by prisoners and staff was officially opened at St. Joseph's Hospital, Trim by Minister Ivor Callely, T.D.

Other significant developments and events in 2003

- The highlight for the Prison for 2003 was the participation of prisoners and staff in the manufacture of numerous items for the Special Olympics. As a mark of achievement and appreciation the Governor was presented with an award by Ms. J. Mc Daid of the World Summer Games Organising Committee at a presentation ceremony held in the prison;
- The Inspector of Prisons and Places of Detention carried out an inspection of the prison from 23 June to 4 July and published his report in October;
- Wheatfield Prison is the only catering organisation to have its catering function accredited to both standards ISO 9001/2000 Quality Management System and IS 343 -2000 Food Safety Management System;
- Wheatfield Catering scored the maximum grades of 5 As in the Excellence Ireland Hygiene Award and won an award at the Hygiene Awards. Maximum grades of 5 As were also achieved in the Fáilte Ireland Catering audits;
- Wheatfield Catering won the Gold Medal Award for Industrial and Institutional Caterers at the Gilbeys Catering Awards;
- One prisoner died of a drugs overdose following his return from temporary release;
- There were two escapes from custody while prisoners were attending as inpatients in hospital, both were returned to custody within a short period;
- A new laundry, which will employ 30-40 prisoners with FETEC certification, was completed, subject to commissioning, during the year;
- PE teachers organised a sponsored run to raise funds for the Special Olympics. Over 2000 was raised to sponsor two athletes;
- Two chaplains continued to provide spiritual and pastoral care to prisoners and staff;
- A total of 239 prisoners were trained in manual handling;
- Wheatfield Prison participated in European Safety Week;
- Metal and Decoration workshops were upgraded during the year;
- A paper, plastic and tin recycling unit was installed, enabling the prison to reduce waste considerably, the unit also recycles waste from Cloverhill Prison;
- The Pipe Band participated in the St Patrick's Day Parade in New York;
- Football, volleyball, indoor soccer, chess and snooker competitions were organised and prizes presented;
- Library events included music appreciation, stress management, quit smoking talks, talk on astronomy, dog training techniques and chess group;
- The Probation and Welfare Service continued to provide a service to offenders and to participate in multidisciplinary teams;
- Voluntary organisations, including Alcoholics Anonymous, Narcotics Anonymous, Samaritans and Guild of St Philip of Neri, continued to visit the prison;
- Offenders were successfully placed in employment or further training on release from prison, with the help of the Linkage Programme;
- A number of sporting competitions were organised and bands provided entertainment for prisoners over the Christmas period.

Chapter Four

Human Resources

Human Resources

The Irish Prison Service continued to invest in its human resource function in 2003 in the interest of providing a better quality service to management and staff at central and local levels. In addition to providing a comprehensive service in all areas of human resource management a special unit was in operation to take forward the Change Programmes involving new staff attendance and deployment arrangements in institutions.

Change Programme

The Change Programme process involves the progression of a change agenda to address identified deficiencies in the operation of the Prison Service, particularly the increasing dependence on overtime working. It began with the Report of the Prison Service Operating Cost Review Group in 1997, leading to a comprehensive management analysis of the working and organisational arrangements in all prisons and places of detention by a Staffing and Operations Review Team (SORT). The Strategic Effectiveness Programme (STEP) is the forum through which the necessary change recommended by SORT was progressed, on a partnership basis, with staff interests.

A framework for change was presented to the Prison Officers' Association as a basis for negotiations in April 2003. Discussions continued over the summer months and a composite proposal for the introduction of organisational change in the Irish Prison Service was presented to the Staff Side on 30 July. This proposal included revised working arrangements and changes in the conditions of service of grades represented by the POA, incorporating the SORT recommendations. New work practices proposed sought to strike a balance between the needs of the service and the needs of the staff. The proposal contained recommendations in relation to rosters, escorts, new technology and many other areas in the prison service. A lump sum to recompense staff for the loss of earnings was also proposed. The Prison Officers' Association rejected that proposal without a ballot. Facilitators, Bill Attley, former General Secretary of SIPTU and Joe McGovern, former Assistant Secretary at the Department of Finance, were then employed to assist in moving the process forward. Efforts to reach agreement were unsuccessful despite an improved offer from the Official Side. The improved offer was put to ballot but was overwhelmingly rejected by staff.

In November 2003, in the absence of a prospect of agreement, the Minister secured Government approval for a range of measures to control overtime costs in 2004, including adoption of strict budgets, prison closures and contracting out of some prison services.

Following a meeting with the Minister, facilitated talks with the Prison Officers' Association began at the Labour Relations Commission before Christmas. While some modest progress was made at the talks, the indications at end-2003 were that it would be necessary to adopt the Government approved measures to ensure adherence to 2004 budgets pending a successful conclusion of negotiations.

Recruitment and Promotions

In March 2003 there was one recruitment intake of 8 Nurse Officers, bringing the overall number of Nurse Officers to 90. Following their six-week training course in the Prison Service Training Centre these nurse officers were assigned to various prisons in mid May 2003.

There were no prison officers recruited to the Prison Service during 2003, pending progress on the change programme talks, which hold out the prospect of significant staffing implications. A competition for Fire Officer was held in 2003. A number of appointments and assignments were effected during 2003. A competition for assignment to Assistant Industrial Supervisor also took place during this time.

Tables 15-18 give details of appointments in 2003 and staff serving at end year.

Table 15: Prison Staff Appointments

Grade	Appointments
Governor 2	1
Governor 3	1
Deputy Governor	4
Assistant Governor	4
Waste Manager	1
Inspector of Works Mechanical	1
Clerk 1	3
Clerk 2	8
Chief Officer 1	5
Chief Officer 2	7
IS	2
PO (Trades)	3
Head of Psychology	1
Psychologist Grade 1	3
Psychologist Grade 2	1

Table 16: Prison Service Headquarters Appointments

Grade	Appointments
IT Manager	1
Manager	1
Deputy Manager	4
Assistant Manager	2
Staff Officer	2

Table 17: Prison Service grades serving on 31 December 2003

Grade	Serving at 31/12/03
Governor 1	6
Governor 2	14
Governor 3	3
Deputy Governor	15
Assistant Governor	26
Chief Officer 1	9
Chief Trades Officer 1	6
Chief Officer 2	32
Chief Trades Officer 2	15
Industrial Training Instructor 2	15
Clerk 1	31
Inspector Mechanical	2
Inspector Electrical	2
Clerk 2	112.5
Assistant Chief Officer	229
Trades Officer	110
Industrial Manager	4
Industrial Supervisor	32
Assistant Industrial Supervisor	59
Prison Officer	2,377
Nurse Officer	85
Total	3,184.5
Non Prison Service grades	
Staff cook	4
Head Chaplain	1
Chaplain	24
Director Psychology	1
Senior Psychologist	2.5
Psychologist 2	5
Doctor	11
Librarian	0
Grand Total	3,233

Table 18 IPS Headquarters - staff serving on 31 December 2003

Grade	Staff serving 31/12/03
Director General	1
Director	6
Deputy Director	7
Assistant Director	4
Manager	18
Deputy Manager	28
Assistant Manager	19.5
Staff Officer	6.5
Clerical Officer	23
Service Officer	3
Pharmacist	1
Co-ordinator of Work and Training	1
Co-ordinator of Education	1
Co-ordinator of Nursing	1
Total	120

Training and Development

The primary role of the Prison Service Training Centre is to provide high quality training services, which meet the needs of those working in the organisation, and ensure a high standard of service delivery. In 2003 it was decided to provide additional staff resources to oversee and develop the training function for staff in the Irish Prison Service. A Governor was appointed to head up this function, which had previously been headed by a Deputy Governor. However, training measures were limited in 2003 due to the overall budgetary situation facing the IPS. Training provided during 2003 included the following:

- Eight newly recruited Nurse Officers (2 males and 6 females) received induction training;
- Health & Safety training included Safe Pass training for Trades staff. Three courses were provided and 59 personnel trained;
- Energy Awareness training was provided for Trades staff;
- As part of the Management Development Training Programme, a 'Train the Trainer' course was provided for headquarters staff and Training Liaison Officers;
- Catering courses included Safe Food Handling for Stores staff, Hygiene training for Stores staff and Menu Development for Kitchen staff;
- Critical Incident Management Training included a Hostage Incident Commanders' course for Governor

grades, Hostage Incident Negotiators' course, Thermal Arc Cutting re-certification, Control & Restraint Instructors' Course and Breathing Apparatus Instructors' Course;

- Staff Welfare was included in the Staff Services Officer Training.

A PE Conference was organised for Gym Officers and Teachers.

In addition to training provided at the Prison Service Training Centre, a number of initiatives and courses were also provided by other in-house trainers and external bodies. Continuous developmental training was availed of across all grades with many staff taking individual courses and programmes related to their work. Phase 1, 2 and 3 PMDS training was delivered to all relevant staff in IPS Headquarters on a just-in-time basis throughout the year.

Other training needs identified as a result of the PMDS, including IT Skills, presentation skills and specialist courses, were made available as financial and other resources permitted.

Refund of Fees

In 2003 the Training Section continued to provide a service to staff in the Irish Prison Service by way of advice on courses, study leave and exam leave. Fifty-five staff in the Irish Prison Service availed of course refunds during 2003.

The Irish Prison Service is sponsoring a total of eight staff who are studying to obtain a Masters and Higher Diploma Course in Criminal Justice Administration at the Institute of Public Administration and are committed to sponsoring more places in this regard as resources permit.

Initial work also commenced on the drawing up of a Training and Development Strategy for staff in IPS HQ based on a framework launched by the Centre for Management and Organisational Development (CMOD) earlier in the year. It is intended that a draft strategy document will be submitted for approval in the summer of 2004.

Health and Safety

During 2003 four meetings were held for Health and Safety Co-ordinators and individual prisons held regular Safety Committee meetings. In January 2003, a working group was set up to examine the issue of a National Smoking Policy for the Irish Prison Service with a view to progress towards a clean air environment in prison institutions and to protect the health and safety of staff and prisoners. The working group considered how it might recommend restricting areas and circumstances where smoking is permitted



Presentation to Governor Frank McCarthy on his retirement

within prison institutions, and the effects that this might have on the quantum of risk to health and safety of staff and prisoners, in line with legislation and codes of practice. At end 2003, work was continuing on development of a policy having regard to consultations with the Department of Health and Children in regard to smoking in prisons.

An Environmental Waste Manager was appointed in March 2003 to take overall responsibility for environmental and waste programmes in the IPS and to ensure that the Environmental and Waste Management System is established, implemented and maintained.

Staff Attendance Patterns

Traditionally the level of sick leave in the Prison Service has been a focus of attention.

In examining this issue a number of points should be borne in mind. Firstly it must be emphasised that the majority of Prison Service Staff do not resort to excessive sick leave absence. Some absences on sick leave arise following staff injuries on duty, an unfortunate feature of prison service employment, which the Prison Service, in consultation with staff, seeks to minimise. In addition the scale of overtime work demands and the inherent stresses of the prison environment may also contribute to higher sick absence levels than are experienced in other employments.

The level of sick leave in the prison service during 2003, while showing a slight decrease on the previous year,

continued to represent a significant contributory factor to the Service's high overtime costs, due to the need to replace such staff. The IPS applies the appropriate agreed Civil Service policy and arrangements for the management of sick absences. This policy includes provision of necessary staff supports for incidences of sick absence, including paid leave and access to a confidential Employee Assistance Service. In addition, a systematic review process was put in place to identify cases where resort to excessive sick absence may arise without due course.

The Comptroller and Auditor General made a report to the Oireachtas on the Management of Sick Leave in Prisons in September of 2003. The objective of the report was to set out the extent and cost of sick leave in prisons and outline management responses to it.

The report examined sick leave in the period 2000 - 2002. It identified the different levels of sick leave absence, the extent of uncertified absence and the sick absence records of different prisons. Following the C&AG report the Irish Prison Service is committed to undertaking research on the nature of the sick leave problem and the factors that give rise to it.

Retirements

Forty-six members of staff retired from the Prison Service during 2003. Details are set out in Table 19.

Table 19: Retirements during 2003

Grade	Number
Governor 1	1
Governor 2	1
Deputy Governor	2
Chief Officer 1	2
Chief Officer 2	1
Chief Officer 2 (Welfare/Training)	1
Chief Trades Officer	1
Clerk 2	3
Assistant Chief Officer	12
Prison Officer (Trades)	4
Prison Officer	18
Total	46



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Chapter Five

Estate Management

Estate Management

The Prison Building and Refurbishment Programme continued throughout the year with a variety of projects to improve accommodation and facilities at prisons and places of detention. The following capital projects were underway or completed during 2003.

Limerick Prison

Work was largely completed on the new "C" and "E" wings. This project includes a new gatelock/control unit and visitor facilities and will provide accommodation for over 100 prisoners as well as administration facilities.

Portlaoise Prison

A planned upgrade on the services and drainage system was completed. Work commenced on the new gatelock/visitors/administration building and this will be completed in 2004. The new army accommodation was completed and this comprises modern spacious dormitory-type accommodation with kitchen and separate dining facilities and a new gym.

Planning was largely completed for the proposed new 'C' block, which will provide accommodation for 150 prisoners. This new block will replace the existing outdated prisoner accommodation at Portlaoise, which has been the subject of considerable criticism for some time. As well as providing new prisoner accommodation to modern standards, the new block will also include a new education unit and videoconferencing facilities. Work on this project is scheduled to commence during 2004.

St Patrick's Institution

The construction of the new Special School for young offenders and the refurbishment of 'B' Wing were completed by end 2003. Fit out of the facility commenced in late-2003.

Cloverhill Prison

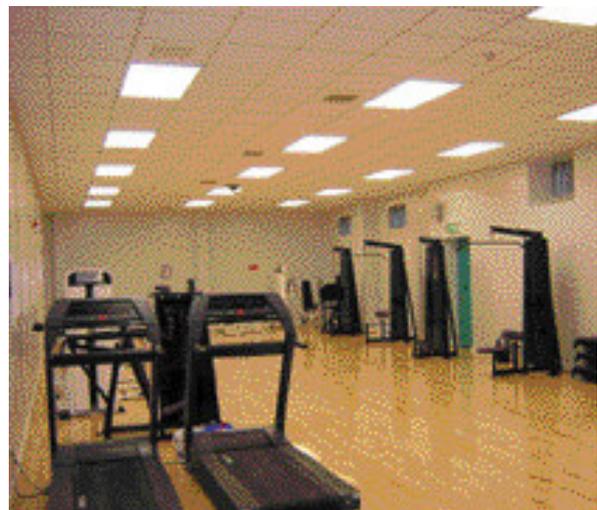
The new Learning and Development Unit of Cloverhill Prison was completed. Most of the fit out of this facility was completed by end-2003 and it is envisaged that new regimes for prisoners will commence in this building during 2004.

Work also commenced on the provision of in-cell sanitation in "D" wing of the prison (the only part of the

prison without this facility) as well as the replacement of "strip" and "padded" cells with new "special observation" and "special protection" cells. This work will be completed in 2004.



New Learning and Development Unit, Cloverhill



Cloverhill Prison gym

Work commenced on a significant extension to the staff and visitors' car parks. Planning commenced during 2003 on a new suite of soundproof booths for the "F" Block, which will house videoconferencing facilities.



Cloverhill Prison classroom

Wheatfield Prison

Work on the new laundry, paint shop and enlarged metal workshop continued during 2003 and is scheduled to be completed in early 2004.

Training Unit

Fire safety works, including the installation of a sprinkler system in accommodation areas, commenced in the Training Unit in late-2003 and will be completed mid 2004.

Management of Prison Maintenance Budgets

During 2003, the Irish Prison Service introduced a change to the operation of each prison's maintenance budget. This covers items such as maintenance and repair of buildings, flooring, CCTV systems, electrical and mechanical installations, and motor vehicles. Previously, a prison had to obtain sanction from Prison Service Estate Management for each individual item above 2,500 in value. A new system has now been introduced which involves an annual block grant for maintenance being given to each prison. Decisions are now made by local prison management on the allocation of this fund without the necessity to seek approval for each item, subject to the fund being properly managed over the year. Overall maintenance expenditure in 2003 across the prison estate amounted to 7.5 million.

Building Services Division

The Building Services Division of the Irish Prison Service continued to provide a professional service to the prison estate during 2003. Several projects and on-going support functions were undertaken in consultation with Estates Directorate and local Governors.

In-house preparation of technical tender documentation, together with the evaluation of tenders received and attendance at site meetings, contributed to efficient and successful project management. In addition, technical briefings and familiarisation visits to operational institutions helped accelerate the cultivation of prisons-related expertise within external architectural/engineering teams.

Mechanical and Electrical Inspectors continued to play an important role by undertaking projects in their respective specialist areas. The use of high efficiency cost saving lighting installations continued to be pioneered within the prison estate with good success.

Environmental Management

In May 2003 an Environmental Manager was appointed. The prison estate faces many challenges in this area and with the appointment of the Environmental Manager many new initiatives commenced at prison level. The main activities during the year were as follows:

- Endorsement of Irish Prison Service Environmental Policy Statement;
- A system-wide contract for Health Care Risk Waste was prepared for tender in January 2004;
- An Environmental Management System Pilot was processed at Loughan House;
- Castlerea Waste Composition Survey was completed and report issued to Governor;
- An Executive Environmental Management Team was set up and an awareness package delivered;
- A Register of Environmental Legislation was developed and a system-wide training programme issued to the Governor of Training;
- A report on the Fort Mitchel interim survey of landfill issued to the Governor.

Health and Safety

Health and Safety remained a priority throughout the year. Professional advice and reports were made available to both Headquarters and individual prisons. The Irish Prison Service Health and Safety Officer undertook several projects throughout the year, including:

- **Validation of Dust Extraction Survey:** A benchmark survey was conducted in all prison industrial workshops, trade workshops and school workshops. Individual reports were issued to respective Governors and a global report was issued to IPS HQ;
- **Smoking Policy Working Group:** A multidisciplinary group was set up to explore the impact of the proposed workplace smoking ban on prisons and the development of a policy suitable for the prison environment;
- **Revision of Safety Statements:** Thirteen prison Safety Statements were updated by the Health and Safety Officer in consultation with the respective Safety Co-ordinators and Safety Representatives in 2003. A separate Safety Statement was prepared for the Dóchas Centre. (The Centre had previously been included in the Mountjoy Statement);
- **Risk Assessments and Survey Reports:** Twenty four written risk assessments/safety reports were conducted by the Health and Safety Officer for prison Safety Co-ordinators in 2003;
- **Fire Safety:** Two meetings were held with colleagues from other prison services to address issues of mutual concern and facilitate sharing of information with a view to implementation of best practice;
- **State Claims Agency:** The Health and Safety Officer continued to work closely with the State Claims Agency Risk Management section on health and safety issues and they in turn attended a number of the Safety Co-ordinators meetings to brief prison personnel on safety-related issues;
- **Accident/Assault Database:** The I.T. section and the Health and Safety Officer worked closely to develop an electronic accident/assault database for recording incidents in prisons. The database was demonstrated to the Safety Co-ordinators group in September with a roll out date expected in 2004;
- **Central Purchasing Unit (CPU):** The Health and Safety Officer assisted the CPU in the process of defining and approving the safety standard for new or replacement products;
- **Safety Co-ordinators Group:** The Safety Co-ordinators group met four times in 2003. The meetings provided the opportunity to address prison safety issues, formulate policy, develop safety standards and agree a programme of work;
- **Induction Safety:** A two-hour introduction to the prison service health and safety programme was provided to new Safety Co-ordinators and Representatives in 2003.

Chapter Six

Finance and Information Systems

Finance and Information Systems

Finance Review

Dáil Éireann voted a total of 337,268,000 for Prison and Probation and Welfare services in the Prisons Vote 2003 (Vote 21). Excluding the provisions in the Vote for the Probation and Welfare Services (subheads E and F of Vote 21), the voted provision in 2003 for the Irish Prison Service was 296,654,000.

The total spend by the Irish Prison Service in 2003 was 301,925,000. This represented an increase of 0.5% over the equivalent expenditure in 2002 (300,114,000). Particulars of the 2003 Provisions and Expenditure are set out in Table 20.

Pay and overtime continue to account for approximately 71% of all spending by the Irish Prison Service.

Overtime decreased to 58.8 in 2003 from 59.3 in 2002. This reflected the strict financial management of overtime in the prisons and no recruitment of prison officers during 2003.

Apart from pay, the most significant area of expenditure is capital spending. Capital investment has been significant in providing additional prison places in Limerick, significant refurbishment and modernisation of prison accommodation and the provision of enhanced IT infrastructure and systems - especially the enhancement of the Prisoner Records Information System (PRIS) during the year. Particulars of 2003 construction projects are given in the chapter on Estate Management. IT developments in 2003 are covered later in this chapter.

Table 20: Expenditure and Income for 2003

	2002 Expenditure €000	2003 Provision €000	2003 Expenditure* €000
Current Expenditure			
Payroll costs (including overtime)	204,838	207,734	214,428
Travel and subsistence	3,469	1,526	3,331
Administrative expenses	8,948	5,620	9,247
Postal and telecommunications services	3,208	2,620	3,101
Office Supplies	462	232	435
Consultancy Services	915	731	218
Building Maintenance and Rental	7,959	7,262	7,577
General Prison Service Costs	21,076	21,823	22,392
Manufacturing and Farm Expenditure	527	1,044	523
Education Expenditure	1,178	1,077	1,351
Grant to Prison Officers Medical Aid Society	765	801	800
Compensation	3,164	2,727	2,907
	256,509	253,197	266,310
Capital Expenditure			
Building & Capital Works	38,813	38,766	31,608
Computer & IT Equipment	4,792	4,016	4,007
	43,605	42,782	35,615
Total Expenditure for Prison Service	300,114	295,979	301,925

Table 20 continued

	2002 Expenditure €000	2003 Provision €000	2003 Expenditure* €000
Probation and Welfare Service Expenditure	32,427	40,614	34,627
Vote 21 Gross Expenditure	332,541	300,593	336,552
Appropriation in Aid (Receipts)	1,327	1,325	1,469
Vote 21 Net Expenditure	331,214	299,268	335,083

* These figures are subject to audit by the Comptroller and Auditor General

Financial Management

Cost of keeping a Prisoner

The average cost of keeping a prisoner in custody during the calendar year 2003 was 87,950. The breakdown, by institution is shown in Table 21.

Table 21: Cost of keeping a prisoner, by institution, in 2003

Prisons and Places of Detention	Cost per prisoner (€)	Cost per prison place (€)
Current Expenditure		
Arbour Hill	73,600	72,800
Castlerea	75,250	72,100
Cork	72,350	71,500
Cloverhill	83,300	68,700
Curragh	70,100	67,200
Fort Mitchel	96,050	88,500
Limerick	90,200	88,500
Loughan House	67,700	56,200
Midlands	77,300	70,500
Mountjoy (including Dóchas Centre)	97,900	98,400
Portlaoise	232,100	146,200
Shelton Abbey	80,100	70,300
St. Patrick's	82,300	77,700
Training Unit	71,800	77,500
Wheatfield	75,800	74,900
Overall	87,950	81,606

The cost per prisoner is based on the average daily number of offenders in those institutions during 2003. The number of prisoner places is based on the number of places in each institution at end November 2003. The operational cost of each institution is based on actual running costs (i.e., pay, overtime, food, light and heat, maintenance, etc.). These costs include certain items that are fixed no matter what the number of offenders in custody, e.g., staffing numbers, utilities, etc. All headquarters and central service costs are allocated over the prison establishments for the purpose of this calculation. Capital expenditure is excluded from the calculation.

Implementation of Management Information Framework (MIF) within the Irish Prison Service

The Irish Prison Service is implementing the Management Information Framework to bring about improved financial management and control within the Prison Service. The intention is to have a more strategically driven organisation that meets the demands of a modern justice system and does so in a cost effective manner.

Financial Management System

The Irish Prison Service has been operating a new Oracle financial management system since July 2002. This is an integrated system that manages financial information from procurement through to payment/reporting. The system incorporates

- General ledger.
- Accounts payable.
- Purchasing module.
- Inventory module.
- Fixed asset module.

During 2003 work continued on the development and implementation of the Oracle Financial System with further rollouts to Midlands, Portlaoise, Castlereagh,



Mountjoy, St Patrick's and Prison Service Training Centre.

The system will be upgraded during 2004 as part of a project to introduce Oracle Financials to the Justice Group of Votes and this upgraded system will be rolled out to the larger prisons and Headquarters during 2004/2005.

The system meets the requirements of both cash and accrual accounting. It has produced the Appropriation Accounts since July 2002.

Cost allocation

The Prison Service has been issuing management reports on a monthly basis to all cost centres showing in detail where money has been spent. The system produces management reports for individual prisons and global reports for headquarters. This information allows comparisons across prisons and assists the prison management and headquarters senior management to effect better control over expenditure.

The introduction of the system has greatly assisted in rolling out budgets to a number of areas, namely maintenance, education and work training, with other areas being added periodically.

The establishment of a Central Purchasing Unit has rationalised purchasing throughout the Irish Prison Service and has been assisted by the improved management information available from the system.

Performance indicators

The Irish Prison Service has commenced a review of performance indicators; a number of new indicators will be introduced in the period 2005-2006. It is anticipated that a range of operational and financial performance indicators will be introduced.

Expenditure Reviews

The first expenditure review covering the Healthcare area has been completed and its findings are being implemented by a number of groups, each comprising headquarters and prison staff. These groups report to the Director General.

Expenditure areas, which might be the subject of future expenditure reviews, are currently under consideration in consultation with the Department of Finance.

Central Purchasing Unit (CPU)

During 2003, the main EU and national tender competitions run by the CPU were for the supply of photocopiers, a laboratory-based urinalysis testing service and resuscitation equipment.



Central Purchasing Unit

CPU was also heavily involved in liaison with the Government Supplies Agency in relation to tenders for uniform, nurses uniform, prisoner clothing, office supplies and Personal Protective Equipment, and with OPW in relation to tenders for furniture and cell safety chairs. CPU had a central co-ordination role in establishing IPS requirements for all of the above items.

In June 2003, the IPS Procurement Project was initiated to examine and reorganise all procurement and Stores operations in the Irish Prison Service. CPU will be responsible for implementing this project, will play a key role on the Project Board and provide the Project Manager. Staffing aspects of this project are closely linked to the current industrial relations negotiations between IPS and the Prison Officers' Association.

During 2003, CPU oversaw a review of food standards and food procurement processes. The results of this review will drive the 2004 CPU-run victualling tenders to achieve aggregation of requirements, both regionally and by food type, and consolidation of the supplier base.

Payroll Functions

The Irish Prison Service payroll includes payment of basic pay, allowances and overtime. The Finance Division of the Department of Justice, Equality and Law Reform, based in Killarney, is responsible for the payment functions. An IT project to link the new time and attendance system in the prisons directly to the payroll system in Killarney continued during 2003. This will have obvious efficiency savings when completed.

Payments to members of the Prisons Authority Interim Board

The Chairman received gross remuneration of 15,236.86 in 2003 in respect of his chairmanship of

the Prisons Authority Interim Board. Other Board members received gross remuneration of 10,157.90 in 2003 in respect of their membership of the Interim Board. As full-time, salaried public servants, two members of the Interim Board were not remunerated in respect of their membership of the Interim Board.

Compensation Awards and Criminal Injuries

The total expenditure on compensation payments was 2.9 million in 2003, divided between the Criminal Injuries Compensation Tribunal Scheme and civil compensation cases and associated legal costs. The Criminal Injuries Compensation Tribunal operates independently of the Irish Prison Service. However, the Irish Prison Service funds any award made by the Tribunal to prison officers as a result of criminal injuries incurred in the course of their duty. The total expenditure in respect of Criminal Injuries Compensation Tribunal cases in 2003 was 1.27 million.

The State Claims Agency (SCA) has taken responsibility for the management and disposal of the majority of claims initiated after 1 January 2001. The Irish Prison Service Claims Unit continues to manage cases initiated before 1 January 2001 and a small number of specific types of claims. The Irish Prison Service Claims Unit also liaises with the SCA in relation to the management of cases handled by the SCA.

The total expenditure in respect of Civil Compensation Claims cases in 2003 was 1.6 million of which 1.1 million was in respect of SCA managed claims. The proactive approach taken by the Irish Prison Service Claims Unit, together with considerable assistance from local management and the active involvement of the SCA, ensured that the level of expenditure was kept to a minimum.

Report of the Working Group on the Accountability of Secretaries General and Accounting Officers ('Mullarkey' Report)

The Irish Prison Service has established a working group to review the requirements of the 'Mullarkey' Report. The group has established a risk register and will review internal controls and procedures in the Service.

Information Technology

Significant investment in IT by the Irish Prison Service has provided the key operational systems required to run a modern prison service. Almost all areas of prison administration have been addressed. The Service has become a substantial IT operation with up to 3,200 users and more than 1,400 PCs in 21 locations around the country.

All parts of the Service are now connected by a wide area network that allows the key systems to be deployed and greatly enhances the capacity of the organisation to share information.

Among the systems developed has been the Prisoner Records Information System (PRIS). This system is operational in all prisons since 2001 and provides, for the first time, a comprehensive means of recording and sharing information about the prison population. It is intended that this system will, over the coming years, provide a valuable source of statistical information in relation to trends in the composition of the prison population and will act as an aid to policy making in this area. During 2003 this system was significantly enhanced with a number of new software releases, which provided enriched functionality to Irish Prison Service staff.

The Time & Attendance system, which was implemented during 2001, was enhanced during 2002 and 2003. It is planned to link this system to the payroll system in Killarney in 2004 with obvious efficiency saving for the Irish Prison Service.

A computerised Prisoner Medical Records System was developed in 2001 for doctors, nurses and other medical staff working within the Irish Prison Service. Rollout of the system was completed mid 2003 as scheduled. This system is now in place in all prisons for utilisation by medical staff.

During 2003 the Irish Prison Service joined other Government departments and agencies in implementing a new Human Resources Management System, which went live in the latter half of the year.

Following a EU Procurement process, a new IT Support contract was put in place in 2003. This ensures business continuity and quality service through a partially outsourced IT System support team. This service provides high quality user support to all prison sites, using a combination of the contracted IT support team and Prison Service IT staff.

Significant progress was also achieved in the following areas:

- A significant number of new IT document management systems were put in place;
- A substantial amount of new IT equipment and infrastructure were deployed;
- Upgrades took place to the Irish Prison Service Database;
- Limerick Prison had its networking infrastructure upgraded;
- The Irish Prison Service Web site was redesigned;
- Work commenced on the specification of a Video Conferencing solution to link Prisons and Courts.

Chapter Seven

Corporate Development

Corporate Development

The Irish Prison Service completed its first three-year cycle of strategic planning in 2003 as part of the public service Strategic Management Initiative (SMI).

The Service's first ever Strategy Statement 2001-2003 set many challenging targets to be achieved over the three year period. These included successful transition of the Service to executive agency status, advancement of the major change programme (SORT/STEP) to eliminate the overtime culture and introduce new working arrangements for prison staff, improved prison security through annual security reviews, management of disruptive offenders and improved prisoner conditions and access to services.

Significant progress was achieved in each of these areas. Even where planned progress did not go to schedule, there now exists a solid organisational platform to support further work and achievement. Moreover, as experience grows, the Irish Prison Service is becoming increasingly more proficient in using the annual business planning process as a core instrument for change and development.

Appendix 3 to this report summarises the progress made in respect of the thirty-five strategies included in the 2001-2003 Strategy Statement.

The first Irish Prison Service Customer Service Action Plan and Customer Charter were drawn up during 2003 and agreed by the Prisons Authority Interim Board. The Irish Prison Service set itself measurable targets, with a view to developing a systematic customer service focus, which is responsive to customer needs. The Plan identifies eight customer groups and the programme of 'Actions' set out in the plan is specific to these groups. The Plan will be implemented at central and local levels through the annual business planning process.

The Customer Charter will ensure that customers and staff are made aware of the IPS commitment to customer service and the service delivery standards that they can expect in their dealings with the Service.

It is planned to publish the Customer Service Action Plan and Customer Charter in 2004.

Partnership

A partnership approach has been the preferred method of both management and staff in the Irish

Prison Service on a range of major challenges that have arisen in recent years. In 2003 this approach was further developed through formal partnership structures at both Headquarters and Institution levels.

The Central Prison Service Partnership Committee was re-launched in June 2003 and met on seven occasions during the year. The Committee has a pivotal role in developing partnership across the prison service and involving staff at all levels - both in Headquarters and in the Institutions - in working together on partnership issues. The Committee is chaired by the Director General and includes representatives from all the unions/associations and staff in the IPS.

During 2003 the Central Prison Service Partnership Committee focused mainly on agreement and implementation of the IPS Action Plan under Sustaining Progress - the Social Partnership Agreement. The targets in the Action Plan are derived from an analysis of commitments contained in Sustaining Progress in regard to public service modernisation, industrial peace, human resource management and systems, equality and partnership. The first Progress Report on implementation of the Action Plan was endorsed by the Committee in October 2003 for submission to the Performance Verification Group (PVG) for the Justice and Equality Sector - the body charged with verifying progress for the purpose of recommending payment of pay increases under both Sustaining Progress and Benchmarking. In the case of the Irish Prison Service, the PVG recommended payment of increases due on 1 January 2004 to all grades other than grades represented by the Prison Officers' Association. The PVG deferred a decision in respect of POA grades at the request of the Secretary General, (Public Service Management and Development), Department of Finance.

At institution level, significant developments in 2003 included the establishment of new Partnership Committees at Loughan House, the Training Unit and Portlaoise Prison. These new committees are additional to committees that are already operating successfully at St Patrick's Institution and the Dóchas Centre.

Performance Management and Development System (PMDS)

The Performance Management and Development System (PMDS) agreed at General Council will be implemented for all Prison Service staff, including those represented by the Prison Officers' Association. PMDS is being rolled out in the Irish Prison Service in a number of phases.

Phase 1 commenced with a formal launch for general civil service grades at Headquarters in February 2003, coinciding with the beginning of the 2003/04 business planning cycle. All staff completed their Role Profile Forms in March 2003 and participated in Interim Reviews in September 2003. Annual Reviews were scheduled for early 2004. Ongoing staff support was provided by way of an in-house training programme in modular form and delivered on a just-in-time basis.

Phase 2 of the PMDS rollout will involve the extension of the system to approximately 175 personnel in the senior prison grades of Governor, Deputy Governor, Assistant Governor, Chief Officer and equivalent grades. At end-2003 preparations were underway to secure consultancy support for the training and evaluation elements of this Phase.

As a means of informing further development of PMDS, representatives of the Irish Prison Service participated in meetings of the Civil Service PMDS Network in 2003. This Network operates under the aegis of the Centre for Management and Organisational Development (CMOD) and supports members in the rollout of PMDS. It provides an important forum for the sharing and exchange of information amongst members. During the year the Network considered many issues, including climate surveys and upward feedback that the Irish Prison Service will be expected to undertake in due course.

Decentralisation

The Minister for Finance announced on 3 December 2003 proposals to relocate the IPS Headquarters to Longford under the Government's Decentralisation Programme.

Decentralisation represents a major challenge for the Irish Prison Service, involving important logistical and staffing issues. It is especially challenging in that the decision to decentralise comes within two years of the relocation of the IPS headquarters to Clondalkin, which itself posed serious business, human resource and infrastructural challenges. It is expected that the move to Longford will result in a turnover of staff in excess of the 50% turnover experienced in the move to Clondalkin. This will have implications for retention of corporate memory and expertise and will have to be carefully managed. The task of the Irish Prison Service will be to cope with the significant short-term disruption associated with

decentralisation while maintaining services to the maximum extent possible.

Corporate Communications

Parliamentary Questions

The Irish Prison Service provided material for reply to 258 Parliamentary Questions in 2003. The following table gives a breakdown by headquarters Directorate:

Table 22: Distribution of PQs

Directorate	No. of PQs
Corporate Affairs	44
Estate Management	55
Operations	49
Human Resources	41
Finance	22
Healthcare	13
Regimes	34
Total	258

Freedom of Information

The Irish Prison Service handled a total of 210 requests under the Freedom of Information Act 1997 and 26 appeals under the Act in 2003. The following table gives a breakdown of the areas covered by FOI requests.

Table 23: Distribution of FOI requests

Directorate	Requests	Appeals
Human Resources	78*	7
Operations	78**	13
Healthcare	14	2
Corporate Affairs	12	0
Estate Management	13	2
Finance	7	1
Information Technology	2	1
Regimes	6***	0
Total	210	26

* Of the 78 requests dealt with by Human Resources, 1 was also dealt with by Healthcare.

** Of the 78 requests dealt with by Operations, 39 were also dealt with by Healthcare, 2 by Healthcare and Psychology and 1 by Healthcare and Regimes.

*** Of the 6 requests dealt with by Regimes, 1 also went to Corporate Affairs, Human Resources and Operations.

Press and Information Office

The Press and Information Officer manages the Service's media activities with the press, the research community, and the general public. The Office also provides advice to other Directorates in relation to various communication activities. During 2003 the Press Office responded to a considerable volume of enquiries on a 24 hour, seven day a week basis on virtually all aspects of the Service. This level of activity reflects the continued media interest in criminal justice matters.

The Press Office is also responsible for the Service's website (www.irishprisons.ie) and produces the in-house newsletter, Irish Prison Service News. During the year the website was revamped and further enhancements are planned in the coming months.



Irish Prison Service website

Prisoner Based Research Ethics Committee

The Prisons Authority Interim Board established the Prisoner Based Research Ethics Committee. It continues to promote, encourage, support and disseminate ethically based and appropriate research within the Irish Prison Service. The membership of the Committee is as follows:

Professor Patricia Casey (**Chairwoman**)

Prisons Authority Interim Board

Ms Margaret Donnelly
Former Governor, England and Wales Prison Service

Ms Janet Dempsey
Psychologist

Dr Enda Dooley
Director of Healthcare, Irish Prison Service

Dr Maura O'Sullivan
Psychologist, Irish Prison Service

Ms Frances Nangle
Co-ordinator of Nursing Service, Irish Prison Service

Governor Liam Dowling
Regimes Directorate, Irish Prison Service

Ms Anne Costelloe
Assistant Supervising Teacher, Mountjoy Prison

Mr Vivian Geiran
Probation and Welfare Service*

The Terms of Reference of the Committee and application forms are available on the Irish Prison Service website www.irishprisons.ie.

The Committee met on three occasions in 2003. In the course of the year, the Committee considered 17 proposals, 9 of which were approved.

Annual Report of the Inspector of Prisons and Places of Detention

The first Annual Report of the Inspector of Prisons and Places of Detention was published on 2 July 2003. The report contains a substantial number of recommendations aimed at improving services and conditions in prisons generally, as well as specific recommendations in relation to particular prisons inspected. Appendix 4 to this report sets out the position at end-2003 in regard to implementation of those recommendations.

The most serious shortcomings identified by the Inspector concern the outdated and unacceptable conditions at Mountjoy and Portlaoise prisons, where there is still a requirement for prisoners to perform the demeaning and degrading practice of daily slopping out. The Inspector's recommendations that both of these prisons be replaced in their entirety by modern prison facilities coincided fully with the conclusions of the Prisons Authority Interim Board. Prior to the Inspector's report, the Board had already recommended to the Minister that Mountjoy Prison be replaced by a new prison on a greenfield site. Meanwhile, construction work was already underway at Portlaoise Prison in 2003 to provide new gatelock and prisoner reception facilities and planning was well advanced for new prisoner accommodation to replace the outdated 'D' and 'E' Blocks.

Other recommendations made by the Inspector are being implemented as opportunity and resources permit. Several of the more straightforward recommendations have already been implemented. The recruitment of a Medical Officer for Portlaoise Prison was advanced during 2003, as were arrangements for a recruitment competition to fill vacancies for psychologists. Emergency exit, assembly

* Appointed in September, 2003

signs, etc., were put in place in the Dóchas Centre and fire evacuation drills organised as required. Arrangements for the appointment of the Irish Prison Service's new Fire Officer were also well advanced. At the prior initiative of the Prisons Authority Interim Board, and coinciding with the Inspector's recommendations, television points were provided in all cells at Mountjoy Prison.

In addition to his recommendations, the Inspector made a number of general observations in his Report. The position in regard to these is as follows.

Headquarters staffing

The Inspector made a number of observations in relation to the Irish Prison Service Headquarters, including reference to the number of staff employed.

The fact is that the proportion of headquarters staff to total staff in the Irish Prison Service is significantly less than the comparable figure for national prison services in other jurisdictions. As indicated in Table 24 statistics of prison service staffing indicate that IPS Headquarters strength is actually low by international standards.

In commenting on the 50% increase in headquarters staffing in 2001/02, the Inspector did not take into account that the previous staffing level was grossly under-strength. Even in the absence of the agentisation process, a significant increase in headquarters staffing would have been necessary because of increased demands generated by the doubling in size of the prison system in recent years. Moreover, the staffing level agreed for the new IPS Headquarters was geared towards effecting the significant 'change and development in the prison system' as envisaged by the Expert Group in 'Towards an Independent Prison Agency'. Initiatives such as the

Change Programme (see Human Resource Management Chapter) could not have been advanced if staffing had remained at the pre-2001 level.

Headquarters accommodation

The Inspector's report also included observations on the standard of accommodation at IPS Headquarters. The position is that the headquarters is located in rented suburban accommodation in Clondalkin. The accommodation is modest and the space allocation is well within Civil Service norms. Furniture and floor coverings are to OPW specifications, which are standard for Government offices, and were purchased on foot of competitive tender.

The Inspector refers to the plans to build a permanent IPS Headquarters at Newlands Cross, Clondalkin. These plans did not materialise. Plans for the proposed new decentralised IPS Headquarters in Longford will be prepared by OPW in accordance with spatial and other guidelines set for the decentralisation programme as a whole.

Co-operation with the Inspector

The IPS does not agree that it was slow to provide information or denied information to the Inspector. The Inspector receives all IPS publications and, indeed, receives reports in draft prior to their publication. At prison level governors and prison staff have openly shared information and views with the Inspector in the course of his inspections. Two senior staff at headquarters are assigned to liaise with the Inspector to ensure that he is kept fully informed and provided with all the information he requires.

Prisoners with psychiatric illness

The Irish Prison Service shares the Inspector's concerns about committal to prison of people with psychiatric illness and agrees that an effective means

Table 24: Staffing breakdown by type in national prison services*

Country	Custodial staff	HQ and regional staff	Other staff	HQ as % of total staffing
Belgium	6,090	184	1,155	2.47
Canada	6,622	1,956	7,079	12.49
Denmark	2,919	237	1,191	5.45
Finland	1,562	119	1,639	3.58
Ireland	3,137	120	299	3.37
Netherlands	8,263	350	3,957	2.78
New Zealand	2,242	463	1,667	10.59
Norway	1,925	178	755	6.2
Scotland	3,221	406	875	9.2
Sweden	4,112	258	2,467	3.7

* Source Scottish Prison Service (2004)

of diverting people with such illness from the criminal justice system to psychiatric care services is most desirable. The Prisons Authority Interim Board continues to press this issue and the matter is being addressed at executive level in the context of implementation of the report on the Structure and Organisation of Prison Health Care (see the Care and Rehabilitation (Medical Services) section of this report).

Supports for ex-prisoners

The issue of homelessness among ex-prisoners and availability of social welfare supports for them has long been of concern. The Irish Prison Service plays an important role in progressing the recommendations of NESF Report No. 22 Reintegration of Prisoners. This task is progressed, inter alia, through establishing links with other relevant Government departments and agencies. For example, during 2003, the IPS, in partnership with the Homeless Offenders Strategy Team (HOST) in the Probation and Welfare Service, engaged in discussions with the Department of Environment, Heritage and Local Government and the Department of Social and Family Affairs regarding the critical issue of the high risk of homelessness facing prisoners on their release. As a result of these discussions, the departments concerned have agreed to the following policy and procedural changes which will be rolled out during 2004:

- Prisoners will be entitled to apply to be placed on local authority social housing lists within 9 months of completing their sentences or likely release dates;
- Local Authorities will be required to address prisoners' housing needs in their reviews of their housing strategies;
- Subject to estate management consideration, remand and short sentence prisoners will be able to retain their local authority tenancies whilst in custody;
- Rent supplement will continue to be payable to sentenced and remand prisoners for a maximum of 13 weeks.

These new arrangements and positive changes in Rent Supplement conditions are in line with, and in some respects go further than, the related recommendations of the NESF Report.

In addition, following discussions with the Department of Social and Family Affairs, arrangements have been made to facilitate the early processing of applications for Supplementary Welfare Allowance, pending the availability of Unemployment Assistance.

Since the beginning of 2003, the Probation and Welfare Service and the Homeless Persons Unit of the Eastern Regional Health Authority have established a

community welfare service pilot in-reach initiative at the Mountjoy Prison Complex. The service provides accommodation placement and income maintenance support services to prisoners at risk of homelessness on release. This has proved to be a valuable and effective resource with 257 prisoners receiving assistance by January 2004.

Other initiatives to address the problem of homelessness among ex-prisoners include a planned pre-release hostel at Limerick Prison and the ring fencing of beds in certain hostels and B&Bs for ex-prisoners. Details of other accommodation units that came on stream in 2003 are referred to in the Care and Rehabilitation chapter of this report. Cork City Council, Southern Health Board, local prison management and the Probation and Welfare Service are developing alternative arrangements for the provision of a range of accommodation options for homeless prisoners on their release.

A copy of the IPS submission to the Homeless Agency in respect of the new action plan for homelessness in Dublin was forwarded to the Inspector in November 2003.

Alleged corruption

The Inspector refers to allegations of corruption in the context of commentary on his meeting with Chaplains. The Irish Prison Service is disturbed at the vague and unsubstantiated nature of this reference. Corruption is a very serious allegation and where evidence exists the matter should be brought to the attention of the appropriate Governor in the first instance, leading to a Garda investigation if warranted.

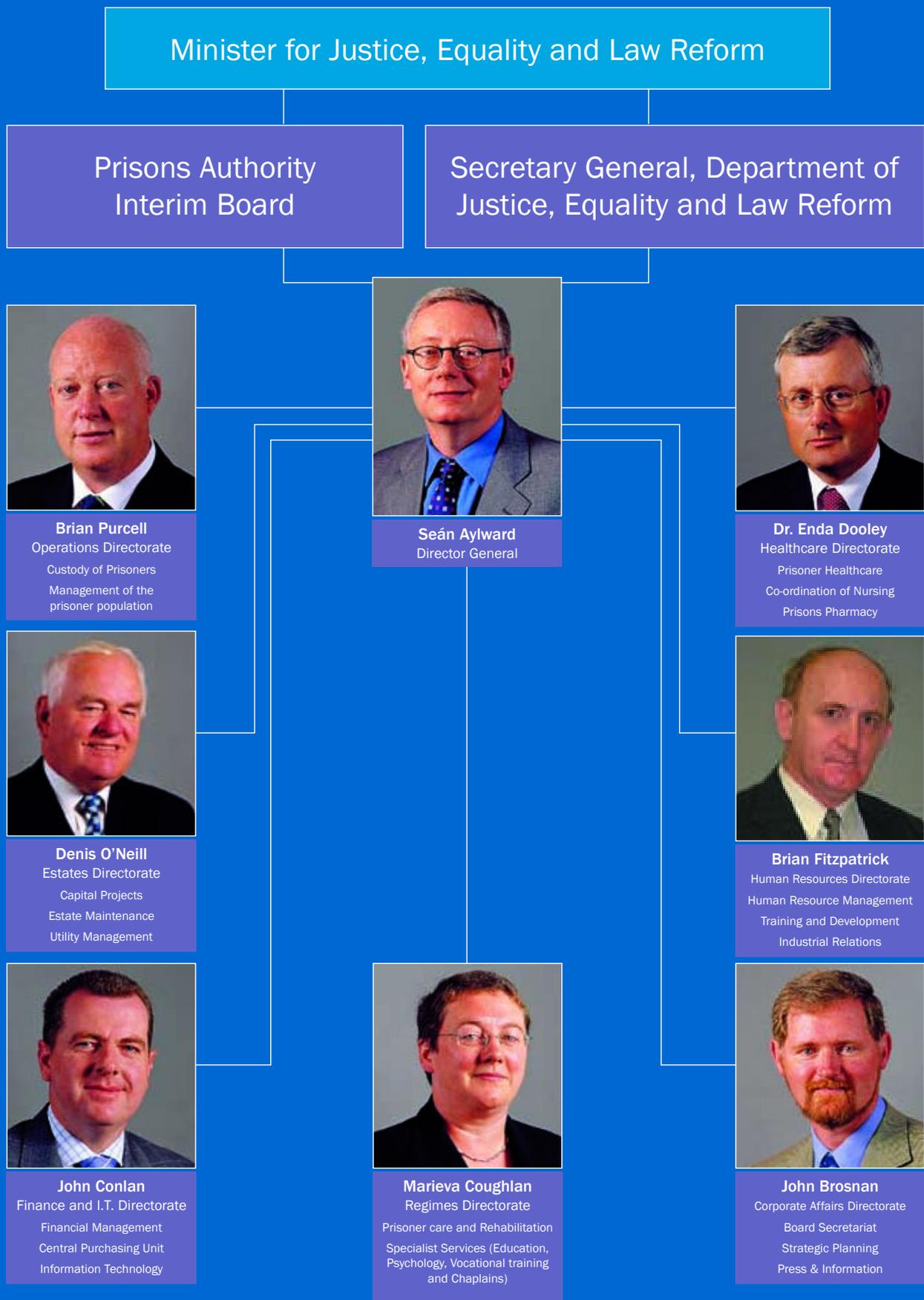
Racism

The Inspector referred to the existence of racism in the prison system.

It is an unfortunate fact that racism is to be found in all walks of life and the Irish prison system is no more or less immune to such attitudes than any other part of the Irish or international community. It is in recognition of this reality that the Irish Prison Service initiated independent research on racial and cultural awareness and communication in our prisons that was published in 2003. In keeping with the research findings and the Irish Prison Service philosophy of treating all the persons in its care with courtesy and respect, the Service is reviewing its internal procedures both for staff training and processing of prisoner complaints. The policy is to investigate all complaints, to train staff in expected behaviours and to develop a supportive environment for vulnerable prisoners from diverse ethnic backgrounds.

Efforts are made to meet and respect spiritual and other needs, including special dietary needs, of non-national prisoners.

Headquarters Directorates



Minister for Justice, Equality and Law Reform

Prisons Authority
Interim Board

Secretary General, Department of
Justice, Equality and Law Reform



Brian Purcell
Operations Directorate
Custody of Prisoners
Management of the
prisoner population



Seán Aylward
Director General



Dr. Enda Dooley
Healthcare Directorate
Prisoner Healthcare
Co-ordination of Nursing
Prisons Pharmacy



Denis O'Neill
Estates Directorate
Capital Projects
Estate Maintenance
Utility Management



Brian Fitzpatrick
Human Resources Directorate
Human Resource Management
Training and Development
Industrial Relations



John Conlan
Finance and I.T. Directorate
Financial Management
Central Purchasing Unit
Information Technology



Marieva Coughlan
Regimes Directorate
Prisoner care and Rehabilitation
Specialist Services (Education,
Psychology, Vocational training
and Chaplains)



John Brosnan
Corporate Affairs Directorate
Board Secretariat
Strategic Planning
Press & Information

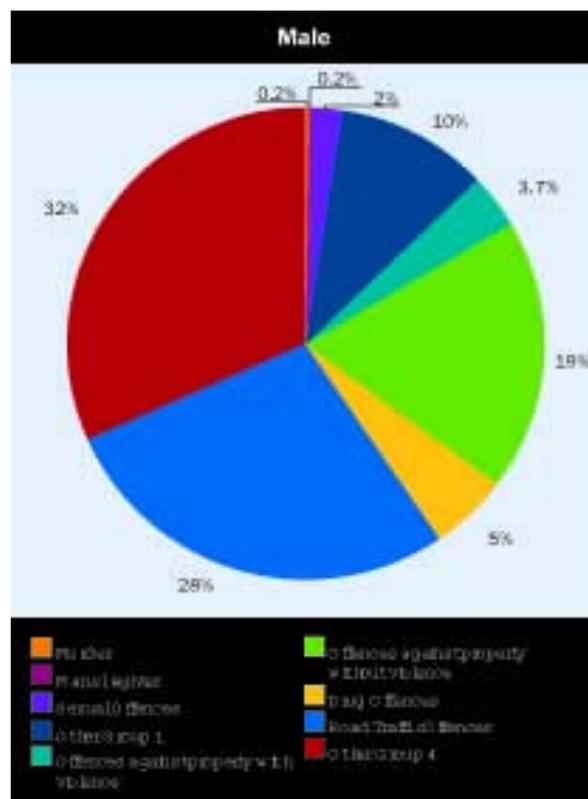
Appendices

Appendix 1

Statistical information – committals under sentence in 2003

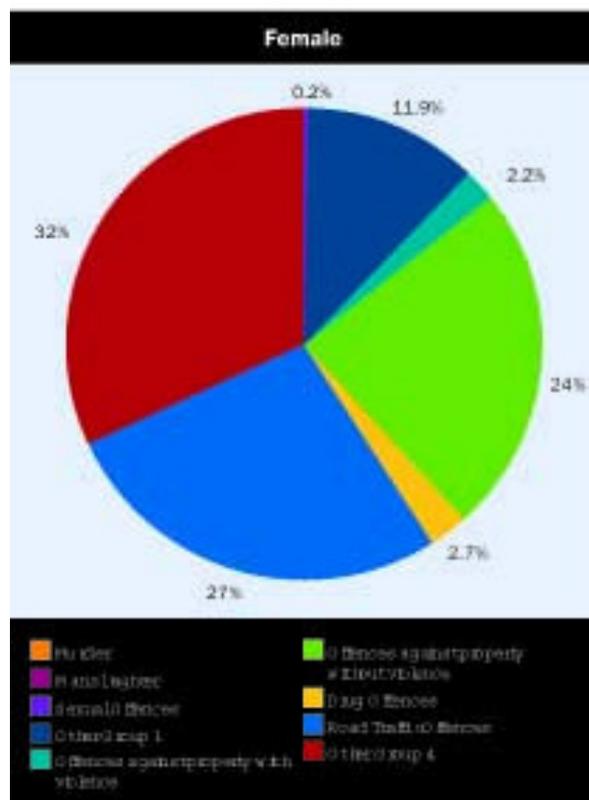
1. Males committed under sentence - offences classified by age of offender

Age Group (Yrs)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Group 1: Offences Against the Person								
Murder	0	2	4	1	2	1	1	11
Manslaughter	0	1	2	2	1	4	0	10
Sexual Offences	33	22	19	10	10	8	0	102
Other Offences against the Person	23	36	111	88	119	109	17	503
Total Group 1	56	61	136	101	132	122	18	626
Group 2: Offences Against Property with violence	3	6	33	51	50	38	2	183
Group 3: Offences Against Property without violence	21	61	196	167	219	223	24	911
Group 4: Other Offences								0
Drug Offences	5	9	52	66	87	42	2	263
Road Traffic Offences	47	129	266	285	325	286	28	1366
Other	133	223	411	252	296	226	11	1552
Total Group 4	185	361	729	603	708	554	41	3181
Total	265	489	1094	922	1109	937	85	4901



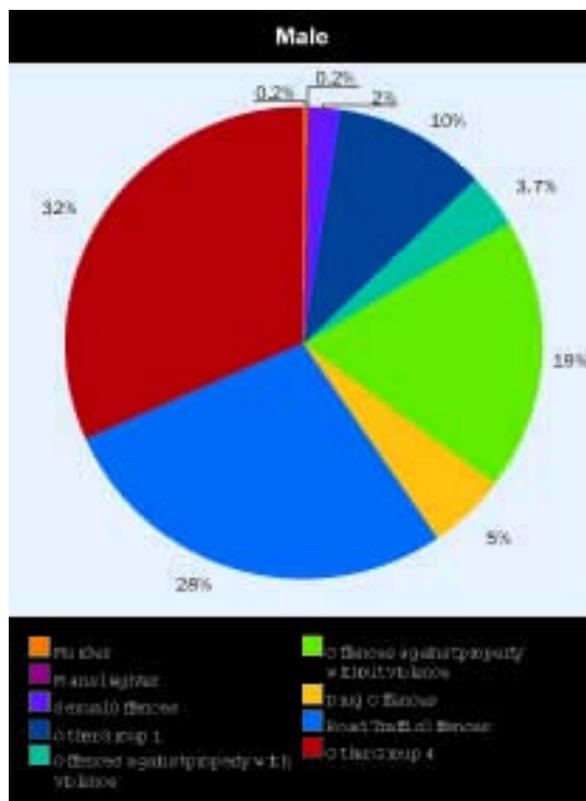
2. Females committed under sentence - offences classified by age of offender

Age Group (Yrs)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Group 1: Offences Against the Person								
Murder	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0
Sexual Offences	0	1	0	0	0	0	0	1
Other Offences against the Person	1	3	8	8	13	13	3	49
Total Group 1	1	4	8	8	13	13	3	50
Group 2: Offences Against Property with violence	0	0	1	1	4	3	0	9
Group 3: Offences Against Property without violence	2	8	18	30	28	9	4	99
Group 4: Other Offences								0
Drug Offences	1	1	5	2	1	1	0	11
Road Traffic Offences	5	10	26	31	32	8	0	112
Other	7	25	31	30	21	16	2	132
Total Group 4	13	36	62	63	54	25	2	255
Total	16	48	89	102	99	50	9	413



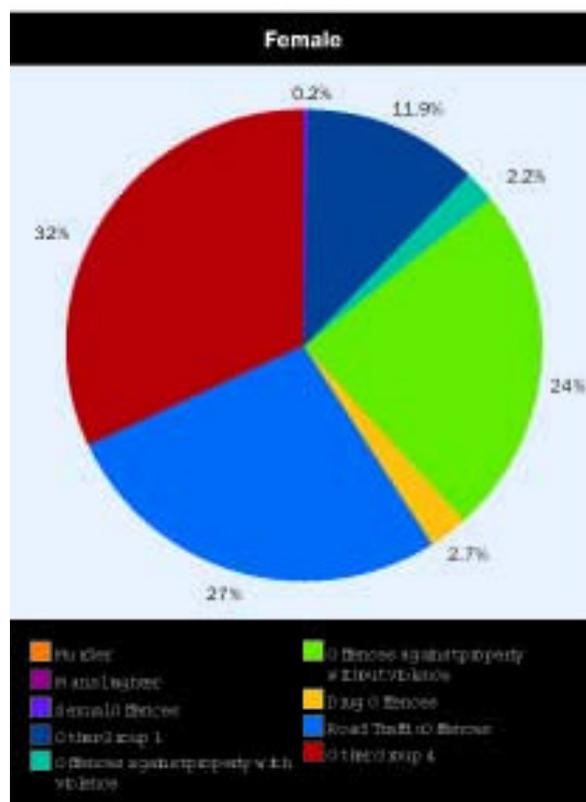
3. Males committed under sentence in 2003 classified by offence and sentence length

Sentence Length	<3 Mths	3 to < 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Group 1: Offences Against the Person										
Murder	0	0	0	0	0	0	0	0	11	11
Manslaughter	0	0	0	0	1	2	3	4	0	10
Sexual Offences	2	6	18	21	11	21	19	4	0	102
Other Offences against the Person	70	126	192	38	35	24	12	6	0	503
Total Group 1	72	132	210	59	47	47	34	14	11	626
Group 2: Offences Against Property with violence	6	23	59	19	25	38	11	2	0	183
Group 3: Offences Against Property without violence	116	246	430	28	35	37	17	2	0	911
Group 4: Other Offences										0
Drug Offences	52	32	66	16	25	51	20	1	0	263
Road Traffic Offences	679	288	353	13	15	13	5	0	0	1366
Other	884	291	258	27	32	37	21	2	0	1552
Total Group 4	1615	611	677	56	72	101	46	3	0	3181
Total	1809	1012	1376	162	179	223	108	21	11	4901



4. Females committed under sentence in 2003 classified by offence and sentence length

Sentence Length	<3 Mths	3 to < 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Group 1: Offences Against the Person										
Murder	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0
Sexual Offences	0	0	0	0	0	0	1	0	0	1
Other Offences against the Person	12	21	13	2	0	1	0	0	0	49
Total Group 1	12	21	13	2	0	1	1	0	0	50
Group 2: Offences Against Property with violence	0	3	2	0	3	1	0	0	0	9
Group 3: Offences Against Property without violence	28	31	38	1	1	0	0	0	0	99
Group 4: Other Offences										
Drug Offences	0	2	1	3	2	1	2	0	0	11
Road Traffic Offences	90	15	7	0	0	0	0	0	0	112
Other	92	28	10	2	0	0	0	0	0	132
Total Group 4	182	45	18	5	2	1	2	0	0	255
Total	222	100	71	8	6	3	3	0	0	413

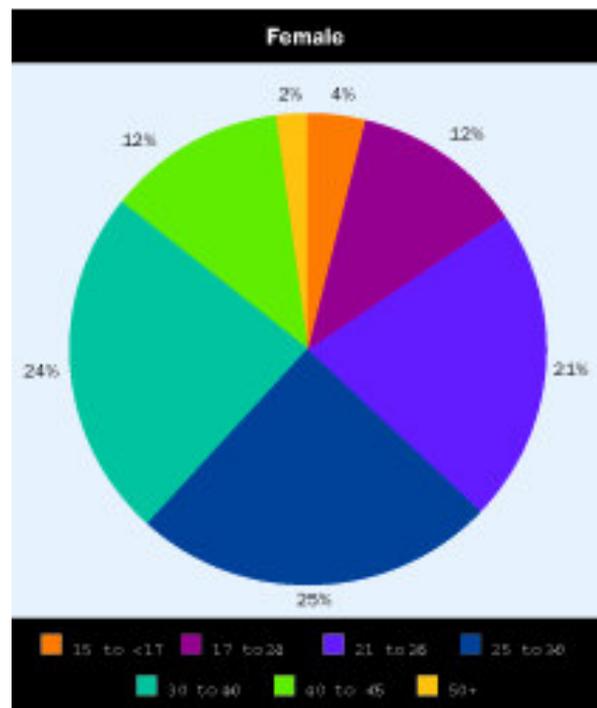
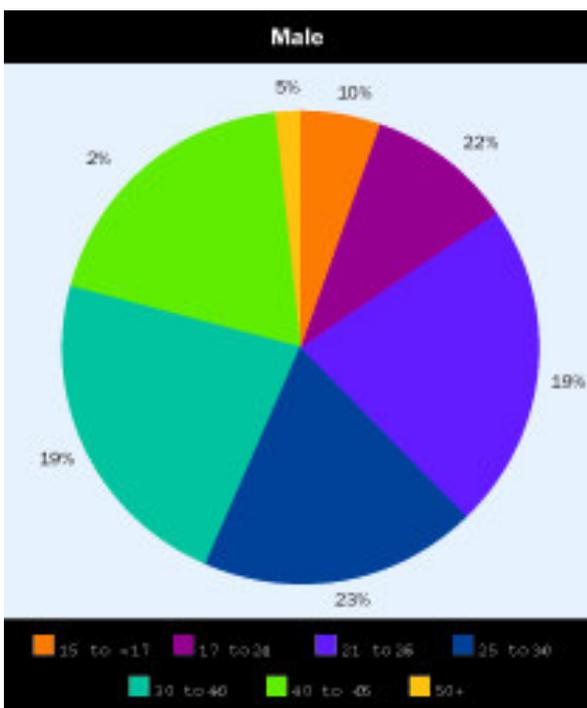


5. Males committed under sentence in 2003 classified by age and length of sentence

Sentence Length	<3 Mths	3 to < 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Age Group (Years)										
15 to <17	145	46	31	10	11	11	8	2	1	265
17 to <21	253	97	89	13	7	16	12	1	1	489
21 to <25	455	232	246	30	37	51	36	5	2	1094
25 to <30	336	197	250	23	39	50	22	4	1	922
30 to <40	363	228	358	39	37	56	18	6	4	1109
40 to <50	247	195	356	44	44	36	10	3	2	937
50 +	10	17	46	3	4	3	2	0	0	85
Total	1809	1012	1376	162	179	223	108	21	11	4901

6. Females committed under sentence in 2003 classified by age and length of sentence

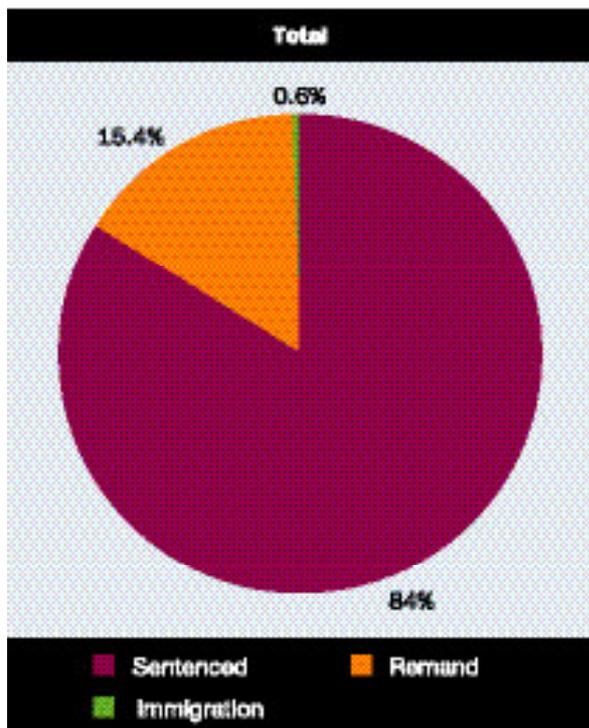
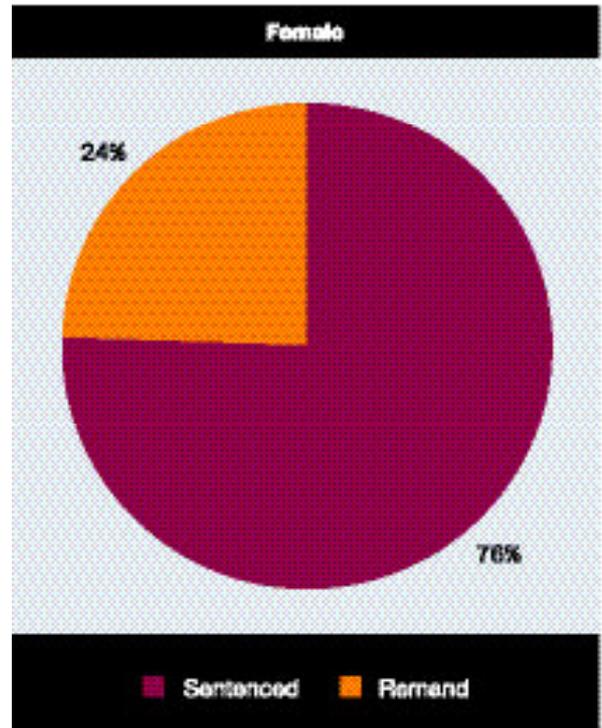
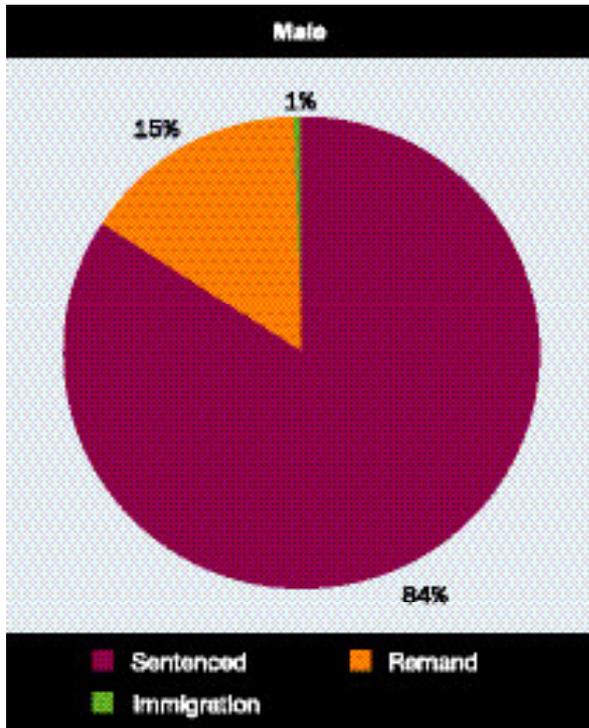
Sentence Length	<3 Mths	3 to < 6 months	6mths to <1year	1 to <2yr	2 to <3yr	3 to <5yr	5 to <10yr	10 Yr +	Life	Total
Age Group (Years)										
15 to <17	10	2	2	0	1	0	1	0	0	16
17 to <21	33	6	7	0	1	0	1	0	0	48
21 to <25	44	26	13	3	0	2	1	0	0	89
25 to <30	51	32	15	3	1	0	0	0	0	102
30 to <40	52	21	21	2	2	1	0	0	0	99
40 to <50	28	10	11	0	1	0	0	0	0	50
50 +	4	3	2	0	0	0	0	0	0	9
Total	222	100	71	8	6	3	3	0	0	413



Appendix 2

Prison Population on 2 December 2003

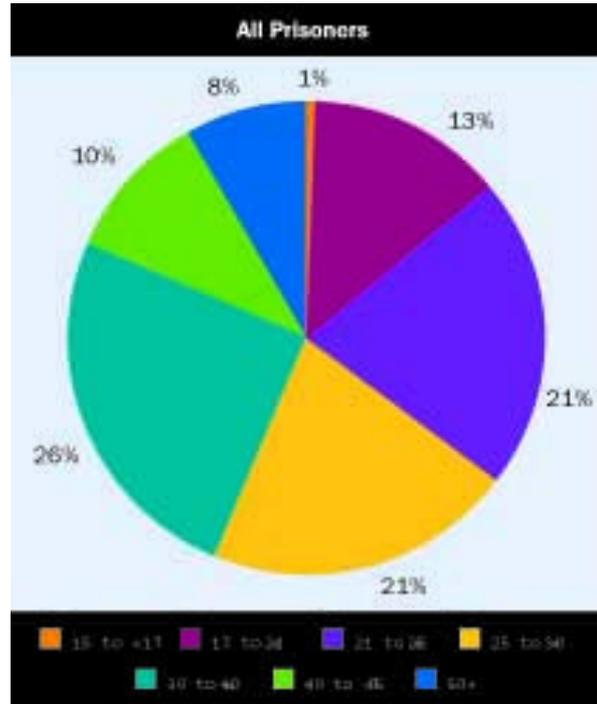
1. Statistical information – Breakdown of Prison Population on 2 December 2003



Gender	Sentenced	Remand	Immigration	Total
Female	71	23	0	94
Male	2569	465	18	3052
Total	2640	488	18	3146

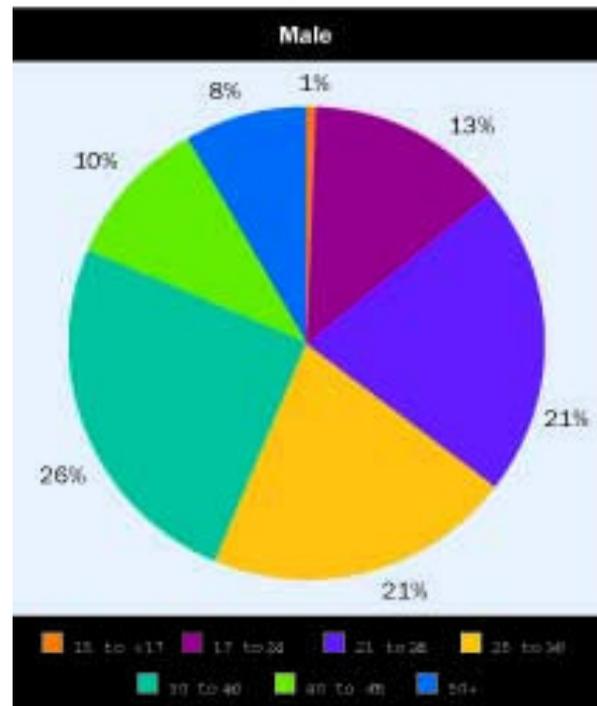
2. Age profile of all prisoners in custody under sentence on 2 December 2003

Age Group (Years)	All prisoners
15 to < 17	16
17 to < 21	351
21 to < 25	564
25 to < 30	555
30 to < 40	666
40 to < 50	269
50+	219
Total	2640



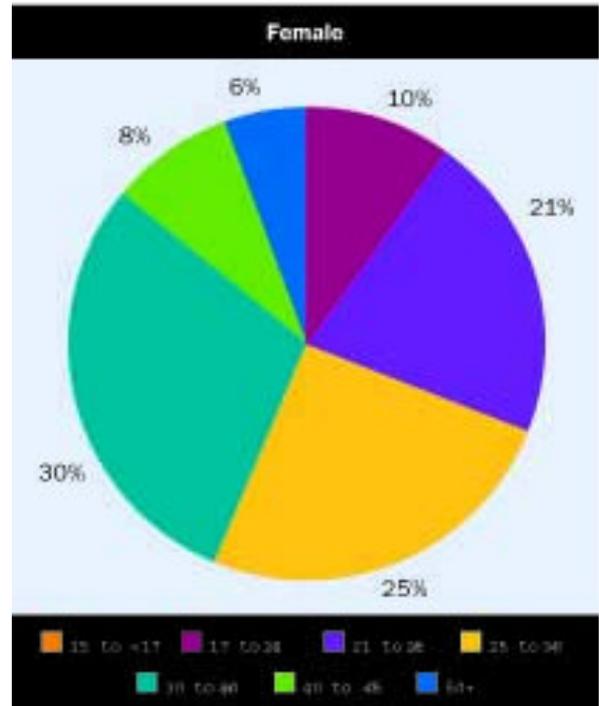
3. Age profile of male prisoners in custody under sentence on 2 December 2003

Age Group (Years)	Males
15 to < 17	16
17 to < 21	344
21 to < 25	549
25 to < 30	537
30 to < 40	645
40 to < 50	263
50+	215
Total	2569



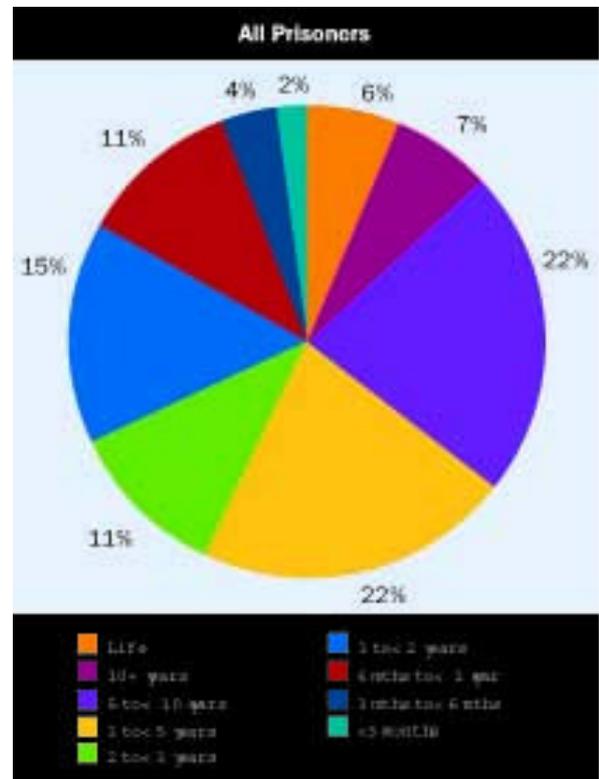
4. Age profile of female prisoners in custody under sentence on 2 December 2003

Age Group (Years)	Females
15 to < 17	0
17 to < 21	7
21 to < 25	15
25 to < 30	18
30 to < 40	21
40 to < 50	6
50+	4
Total	71



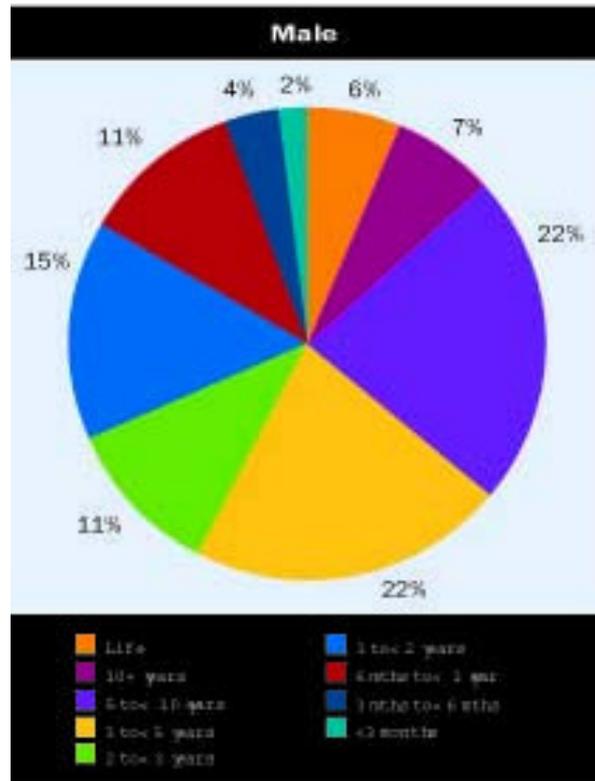
5. Sentence profile of all prisoners in custody under sentence on 2 December 2003

Sentence Length	All Prisoners
Life	166
10+ years	178
5 to < 10 years	594
3 to < 5 years	569
2 to < 3 years	288
1 to < 2 years	401
6 mths to < 1 year	289
3 mths to < 6 mths	99
<3 months	56
Total	2640



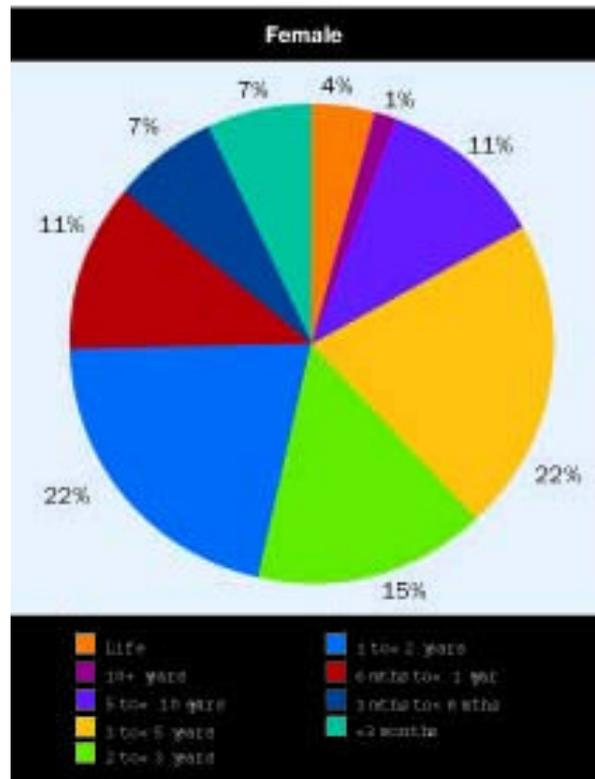
6. Sentence profile of male prisoners in custody under sentence on 2 December 2003

Sentence Length	Male
Life	163
10+ years	177
5 to < 10 years	586
3 to < 5 years	554
2 to < 3 years	277
1 to < 2 years	386
6 mths to < 1 year	281
3 mths to < 6 mths	94
<3 months	51
Total	2569



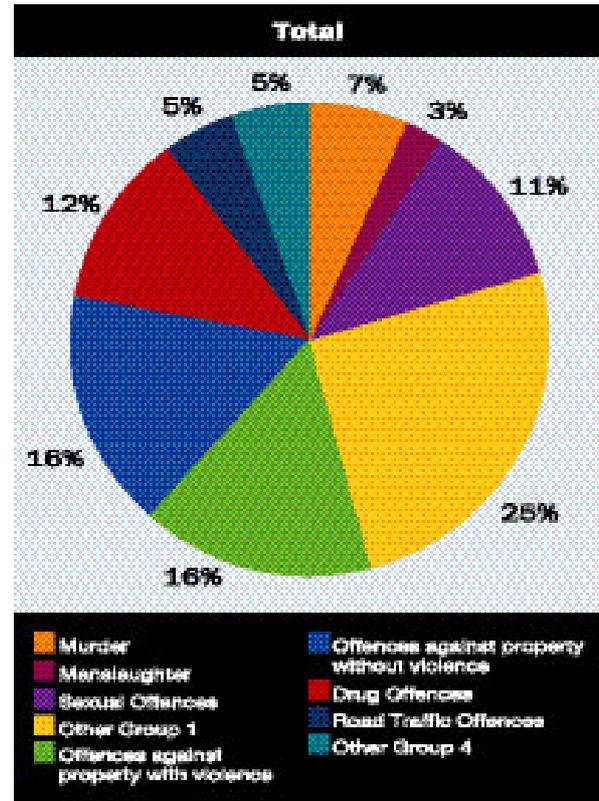
7. Sentence profile of female prisoners in custody under sentence on 2 December 2003

Sentence Length	Female
Life	3
10+ years	1
5 to < 10 years	8
3 to < 5 years	15
2 to < 3 years	11
1 to < 2 years	15
6 mths to < 1 year	8
3 mths to < 6 mths	5
<3 months	5
Total	71



8. Offence profile of prisoners in custody under sentence on 2 December 2003

Offence	Total	Males	Females
Murder	174	171	3
Manslaughter	66	65	1
Sexual offences	298	297	1
Other group 1	672	651	21
Offences against property with violence	416	409	7
Offences against property without violence	431	408	23
Drug offences	314	303	11
Road traffic offences	127	126	1
Other group 4	142	139	3
Total	2640	2569	71



9. Persons in custody under sentence on 2 December 2003 - Offences classified by age of male prisoners

Age Group (Years)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Murder	0	5	18	22	66	33	27	171
Manslaughter	0	5	11	13	20	11	5	65
Sexual offences	0	8	29	23	64	65	108	297
Other group 1	8	109	188	148	144	41	13	651
Offences against property with violence	2	46	100	118	117	19	7	409
Offences against property without violence	4	114	94	78	86	24	8	408
Drug offences	1	14	54	82	91	33	28	303
Road traffic offences	1	29	39	27	17	10	3	126
Other group 4	0	14	16	26	40	27	16	139
Total	16	344	549	537	645	263	215	2569

10. Persons in custody under sentence on 2 December 2003 - Offences classified by age of female prisoners

Age Group (Years)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Murder	0	0	0	2	0	0	1	3
Manslaughter	0	0	0	0	0	1	0	1
Sexual offences	0	0	0	0	0	1	0	1
Other group 1	0	5	6	2	8	0	0	21
Offences against property with violence	0	0	2	4	1	0	0	7
Offences against property without violence	0	1	6	8	6	1	1	23
Drug offences	0	0	1	1	5	2	2	11
Road traffic offences	0	1	0	0	0	0	0	1
Other group 4	0	0	0	1	1	1	0	3
Total	0	7	15	18	21	6	4	71

11. Persons in custody under sentence on 2 December 2003 - Age of male offenders classified by length of sentence

Age Group (Years)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Sentence Length								
Life	0	2	14	21	66	32	28	163
10 + years	0	2	12	28	59	37	39	177
5 - <10 years	0	12	99	157	185	73	60	586
3 to < 5 years	1	57	150	134	130	48	34	554
2 to < 3 years	3	56	61	65	57	12	23	277
1 to < 2 years	6	99	105	72	63	27	14	386
6 mths to < 1 yr	6	78	70	39	57	21	10	281
3 to < 6 mths	0	24	30	14	14	8	4	94
< 3 months	0	14	8	7	14	5	3	51
Total	16	344	549	537	645	263	215	2569

12. Persons in custody under sentence on 2 December 2003 - Age of female offenders classified by length of sentence

Age Group (Years)	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50 +	Total
Sentence Length								
Life	0	0	0	2	0	0	1	3
10 + years	0	0	0	0	0	1	0	1
5 - <10 years	0	0	2	0	3	2	1	8
3 to < 5 years	0	1	3	4	5	1	1	15
2 to < 3 years	0	1	2	3	4	0	1	11
1 to < 2 years	0	1	4	4	5	1	0	15
6 mths to < 1 yr	0	2	3	2	1	0	0	8
3 to < 6 mths	0	0	1	2	2	0	0	5
< 3 months	0	2	0	1	1	1	0	5
Total	0	7	15	18	21	6	4	71

Appendix 3

Implementation of the Irish Prison Service Strategy Statement 2001-2003

OBJECTIVE 1: Custody of Prisoners Committed by the Courts

Strategy	Progress Achieved to end - 2003
Maintain control and order in the prison system	A Permanent Working Group, comprising representatives of senior central and local management, is in place to address issues in relation to the management of disruptive offenders.
Ensure safe custody of prisoners	<p>Security Committees are now in place in each institution to audit local security arrangements and review security-related incidents as necessary.</p> <p>A new IT-based system to monitor prisoner assaults is ready for live implementation.</p> <p>Draft security guidelines have been prepared and submitted to the Director of Operations for consideration.</p>
Provide appropriately secure custody for prisoners	<p>Successive annual security reviews completed in all institutions and position is generally satisfactory. Upgrades of CCTV facilities carried out at a number of institutions.</p> <p>The Prisoner Records Information System (PRIS) now generates a prisoner profile for the information of prisoner escorts.</p>
Manage the custodial function so that it supports positive prison regimes	Provision is made in the Business Plans of all institutions for development of positive regimes within operational and financial constraints. This is pursued through multi-disciplinary approaches, including co-timetabling of education classes and vocational training.
Plan to meet emergency situations (fire, hostage-taking, riot)	<p>Each institution undertakes an annual review of its emergency plans. There are continuing good liaison arrangements with local fire brigades.</p> <p>Control and Restraint training carried out, subject to resource constraints. Counter hostage-taking plans are in place.</p> <p>Preparation of a video of each prison for reference in emergency situations was deferred pending identification of required funding.</p>

OBJECTIVE 2: Caring for Prisoners

Strategy	Progress Achieved to end - 2003
<p>Provide for the personal well-being of prisoners</p>	<p>A comprehensive draft Drugs Policy document was developed for consideration by the Minister for Justice, Equality and Law Reform.</p> <p>In addition to the Drug Free Units that already existed, a Drug Free Environment Unit was officially opened in Wheatfield in May 2002. A second unit opened in November. Other prisons continued to pursue policies aimed at tackling drug abuse. (See chapter on Care and Rehabilitation).</p> <p>Multi-Disciplinary Suicide Awareness Groups are in place at all institutions.</p>
<p>Help prisoners maintain their relationship with family and the community</p>	<p>Saturday and Sunday visits are in place in the Dóchas Centre. More general availability of weekend visits will be considered in the context of implementation of the SORT/STEP recommendations.</p> <p>New visiting arrangements were introduced in Mountjoy in November 2002. These new arrangements are helping to reduce the supply of drugs into the prison. It is intended to extend the new arrangements to other institutions.</p> <p>The programme-controlled prisoner telephone system, that allows each prisoner free telephone contact to nominated telephone numbers, is in operation in most closed prisons.</p> <p>Prisoners continued to be supported in keeping in touch with the wider community through access to television, radio and newspapers. Televisions are now available in prisoners cells, including cells in Mountjoy Prison since 2003. Newspapers can be purchased from prison shops and are available in the libraries.</p> <p>Significant progress was made in 2003 in regard to provision of post-release housing for prisoners (See chapter on Care and Rehabilitation and Appendix 4).</p> <p>The joint IPS/Health Board Group is continuing to pursue implementation of the recommendations of the report of the Prison Healthcare Review Group.</p>
<p>Ensure medical and psychiatric care for prisoners to a standard consistent with that which applies in the community generally</p>	<p>New Health Care Standards are agreed with interested parties.</p> <p>The pharmacist vacancy was filled in May, 2002. The pilot pharmacy schemes at Cloverhill and the Dóchas Centre are informing the development of new pharmacy arrangements.</p> <p>Prison-based services continued to liaise with GPs, hospitals and drug treatment clinics in the wider community.</p> <p>The major review of prisoners with mental health problems, led by the Director of the Central Mental Hospital, was well advanced at end 2003. The results of this review will guide future</p>

Strategy

Respect and uphold the rights and entitlements of prisoners

The Irish Prison Service reviewed draft Prison Rules and provided detailed observations on them to the Department of Justice, Equality and Law Reform for onward transmission to Parliamentary Counsel.

Improved two-way sharing of information with prisoners at time of committal will be considered in the context of Positive Sentence Management.

Provide quality care for prisoners consistent with community standards

The draft IPS Customer Service Plan 2004-2006 includes standards for prisoner care consistent with a humane prison regime.

Funding has been secured for a survey of staff and prisoners' views on prisoner care and other matters. The survey will be along the lines of similar surveys which have been conducted by the Scottish Prison Service for a number of years.

OBJECTIVE 3: Promoting Rehabilitation and Integration

Strategy

Progress Achieved to end - 2003

Elaborate positive sentence management

A Scoping Group on Positive Sentence Management has been convened. The Group expects to report in 2004.

Indications are that the participation rate in education continues to be high by international standards. Statistics on participation rates in 2003 and educational programmes are given in the Care and Rehabilitation and Institutions chapters of this Report. A Strategy Statement for the Prison Education Service for 2003-2007 was published in 2003. A draft of the review of the prison education curriculum was completed in 2003.

The recommendations of the report of the Physical Education Development Group (PEDG) continued to inform the development of physical education provision in prisons.

The planned roll-out of CONNECT was put 'on hold' to allow for a period of consultation and review with key stakeholders. The roll out resumed in 2003 with extension of CONNECT to Limerick Prison.

The recommendations made to date by the Prison-based Drug Treatment Review Group are being implemented on an on-going basis. A Drugs Service Co-ordinator from the Eastern Region Health Authority and a Senior Probation and Welfare Officer assigned to Drug Treatment are in place at Mountjoy Prison. An Assistant Governor appointed as Training Officer for Drug

Strategy	Progress Achieved to end - 2003
	<p>Treatment delivers training programmes for Prison Officers working with prisoners undergoing drug treatment.</p> <p>There is now extensive methadone maintenance for prisoners in the Dublin area.</p> <p>Two full-time Addiction Counsellors funded by the local Drugs Task Force are working in Cork Prison.</p>
<p>Develop and maintain activity programmes for prisoners</p>	<p>The proposed structural plan to improve prison library services was agreed in principle at management level and will be implemented as resources permit.</p> <p>There is very considerable interaction between prisoners and voluntary and statutory services based in the wider community. Prisoners are also involved in workshop projects for charities, hospitals and people with learning disabilities.</p>
<p>Address offending behaviour</p>	<p>Current multi-disciplinary programmes addressing offending behaviour include Thinking Skills, Anger Management, Sex Offender Programme, Lifers and Long-Termers Programme and addiction programmes. Particulars of programmes provided in 2003 are given in the Care and Rehabilitation and Institutions chapters of this Report.</p> <p>A Research Consultant was retained to continue the work already carried out on developing a sex offender programme to be delivered by multi-disciplinary teams. The work also entails the production of a full set of manuals for the delivery of the new programme. The project was completed in 2003.</p> <p>The Department of Justice, Equality and Law Reform contracted the Clinical Psychology Department at University College Dublin to carry out a research project evaluating the Sex Offender Programme. Research is due for completion in 2004.</p>
<p>Evaluate effectiveness of prisoner programmes</p>	<p>Local reviews of programmes are on-going at institution level with a view to promoting best practice.</p> <p>A Working Group is considering the feasibility of the accreditation of prisoner programmes. As a first step, the Group is focusing on a peer review of the Thinking Skills Programme.</p>

Objective 4: Managing Human Resources

Strategy	Progress Achieved to end - 2003
<p>Maintain satisfactory industrial relations</p>	<p>At the end of 2003 discussions were ongoing in the Labour Relations Commission with the Prison Officers' Association on new working arrangements.</p> <p>Provision of minimum cover in the event of an industrial dispute was the subject of intensive negotiations with the Prison Officers' Association in 2003 under the auspices of the Labour Relations Commission.</p> <p>The Irish Prison Service provided all necessary co-operation to the Benchmarking Body.</p>
<p>Human Resources</p>	<p>PMDS is in operation at Prison Service Headquarters and it is planned to extend the system to Prison Service grades in 2004 as part of the IPS Action Plan under Sustaining Progress.</p> <p>HR support is in place for all staff who transferred from the Department of Justice, Equality and Law Reform to the Irish Prison Service Headquarters.</p> <p>It is expected that discussions will be concluded in 2004 on a policy on bullying and harassment for Prison Service grades.</p> <p>A sub-group of the Central Prisons Partnership Committee was established in 2003 to review female representation in senior grades.</p>
<p>Promote partnership arrangements in the Irish Prison Service</p>	<p>The Prison Service Partnership Committee met seven times in 2003 and focused mainly on devising/implementing the IPS Action Plan under Sustaining Progress. In addition to the Local Partnership Committees (LPC's) at St Patrick's Institution and the Dóchas Centre, new LPC's were established at Loughan House, Portlaoise and IPS Headquarters in 2003.</p> <p>While formal local partnership structures are not in place in all institutions, a partnership approach is the preferred method of both management and staff in progressing key business areas.</p>
<p>Recruitment, promotion and retention of staff</p>	<p>The terms and conditions of staff transfer from the Department of Justice, Equality and Law Reform to the Irish Prison Service continued on the basis of the Draft Agreed Note.</p> <p>All new Director and senior posts at Prison Service Headquarters were filled in 2002. At the end of 2003 there was a vacancy for Director of Regimes.</p> <p>Interviews for the recruitment of Prison Officers were conducted in 2002. A recruitment competition for Psychologists was also conducted in 2002 and a further such competition was planned for 2004.</p>

Strategy	Progress Achieved to end - 2003
	<p>A new three-tier organisational structure was introduced for the Psychology Service in 2002.</p> <p>A revised assessment form for candidates for promotion in all grades is under consideration.</p> <p>A review of competency-based promotion continues to be 'on-hold' pending the outcome of a court case relating to the 2001 ACO promotion competition.</p>
<p>Staff training and development</p>	<p>A new 'Command Course' was introduced in 2002 for Assistant Governors and Chief Officers to help manage hostage-taking situations.</p> <p>A Working Group is devising a new Deputy Governor Development Course.</p> <p>Discussions continued with the Institute of Public Administration on the development of a training programme in financial management. It is expected that a programme will be in place in 2003/4.</p> <p>New training programmes are in place for staff newly-promoted to Clerk II and Chief Officer.</p> <p>The research project aimed at promoting cultural awareness, communication and racial equality was completed on target in 2002.</p>
<p>Greater flexibility/responsiveness</p>	<p>The SORT/STEP process was advanced with a formal proposal being made to the Prison Officers' Association. While the offer was rejected at ballot, negotiations were in progress at the Labour Relations Commission at end 2003. (See chapter on Human Resources)</p>
<p>Staff health and safety</p>	<p>Thirteen safety statements were reviewed by end 2003 and a new statement prepared for the Dóchas Centre.</p> <p>Discussions continued with the Department of Finance on the establishment of an Occupational Health Unit.</p>
<p>Maintain and develop welfare and support services to staff</p>	<p>The information booklet on Staff Welfare and Support Services and the Critical Incident Protocol were published and distributed in 2002.</p> <p>Delivery standards were enhanced by the filling of vacancies for Staff Support Officers and the subsequent provision of training and development programmes.</p>

OBJECTIVE 5: Estate and Facility Management

Strategy	Progress Achieved to end - 2003
<p>Implement the Prison Service Accommodation Programme</p>	<p>Work on the new 'C' and 'E' Wings and Gate Lock at Limerick Prison was almost completed at the end of 2003.</p> <p>Stage 1 of the major refurbishment programme for Portlaoise Prison was completed involving an upgrading of services and drainage systems. Work was also completed on the provision of new accommodation for the Army.</p> <p>The construction of the new special school for young offenders and refurbishment of 'B' wing at St Patrick's Institution were completed and made ready for fit-out.</p> <p>The new Learning and Development Unit at Cloverhill Prison was completed in 2003.</p>
<p>Continue to develop modern prison technological supports in meeting operational needs</p>	<p>New advanced locking systems are being provided as part of on-going major construction works at prisons. An international seminar on Advanced Locking Systems was held at the Midlands Prison in May 2002.</p> <p>A policy document on the application of CCTV in prisons was well advanced at end-2003.</p>
<p>Contribute to improvement of the environment taking into account relevant statutory and non-statutory requirements</p>	<p>The IPS Waste Management Policy document was completed in 2003.</p> <p>The asbestos removal programme in prisons was completed.</p> <p>The recommendations of the Fire Vulnerability Study will be reviewed by the IPS Fire Officer with a view to their incorporation as appropriate in an overall fire policy.</p>
<p>Review the provision of maintenance for the prison estate, including plant and equipment, in relation to standards and procedures for service delivery</p>	<p>The review undertaken by external consultants was virtually complete at end-2003.</p>

OBJECTIVE 6: Corporate Development

Strategy	Progress Achieved to end - 2003
<p>Manage the transition of the Prison Service to statutory, independent agency status</p>	<p>New management structures for the Irish Prison Service are in place, appointments made to all senior headquarters posts and liaison/reporting arrangements are in place on foot of agreement with the Department of Justice, Equality and Law Reform.</p> <p>The Minister for Finance announced the decentralisation of IPS Headquarters to Longford on 3 December 2003.</p>

Strategy	Progress Achieved to end - 2003
<p>Implement the Strategic Management Initiative in the Prison Service</p>	<p>Business Plans for all Institutions and Headquarters Directorates were completed for 2002 and 2003. Implementation of the Plans was monitored on a regular basis.</p> <p>A Customer Service Action Plan, incorporating a Customer Charter, is ready for publication.</p>
<p>Improve internal and external communications</p>	<p>The IPS website was extensively redesigned in 2003 - with the changes put live in late-2003. The new website is a significant improvement. It is planned to introduce some additional changes to aid site use in 2004.</p>
<p>Adopt a corporate business approach</p>	<p>A Draft Service Level Agreement with the Probation and Welfare Service was prepared. Possible amendments to the draft were under consideration at end-2003.</p> <p>IPS Annual Reports are now published in the year following the year under review.</p>
<p>Support the development of penal policy</p>	<p>A Research Policy Group was established in September, 2002.</p> <p>The Research Ethics Committee is in place.</p> <p>Accommodation was identified at Prison Service Headquarters for a central library/internet research facility. Full development of the facility has been deferred pending re-location of IPS Headquarters to Longford.</p> <p>A central database - IPSInfo - continued to be up-dated and added to, as appropriate. The database is accessible from all prison sites.</p>

OBJECTIVE 7: Effective and Efficient Resource Management

Strategy	Progress Achieved to end - 2003
<p>Ensure greater organisational flexibility</p>	<p>SORT/STEP- see strategy 20.</p> <p>A Central Purchasing Unit was established to develop and enhance procurement functions and deliver economies of scale for the Irish Prison Service.</p>
<p>Exploit the full benefits of information technology</p>	<p>The core Prisoner Records Information System (PRIS) is operational in all prisons since 2001. During 2003 the system was significantly enhanced to improve functionality, including a number of additional software releases and a significant upgrade to the underlying database.</p> <p>Roll-out of Phase 1 of the the Prison Medical Records System was completed in July 2003. The system is ready for live implementation.</p>

Strategy**Progress Achieved to end - 2003**

Progress was made in 2003 in preparing to link the Time and Attendance System to payroll. The link will be completed in 2004.

Continued investment and up-grading took place in the IT infrastructure for the Irish Prison Service. An IT System support team was put in place following an EU procurement process.

A contract for the implementation of a new HR system was awarded in late 2002. The HRMS system went live in October 2003.

Improve prisoner escort arrangements

Establishment of a central escort service was a matter for discussion in the SORT/STEP negotiations. A privatised escort service is envisaged in the event that the negotiations do not secure such a service.

The Irish Prison Service is represented on the Committee chaired by Judge Denham which is examining the feasibility of using video-link between prisons and courts.

Improve financial management

Cost centre-based financial reporting is now in place. Some refinements are being made on an on-going basis. Expenditure incurred by each institution and HQ Directorate can now be tracked.

The new Financial Management System - Oracle Financials - went live on a pilot basis in Wheatfield and Cloverhill prisons during 2002. During 2003 work continued on the development and implementation of the System and it was rolled-out to additional prisons - Midlands, Portlaoise, Castlerea, Mountjoy, St Patrick's and the Prison Service Training Centre.

IT links are in place to facilitate access to the Financial Management System at the Department's Finance Division in Killarney.

Appendix 4

Recommendations made in the first Annual Report of the Inspector of Prisons and Places of Detention

General recommendations relevant to the Irish Prison Service

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
The position of Fire Engineer (Fire Officer) for the Irish Prison Service should be filled forthwith. The prisons should be expressly under the control of the local fire authority in relation to all fire and safety provisions, as in other public buildings Paragraph 3	A competition to fill the new post of fire officer in the IPS was well advanced at end- 2003. All prisons maintain close liaison with local fire services.
That the Department of Health and Children take responsibility for prisoners with psychiatric illnesses, personality disorders and other disabilities to ensure the services and facilities that are available to the public in psychiatric hospitals or units are also available to prisoners Paragraph 4 That the IPS Headquarters addresses the issue of prisoners with mental problems being detained in prisons	As indicated in the Care and Rehabilitation chapter of this report under 'Medical Services', mental health services and structures to meet prisoner needs are being pursued by the Prison Health Working Group, comprising representatives of the community health sector, prison management and healthcare and the Departments of Justice, Equality and Law Reform and Health and Children.
Psychiatric care- psychiatric care for prisoners should be on par with that provided in the general community. Paragraph 12.3 Limerick	
That bail applications be done by video link or by transferring the prisoners concerned to Cloverhill Prison and keeping them until their applications are processed in the nearby Courthouse. Paragraph 5	There is already extensive use of Cloverhill Prison to accommodate prisoners due to appear at Cloverhill Courthouse. The IPS is represented on the Committee chaired by Judge Denham which is examining the feasibility of video links between prisons and courts
That psychologists be provided immediately for Mountjoy, the Dóchas Centre and Portlaoise prisons. Paragraph 6	Additional psychologists will be appointed from a new recruitment competition in 2004. Newly appointed psychologists will be assigned to prisons where their services are needed most.
The value of vouchers - The Irish Prison Service Headquarters should establish a basic standard amount which would be applicable to all prisons on a unified basis Paragraph 13.10 (a) of report of Limerick Prison	The issue of additional payments to prisoners (i.e. over and above daily gratuity) is normally done from the Governor's discretionary fund. The principal of standardisation of payments is accepted but there is merit in continuing to avail of the discretionary fund as appropriate to individual circumstances.

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
Records show that March 2002 was the last time that staff fire drill training took place - Staff fire drill training should be updated on a regular basis. Paragraph 18.12 of Limerick Report	Provision is now being made for regular staff fire drill training.
The future role of the medical orderlies should be addressed by the Irish Prison Headquarters. Paragraph 5.4 (f) of the report on Mountjoy Prison and Dóchas Centre	It is long standing policy that staff involved in providing healthcare services to prisoners should have equivalent qualifications and training to similar staff in the general community. Medical Orderlies are accordingly being replaced by Nurse Officers on a phased basis.
The appointment of a Healthcare Manager as recommended in the report on Prison Health Care Services 2001 should be implemented. Paragraph 5.4. (f) of the report on Mountjoy Prison and the Dóchas Centre	The Irish Prison Service is pursuing implementation of this recommendation in the context of implementing the Report on the Structure and Organisation of Prison Health Care.
That the appointment of a doctor and psychologist as well as updating of files and facilities and supply of medicine (weekends) to be expedited immediately by the IPS Headquarters. Paragraph 5.3 (i) of the report on Portlaoise Prison	General practioner and psychologist services have since been made available at Portlaoise. New surgery, etc., facilities will be provided in the proposed new "C" Block. A computerised medical records system will replace existing manual systems as soon as medical officers agree to use it.
That the Headquarters examine the situation regarding staff training in general (especially Breathing Apparatus training in view of the age profile of the staff involved). Paragraph 7.5 of the report on Portlaoise Prison	A review of staff training across the Prison Service is underway. This will incorporate specific examination of training issues in regard to Breathing Apparatus.

Cloverhill Prison

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
Illegal drugs being thrown over the boundary wall. Paragraph 4.3.	IPS is committed to combating the inflow of drugs into prisons and is addressing the issue both at individual prison level and across the prisons estate. Specific measures include staff vigilance, provision of nets over exercise yards, CCTV and co-operation with the local Gardaí.

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
<p>Lack of background information on prisoners on committal - Irish Prison Service to pursue meetings with the Gardaí and Courts Service to resolve this problem. Paragraph 4.4.</p>	<p>The IPS favours the development of a more structured arrangement for information sharing between criminal justice and other agencies notwithstanding the legal issues involved. Possible means to this end are being considered.</p>
<p>That all committals to the prison receive a physical medical examination by the doctor - This practice should be implemented immediately and the Irish Prison Service to pursue same. Paragraph 6.6.</p>	<p>It is long standing policy that all prisoners are medically examined as soon as practical after reception. Both draft Prison Rules and draft Prison Health Care Standards are explicit on this matter.</p>
<p>Cloverhill Education Unit - opening of the new educational facility as soon as possible. Paragraph 7.1</p>	<p>The Education Unit is due to open in Autumn 2004.</p>
<p>Activities - Additional activities required at Cloverhill Prison to occupy the prisoners' time and reduce boredom. Paragraph 8.1</p>	<p>Additional activities/ facilities are already in place since the Inspector's visit, e.g., cookery classes on the wings</p>
<p>Fire vulnerability study - recommendations to be implemented by the Irish Prison Service as soon as possible. Paragraph 9.3</p>	<p>The intention is that these recommendations will be reviewed by the Fire Officer, following appointment, with a view to their incorporation as appropriate into an overall fire policy.</p>
<p>Replacement of equipment at Cloverhill Prison as soon as possible. Paragraph 9.11</p>	<p>Done</p>
<p>Fluorescent lighting in the toilets of the visitor's waiting room at Cloverhill Prison to be replaced by blue lighting as soon as possible. Paragraph 11.3</p>	<p>Done</p>
<p>That the Minister for Justice, Equality & Law Reform move new legislation to allow for committal warrants to be made out to the Irish Prison Service and not individual prisons or Minister signs transfer orders, which power he already has. Paragraph 4.5.</p>	<p>This proposal for a new form of committal warrant was already being considered by the Irish Prison Service in light of the potentially significant operational benefits involved. A working group is in place to explore the matter in detail. Any requirement for legal change will be brought to the attention of the Department.</p>
<p>Amend the Criminal Justice Act 1960 to allow remand prisoners to be granted temporary release in special circumstances - The Minister for Justice, Equality & Law Reform amend the Act accordingly. Paragraph 5.1.</p>	<p>This is a policy issue outside the remit of the Irish Prison Service.</p>

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
Juveniles should not be mixed with adult prisoners - juveniles if at all possible should not be sharing cells with adult prisoners and should be kept separated as far as possible.	This recommendation is in line with Irish Prison Service policy. The Governor of Cloverhill Prison has issued instructions in the matter.
Asylum seekers not to be held in prison while awaiting decision regarding Irish citizenship - that such applications should be detained elsewhere. Paragraph 13.3	This is a policy issue outside the control of the Irish Prison Service.
Removal relocation form (AH390): that the time of examination by the nurse/medical orderly should also be recorded on the form. Paragraph 14.2.	Implemented.

Limerick Prison

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
Gymnasium - The addition of two punch bags with appropriate quality gloves for the use on same. Paragraph 6.2.	Additional punch bags have already been provided.
Library - The expansion of the entire library area. Paragraph 6.3.	As part of the redevelopment in Limerick, expanded library facilities will be incorporated into the proposed new education block.
Access to the visitor waiting area in the new development - allows access for visitors who arrive early. Paragraph 8.1	A proposal along the lines referred to will be included in the standard operating procedures for the new visits area.
The provision of one medical area with new waiting room attached - The Inspector recommends that the Irish Prison Service Headquarters includes this in any refurbishment plans. Paragraph 14.2/3	The Inspector's comments will be taken on board in the further redevelopment of the prison.
When plans are being drawn up for the refurbishment of the rest of the prison, consideration should be given to having the educational unit placed within one area and proper storage facilities provided. Paragraph 17.6/7	The Inspector's comments will be taken on board in the redevelopment of the prison.

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
Bullying amongst staff - the Governor should keep this matter very much under review. Paragraph 19	Bullying is something that the IPS takes very seriously at a national level and locally in individual prisons. However, as the Inspector has pointed out, specific examples were not provided to him in Limerick. The Governor will continue to monitor the situation.

Mountjoy Prison and the Dóchas Centre

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
That the locker room and offices over the front gate of the Dóchas Centre be converted to prisoner room accommodation and that the existing offices and locker room facilities within this area be transferred to another location. Paragraph 4.1	Preparatory work has been carried out on this project but it is "on hold" pending further consideration of future accommodation needs for female prisoners.
That the main prison be replaced not refurbished as a matter of urgency but that in the meantime, the sanitary systems within the prison be brought up to an acceptable standard. This work should start immediately but should be phased by commencing work in the vacant wings. Paragraph 5.1 (a) & 15, 15.2 (a)	The recommendation on replacement of Mountjoy Prison echoes the prior proposal of the Prisons Authority Interim Board that a new prison on a green field site replace Mountjoy. The Minister and the Government have accepted this proposal. Pending provision of the new replacement prison, limited refurbishment of Mountjoy Prison will proceed in the interest of keeping the prison operational.
The development of a surgery complex on the site of the old kitchen should be proceeded with if the existing buildings are not going to be replaced. Paragraph 5.4 (e) 5.4 (f)	
That the electricity supply generator for the main prison be upgraded or replaced as a matter of urgency. Paragraphs 5.8 (d) and 7.4	
The general shower area be refurbished and brought to a reasonable standard. Paragraph 6.4 (m)	
The appointment of two additional psychologists (one for the male prison and one for the Dóchas) Paragraph 5.5 (a)	This will be considered when the allocation of additional psychologists is being decided in 2004.
Televisions be provided in all cells as soon as possible. Paragraph 5.2	Implemented.

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
The Governor to investigate if the alleged practice of reading documents passed between legal representatives and prisoners when on professional visits to the prison is correct and if correct, to rectify same.	It is not accepted that staff read legal documents other than to the extent required to establish that the correspondence is a genuine legal document, which is, of course, confidential to a prisoner. Once this requirement is met, papers are returned without further perusal.
That the outside contract placed for pest control within the prison be increased to eradicate and further control the pests particularly mice and cockroaches. Paragraph 5.4 (a) & 6.3 (a)	Trades staff at the prison currently carry out pest control. They use the same materials and follow the same procedures as would an external contractor. Local management is satisfied that the extent of pest control efforts is already at the level required to respond effectively to the problem. The age and condition of the prison buildings is, of course, a factor in the extent of the pest problem.
That push button alarm call bells are installed inside the cladded cells in the medical unit. Paragraph 5.4 (d)	This recommendation is being considered in the context of the pilot programme for new observation cells.
That management, if at all possible, carry out fire evacuation exercises in all parts of the prison that are occupied. Paragraph 5.8 (e) & 7.7	Done.
The cleanliness and hygiene of the toilet/wash areas within the prison especially the "A" recreation area, "B" wing and "D" workshop/ recreation areas be brought up and maintained at an acceptable standard. Paragraph 6.1 (d), 6.2 (d) & 6.4 (h)	Done.
That the prisoners who perform cleaning duties within the toilet areas should get some extra recognition offered to them (i.e. industrial allowances). Paragraph 6.2 (b)	While the IPS appreciates the reasoning behind this recommendation, the introduction of differential rates of payment to prisoners has wider implications. The matter will continue to be kept under review.
That the refuse waste bags being stored at the end of the landings and at some of the exits from the wings of the prison be removed more frequently to a disposable area. Paragraph 6.2 (b), 6.3 (a) & 6.4 (a)	A waste management committee has been set up in the prison. New waste removal arrangements are already in place and new wheelie bins provided.
That prisoners receive two changes of underwear, socks, shirt, etc. per week and have a shower at least twice a week. Paragraph 6.4 (m)	This is agreed by the Governor.

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
The provision of a drug free area/wing within the main prison. Paragraph 6.4 (n)	This will be considered in the context of the draft Irish Prison Service Drugs Policy.
That a wire covering or other such material be placed over the emergency exit light fittings so that prisoners cannot remove the batteries from them. Paragraph 7.4	Agreed.
That staff receive more comprehensive training in the use of breathing apparatus. Paragraph 7.6	See 10 above
That signs are erected outlining fire evacuation points, emergency exits and assembly point areas and fire evacuation notices be placed in all cells. Paragraph 7.7 & 7.8	Done.
That an information leaflet/ booklet be made available to all new committals to the prison. Paragraph 10.3(a)	Done.
That the entrance to the control room of the Dóchas Centre be kept locked for security reasons at all times Paragraph 11.1	Done.

Portlaoise Prison

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
That a citizen's advice type facility should be established in the prison. Paragraph 5.1(b)	The Portlaoise Citizen's Advice Bureau now visits the Prison.
That local management make decisions on non-medical issues so that the doctor's time is not wasted. Paragraph 5.3(d)	The Director of Healthcare Services and the Governor agree with this recommendation. A review of the policy on supply on non-medical items has been undertaken in Portlaoise and new measures devised.
That local management arrange to install another telephone for the use of prisoners on E2 landing. Paragraph 5.4 (j)	This has been examined. It is considered that adequate telephone facilities are already provided in all parts of the prison

Recommendation (Including reference to relevant paragraph in the Inspector's Report)	Irish Prison Service position at end December 2003
That local trades staff examine this gate on a regular basis and if found faulty to have same replaced. Paragraph 5.5(a)	The gate in question has been technically examined and the necessary adjustment to the equipment has been agreed.
That local management have toilet/shower facilities in exercise yard brought up to an acceptable level of hygiene and whatever repairs/replacement work needed be carried out immediately. Paragraph 6.6(e)	Done.
Provision of an adequate and complete CCTV system immediately. That in view of the age and condition of the prison consideration should be given to rebuilding the whole premises. The Inspector strongly recommends the demolition of the prison. Paragraph 6.9 (c) Portlaoise	A major redevelopment programme has commenced at Portlaoise Prison. When completed, it is envisaged that the prison will consist of a combination of new and old buildings, all of which will be fitted out to the highest standards and contain modern facilities including for example, full in-cell sanitation, televisions, modern CCTV system, etc., as well as high quality educational facilities.
That a decision should be made immediately by the Irish Prison Headquarters concerning the future use of D Block and if it is to continue (against my advice) as cellular accommodation that a smoke extractor system should be installed. Paragraph 7.6	The future of the "D" block at Portlaoise Prison is under active consideration, in the context of the redevelopment programme already underway at the prison.

Appendix 5

Counting Rules and Recording Practice

The statistical tables in this Annual Report were compiled on the basis of the following counting rules and recording practices:

Counting of Committals

Where a person is committed on more than one separate occasion during the year, he/she is counted once for each reception. However, where an offender currently serving a sentence receives a further prison sentence, this is not counted as a separate reception.

Recording of Offences

In the case of an individual committed under sentence for more than one offence, only the principal offence is recorded in the tables. The offence selected as the principal offence is that for which the heaviest sentence is imposed.

Age of Offenders

The age of offender in the tables is recorded as the offender's age at date of committal.

Guide to Table Headings

In Tables relating to age, the age range is indicated as 15 to <17, 17 to <21 etc. The convention used is that, for example, '15 to <17' means aged from 15 years and no days up to and including 16 years and 364 days old, '17 to <21' means aged from 17 years and no days up to and including 20 years and 364 days.

In the case of Tables referring to sentence length e.g., 3 mths to <6 mths, 1 year to <2 years, the convention used is that '3 mths to <6mths' means a sentence 90 days up to and including a sentence of one day less than 6 calendar months, '1 year to <2 years' means a sentence from one calendar year up to and including a sentence of one day less than two calendar years.

Offence Classifications

This Report classifies 1,400 offences in four Groups, i.e., Offences against the person, Offences against property with violence, Offences against property without violence and Other Offences. Particulars of offences included in each group are available from the Corporate Affairs Directorate, Irish Prison Service, Monastery Road, Clondalkin, Dublin 22; tel: 01-4616012; e-mail: info@irishprisons.ie.

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