



Irish Prison Service Annual Report 2001

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

Irish Prison Service Annual Report 2001

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Prisons Authority Interim Board



*Brian McCarthy
Chairman*



Mairead Ahern



*Seán Aylward
Director General*



Patrica Casey



Anne Counihan



Tom Hoare



Jerry Kiersey



Micheal Mellett



Governor Frank McCarthy



Kathleen O'Neill



Michael O'Shea



Michael Whelan



Brian McCarthy

Foreword by the Chairman of the Prisons Authority Interim Board

2001 was another challenging year for the Irish Prison Service.

The daily average number of prisoners in custody in 2001 was 3,112, which represented an increase of 5.4% over the previous year and an overall increase of 41.4% since 1996. This further expansion in prisoner numbers gave rise to correspondingly greater levels of demand on services in all areas of the prison system. These demands were met and managed with commendable success.

I want to pay tribute to my fellow Board members, the staff of the Irish Prison Service and the staff of other agencies, statutory and non-statutory, for their commitment, contributions and support in the operation of the prison system during 2001.

2001 was also a year of further improvements in prison conditions, most notably in bringing new accommodation into use in the Midlands Prison and improvements in drug treatment and provision of drug-free accommodation. Notwithstanding these and other improvements, there is still much to be done to bring many of our prisons and places of detention up to acceptable, modern-day standards. In particular, there is still a need to address overcrowding and the lack of 24-hour access to sanitation in some of our older institutions.

At a corporate level, there were important strides made in the process of establishing the Irish Prison Service as an independent, executive agency. The Service published its first ever Strategy Statement (2001-2003) following a major consultation exercise involving staff at both central and local levels. The Service's new corporate headquarters at Monastery Road, Clondalkin was occupied and the new central management and staffing structures began to take shape.

I welcome the publication in this Report of more comprehensive statistics of the prisoner population. This is most important in ensuring that the Government, Oireachtas and the public are provided with more and better statistical information on persons who are committed to custody and the services provided for them.

Board Meetings

The Board met on six occasions in 2001 and were briefed on all significant developments in the Irish prison system. The following were among the main items considered by the Board during the year:

Financial

- Financial allocation for 2001 - the Board monitored expenditure on the Prisons Vote on an on-going basis in 2001;

Staffing

- Headquarters staffing arrangements and recruitment, including filling of senior management positions, and transfer of the Service to new accommodation in Clondalkin;
- Overtime in the Prison Service - the Board closely monitored developments in relation to SORT/STEP and took a keen interest in the development of possible new attendance arrangements which would eliminate the need for overtime in the Prison Service;

Strategic Planning

- Development and publication of the first Irish Prison Service Strategy Statement. The statement was prepared with the full participation of seventeen multidisciplinary planning teams based in the institutions and six teams representing the headquarters business areas;

Legislation

- Prison Service Bill - The Board examined the Draft Scheme of a Prison Service Bill and established a sub committee to further examine the legislation as drafting work continued. The Board conveyed its observations on the Draft Scheme to the Department of Justice, Equality and Law Reform and pressed for preparation of the legislation to be expedited;

Prisoners

- Committal to prison of a number of children under 15 years of age - the Board expressed its serious concern in this matter to the Minister and Secretary General of the Department of Justice, Equality and Law Reform;
- The growing number of mentally unwell persons committed to prison;
- Overcrowding among the prison population, in particular in relation to Cork and the Dóchas Centre;
- Problem of homelessness experienced by many ex-prisoners;

Research

- The Board decided to establish a Prisoner Based Research Ethics Committee, chaired by Dr Patricia Casey, to evaluate all requests to carry out research involving prisoners.

Meeting with the Minister for Justice, Equality and Law Reform

The Chairman met with the then Minister for Justice, Equality and Law Reform, Mr John O'Donoghue, T.D., on 3 April to discuss issues of concern to the Board. The Minister was informed of the Board's serious concern at the Department of Finance decision not to fill a number of senior positions in the Irish Prison Service pending an

announcement on the location of the new headquarters. Concern was also expressed about financial allocations in the Prisons Vote 2001. The Minister announced that the Department of Finance had agreed to lift their embargo on the filling of the sanctioned posts. This enabled the Director General to put senior staff in place urgently to proceed with the Strategic Operations Review Team (SORT) process. As regards finances, the Minister indicated that expenditure would continue to be monitored closely, especially expenditure on prison overtime which was continuing to rise.

Correspondence with the Minister for Justice, Equality and Law Reform

In view of its serious concerns regarding the committal to prison of boys under 15 years of age, the increasing rate of homelessness among ex-prisoners (particularly among women) and the committal of mentally unwell persons to prison, the Board raised these issues with the then Minister for Justice, Equality and Law Reform on 25 October 2001.

The Board expressed its concern about the detention of young boys, including non-offenders, in prison on foot of court orders. The Board argued that the prison system was not designed to cater for the needs of such children and could do little more than provide holding accommodation for them, without the benefit of a therapeutic regime.

The Board pointed out that housing provision for ex-prisoners and the provision of care for mentally unwell persons were not the legal responsibility of the Irish Prison Service. However, committals to prison were increasingly being made, inappropriately, as an emergency response to gaps in service provision elsewhere. The Board expressed its concern that the Prison Service was increasingly expected to be the 'default' agency for people with social and mental problems. It was

clear to members that the Service was struggling to cope with all the associated difficulties created by inappropriate committals to prison.

Resignation

Mr Eamon Leahy, Senior Counsel, resigned from the Board in December 2001, on his appointment as Chair of the Legal Aid Board. On behalf of all members of the Board, I want to express my gratitude to Mr Leahy for his valuable contributions to the Board since its inception and to wish him every success in his new appointment. Mr Leahy was replaced by Mr Michael O'Shea.

Brian McCarthy

Chairman

Prisons Authority Interim Board
December 2002



Seán Aylward

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

Minister,

It is my pleasure to submit to you the Irish Prison Service Report for 2001.

This is the first Report since 1994 which provides statistics of all committals to prison during the year. This has been made possible by very substantial investment in a new IT system - the Prisoner Records Information System (PRIS) - which links all seventeen prisons and places of detention. While reporting features have yet to be fully developed in PRIS, the System is now capable of providing extensive data and profiles of the age, offences and sentences of all prisoners committed since 1 January, 2001.

Comparison with 1994 statistics

When compared with statistics from 1994 and previous years, the figures published in this report point to some interesting developments. These include:

- reduction of 1,706 in the overall number committed to prison under sentence (down from 6,866 in 1994 to 5,160 in 2001);
- reduction in the number of males aged under 21 years committed under sentence (down from 1,844 in 1994 to 1,226 in 2001);
- reduction in the number of committals on sentences of less than 6 months (down from 3,650 in 1994 to 2,986 in 2001);
- reduction in the number of persons committed for non-payment of fines (down from 2,173 in 1994 to 1,204 in 2001).

The factors underlying these reductions include (i) the significant reduction in the number of persons on unstructured temporary or early release now as

compared with 1994, (ii) the substantial reduction in crime up to and including the year 2000 and (iii) improved economic circumstances.

Notwithstanding the reduction in the number of males under 21 years of age who were committed under sentence, there is still a need for ongoing attention to ensure that alternatives to custody are available for all young people who can be managed effectively in a non-custodial setting.

Profiles of persons sent to prison

The advent of PRIS has enabled us to provide profiles of the 9,539 persons who were sent to prison in 2001. One of the more significant statistics to emerge from these profiles is the growing ethnic diversity among the prisoner population.

18% of the 9,539 persons who spent time in our custody in 2001 were foreign nationals from a total of more than ninety different states. This significant shift in demographics has given rise to new and challenging demands on our Service in areas such as translation, education and promotion of racial equality. These demands must be met if we are to meet our national and international obligations to people in custody. I am greatly impressed with the commitment of all staff in the prison system in responding to our new circumstances.

State Funeral

An event in 2001 which had a very positive public response was the State funeral on 14 October of the ten volunteers who were executed and interred at Mountjoy Prison during the War of Independence.

Nine of the ten volunteers were re-interred at Glasnevin Cemetery and the tenth, Volunteer Patrick Maher, was laid in his final resting place at Ballylandens, Co. Limerick.

The Irish Prison Service recognises the professionalism of all staff associated with the event from the initial location and exhumation of the remains to participation in the funeral ceremonies.

Development of Annual Reports

Going into 2003, the Irish Prison Service will be up to date in publishing annual reports. This follows the elimination of a five year backlog in the period since November, 2001 with the publication of reports covering the years 1995 to 2001. Moreover, the quality of those reports has been steadily improved in terms of content and layout.

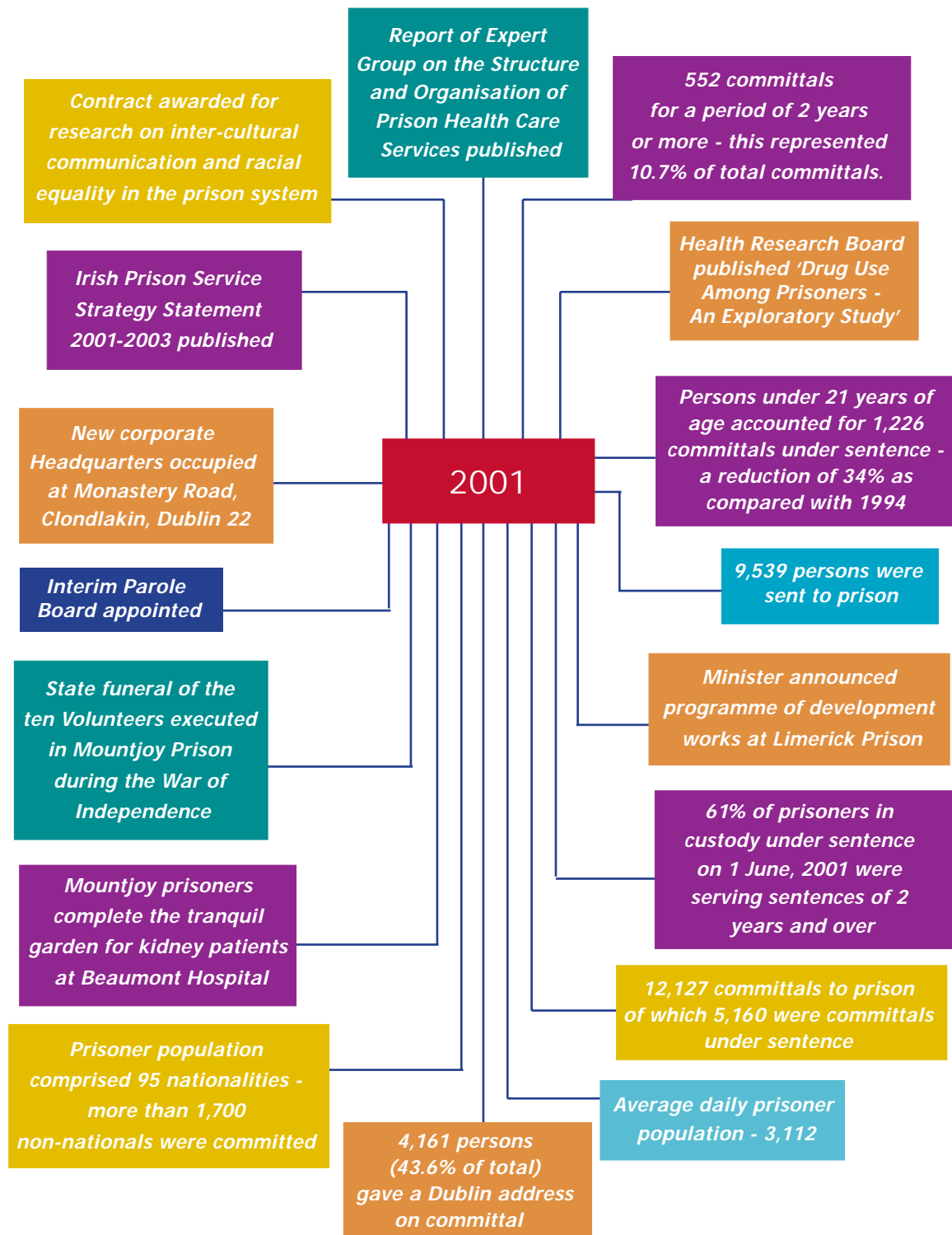
With a view to continuing improvement to the quality of annual reports, the Irish Prison Service recently invited a number of academics from third level institutions to participate in a review of our published statistics. I am delighted to say that these invitations were immediately taken up.

The Service looks forward to working with those involved to ensure that our future statistical material is timely, comprehensive and relevant to well informed public debate and discussion about crime and punishment in our society.

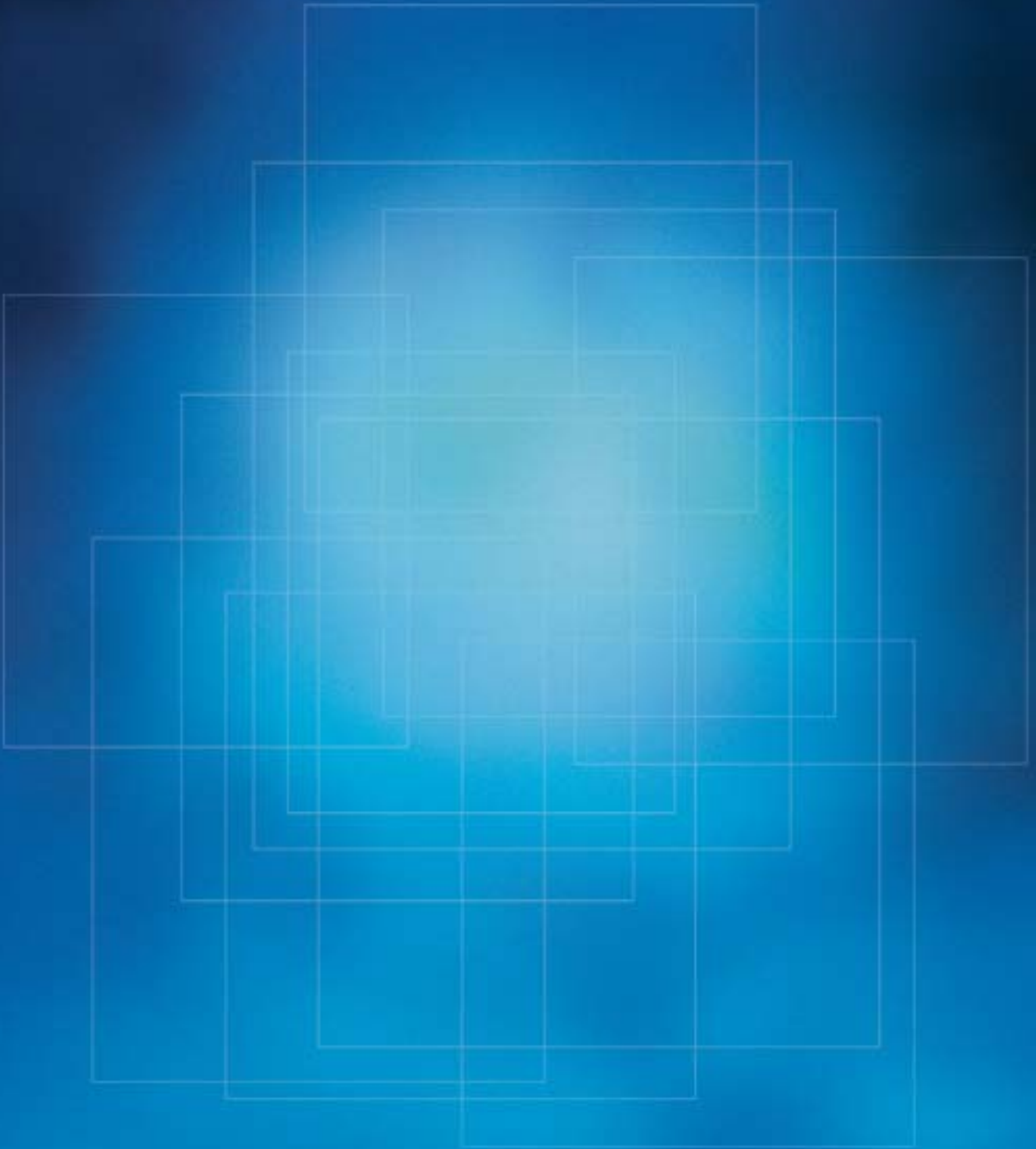
Seán Aylward
Director General

December, 2002

Overview – 2001 at a Glance

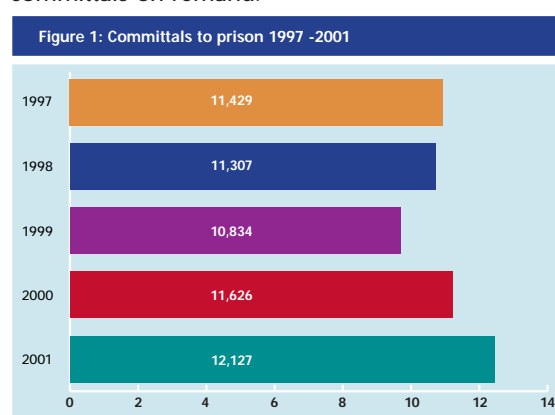


Custody of Prisoners



Committals

There were 12,127 committals to prison in 2001. Of these 5,160 were committals under sentence. Implementation of the Bail Act 1997, which came into operation on 22 May 2000, has been a significant factor in increasing the number of committals on remand.



Annual committal numbers have long been used as an indicator of (i) the extent to which the Courts exercise the option of custodial sanction and (ii) the level of activity in prison reception areas. Committal numbers should not be regarded - as they sometimes are - as a statistic of the number of persons sent to prison. This is

because any one person can be committed several times in the one year. For instance, a person who is remanded in custody on a number of occasions pending trial is newly committed following each remand. Similarly, a person may be remanded, convicted and released on more than one occasion in the one year giving rise to multiple committals on remand and sentence.

Persons committed in 2001

With the advent of the computerised Prisoner Records Information System (PRIS), it is now possible to provide statistics and profiles of persons who are sent to prison each year.

Age, gender, home address (by county) and country of origin of the 9,539 persons committed to prison in 2001 are given in Table 1, Table 2 and Figure 2.

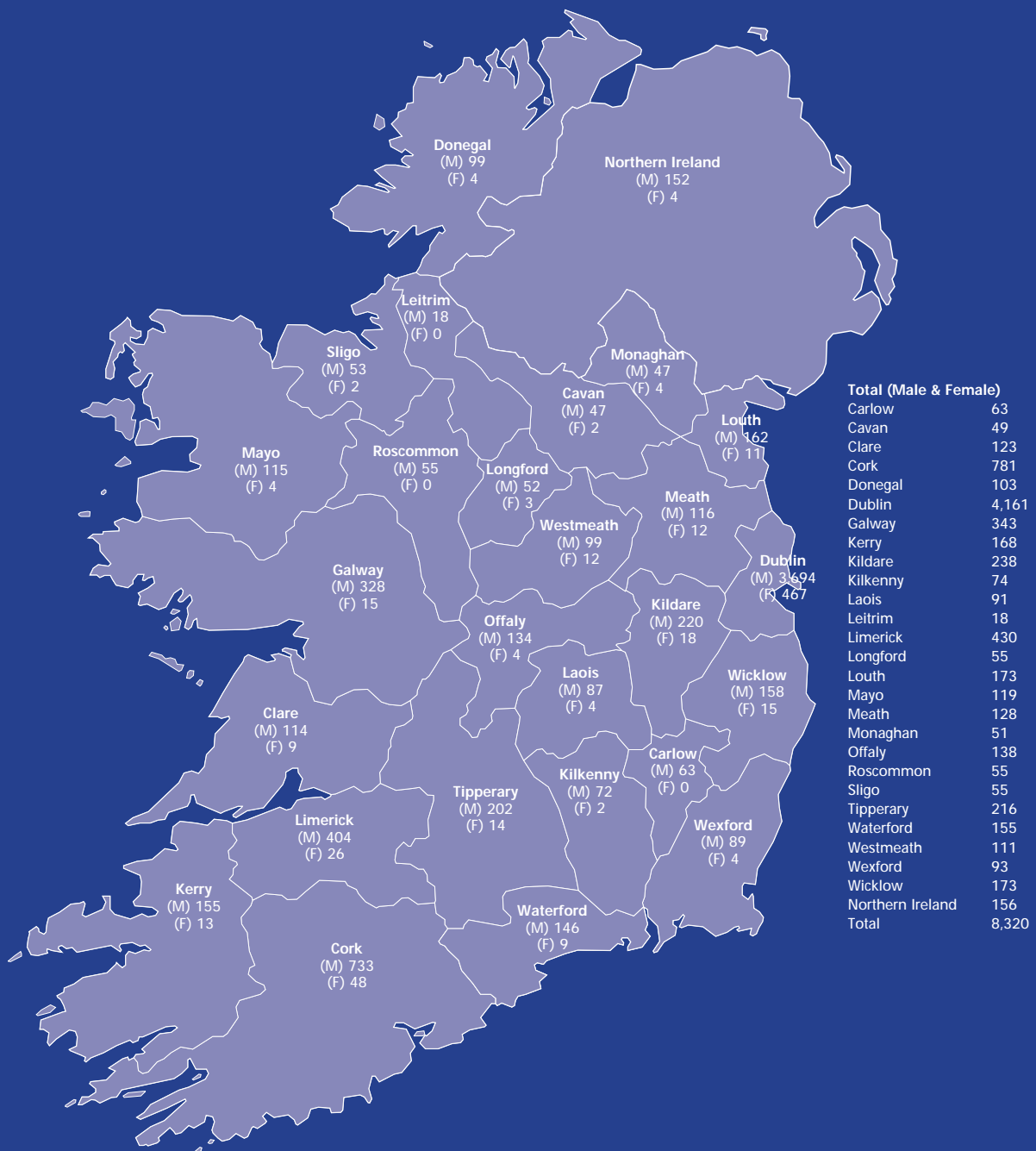
Just over 90% of all persons committed to prison in 2001 were male. Over 19% were aged under 21 years and 14.5% over 40 years of age.

Table 1: Age and gender of persons committed in 2001

Age Groups	Male	Female	Total
15 to < 17	122	4	126
17 to < 21	1,562	150	1,712
21 to < 25	1,906	210	2,116
25 to < 30	1,772	220	1,992
30 to < 40	1,991	211	2,202
40 to < 50	794	95	889
50 and over	469	33	502
Total	8,616	923	9,539

43.6% of all persons committed in 2001 gave a Dublin address. Cork and Limerick addresses were given by 8.2% and 4.5% of persons committed.

Figure 2: Home address by County given by persons committed in 2001



■ 828 other prisoners (669 Male and 159 Female) gave addresses outside the State
 ■ Home addresses are not recorded for 391 prisoners (333 Male and 58 Female)

Of the 9,539 persons committed to prison in 2001, 18% indicated that they were non-nationals (from a total of 95 countries). Committal of these persons gave rise to new challenges for the Irish Prison Service in areas such as translation, education and promotion of racial equality. Planning and delivery of prison services now has to take account of much greater ethnic diversity and hence much greater variation in the needs of the prisoner population. The proportion of non-nationals in the prisoner population on any given day is approximately 5-7%.

Table 2: Nationality as given by persons committed in 2001

Nationality	Number
Irish	7,806
E.U.	289 (225 British)
Other European	638
Asian	131
African	448
North American	12
Central/South American	40
Austral-Asian	11
Not Recorded	164
Total	9,539

Committals under sentence

There were 5,160 committals under sentence in 2001. Table 3 profiles the principal offence which gave rise to each committal, classified by sentence length. Table 4 profiles the principal offence classified by age of offender. Table 5 profiles the age of offender classified by sentence length. Separate profiles by gender are included in the Appendix to this report.

2001 is the first year since 1994 for which it is possible to provide age, offence and sentence length profiles of committals under sentence.

When compared with 1994 it will be noted that the number of committals under sentence is down significantly in 2001. An important factor in this reduction is that many persons who would in the past have been sentenced and committed while on temporary release are now likely to be already in prison under sentence when they appear in court on further charges. (Note: A further committal does not arise when a person already in prison under sentence receives a new sentence.)

Table 3: Offences classified by Sentence Length - All Offenders

Group 1 - Offences against the Person	<3 mths	3 mths to <6 mths	6 mths to <1 year	1 year to <2 years	2 years to <3 years	3 years to <5 years	5 years to <10 years	10 years and over	Life	Total
Murder	0	0	0	0	0	0	0	0	14	14
Manslaughter	0	0	0	0	0	3	4	3	0	10
Sexual Offences	0	2	21	32	6	24	25	3	0	113
Other	84	111	141	97	17	31	18	3	0	502
Total -Group 1	84	113	162	129	23	58	47	9	14	639
Group 2 - Offences against property with violence										
	10	22	46	60	24	43	30	5	0	240
Group 3 - Offences Against Property without Violence										
	201	194	287	110	21	30	13	1	0	857
Group 4 - Other Offences										
Drug Offences	57	43	61	32	18	52	39	8	0	310
Road Traffic Offences	791	336	298	89	12	22	5	0	0	1,553
Other	862	280	244	98	11	40	26	0	0	1,561
Total - Group 4	1,710	659	603	219	41	114	70	8	0	3,424
Grand Total	2,005	988	1,098	518	109	245	160	23	14	5,160



Control Room

Table 4: Offences classified by Age Group - All Offenders

Age Group (years)

Group 1 - Offences Against the Person	15 to < 17	17 to < 21	21 to < 25	25 to < 30	30 to < 40	40 to < 50	50 and over	Total
Murder	0	3	1	3	6	1	0	14
Manslaughter	0	0	2	4	3	0	1	10
Sexual Offences	0	14	10	9	24	25	31	113
Other	6	125	123	106	89	37	16	502
Total - Group 1	6	142	136	122	122	63	48	639
Group 2 - Offences Against the property with Violence	6	58	53	59	54	7	3	240
Group 3 - Offences Against the property without Violence	31	233	213	167	146	51	16	857
Group 4 - Other Offences								
Drug Offences	1	54	81	85	63	17	9	310
Road Traffic Offences	20	387	357	301	310	120	58	1,553
Other	15	273	301	293	369	188	122	1,561
Total - Group 4	36	714	739	679	742	325	189	3,424
Grand Total	79	1,147	1,141	1,027	1,064	446	256	5,160

Table 5: Age Groups classified by Sentence Length - All Offenders

Sentence Length

Age Group (Years)	<3 mths	3 mths to <6 mths	6 mths to <1 year	1 year to <2 years	2 years to <3 years	3 years to <5 years	5 years to <10 years	10 years and over	Life	Total
15 to < 17	15	23	29	10	0	1	1	0	0	79
17 to < 21	344	244	314	148	35	45	14	0	3	1,147
21 to < 25	404	230	254	131	25	58	36	2	1	1,141
25 to < 30	403	196	193	89	24	64	46	8	3	1,026
30 to < 40	451	186	209	99	20	49	40	5	6	1,065
40 to < 50	234	72	69	29	5	20	13	3	1	446
50 and over	155	35	29	13	0	8	13	3	0	256
Total	2,006	986	1,097	519	109	245	163	21	14	5,160

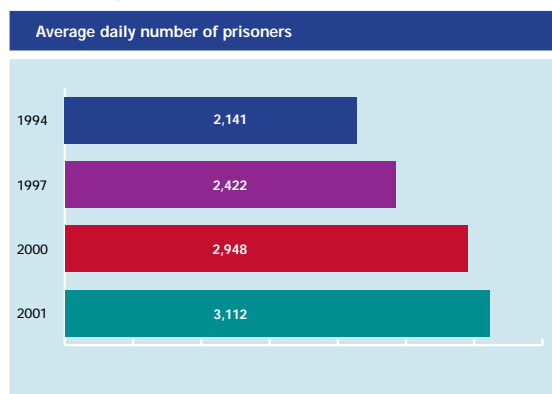
Prison overcrowding

The chronic overcrowding which had been a feature of the Prison System during the 1980's and 1990's was addressed in recent years. The provision of over 1,200 new prison spaces in the years since 1996 meant that by 2001 the Prison Service could accommodate those sentenced by the Courts for the duration of their sentences, without systematic recourse to early or temporary release as a means of controlling numbers in custody. Some prisoners are, of course, still released early as part of a structured programme in line with international practice. The provision of accommodation continues to be an issue for female prisoners, however, and this means that there is still some recourse to the use of temporary release to alleviate female overcrowding.

Number of prisoners in custody

The daily average number of prisoners in custody in 2001 was 3,112, an increase of 6.4% on 2000. The daily average number of female offenders in custody during the year was 98.

Figure 3: Daily average number of persons in custody



A number of prisons, including Mountjoy Prison, Limerick Prison and Shelton Abbey, operated below capacity to allow for planned refurbishment as part of the Prison Building Programme. In addition, Portlaoise Prison operated below capacity for security reasons.

The prisoner population at the Midlands Prison (opened in 2000) increased on a phased basis for operational reasons. As the Midlands Prison expanded its inmate population, the numbers accommodated at Mountjoy Prison were reduced to facilitate refurbishment. The 'A' Wing and Separation Unit in Mountjoy were closed.

Towards the end of the year, a Working Group was formed to examine the feasibility of the continued operation of Shanganagh Castle as a male juvenile open centre in the light of the considerable decline in numbers transferred to this centre over previous years. It was expected that the Group would submit its findings to the Director General in the early part of 2002.

Remand Prisoners

There has been a dramatic increase in the number of persons remanded into prison custody. The daily average number of remand prisoners in the month of October 2001 was 546. In order to assist in the accommodation of remand prisoners in the Dublin area it was necessary to re-designate Wheatfield Place of Detention as a Prison with effect from 10 October, 2001. This situation arose because of pressure on space in Cloverhill Prison. While the prison was designed to accommodate 400 prisoners, the numbers remanded in custody went as high as 460 on occasion.

Juveniles

There were a number of cases during 2001 where persons under 15 were committed to St. Patrick's Institution on High Court Orders and, on one occasion, a 14 year old was committed by a District Court Judge. The Prisons Authority Interim Board was very concerned at what appeared to be a growing trend in this respect, reflecting concerns voiced to them in the matter by prison staff.

The Children Act was passed into law by the Oireachtas in 2001. Under the provisions of this Act, separate, dedicated secure detention centres will operate their own unique regime catering specifically for the needs of juvenile offenders (aged 16 and 17). Preliminary work commenced on the Juvenile Centre on a site adjacent to Cork Prison (38 spaces) which it was intended would be completed in 2003. In addition, a number of sites in the Dublin area for proposed Juvenile Detention Centres (90 male and 20 female spaces) were under consideration.

Temporary Release

The proportion of the total number of persons serving sentences who were on temporary release fell from 6.3% in December, 2000 to 5.7% in December, 2001. Prisoners on temporary release were generally on either a structured temporary release programme, often under the direct supervision of the Probation and Welfare Service,

or on short periods of temporary release for compassionate reasons, such as ill health or a death in the family.

The Government approved the publication of a Criminal Justice (Temporary Release) Bill 2001. The purpose of this Bill is to amend the Criminal Justice Act 1960 so as 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 principles which will apply to the exercise of this power. This Bill will provide a clear and transparent basis, as well as the necessary safeguards required, for the operation of the system of temporary release.

Escapes

There were 13 escapes from custody in 2001, all but one of which took place when the prisoner was being escorted outside the institution. The most notable escape incident took place on 2 February when a prisoner was being escorted from Waterford District Court to Cork Prison. The van transporting the prisoner was forced off the road by a group of men who effected the prisoner's escape.

Abdonscions from Open Centres totalled 95 as follows:

Table 6: Abdonscions from open prisons 2000 and 2001

Institution	2001	2000	Change 2001 over 2000
Shanganagh Castle	65	66	-1
Shelton Abbey	6*	36	-30
Loughan House	24	21	3
Total	95	123	-28

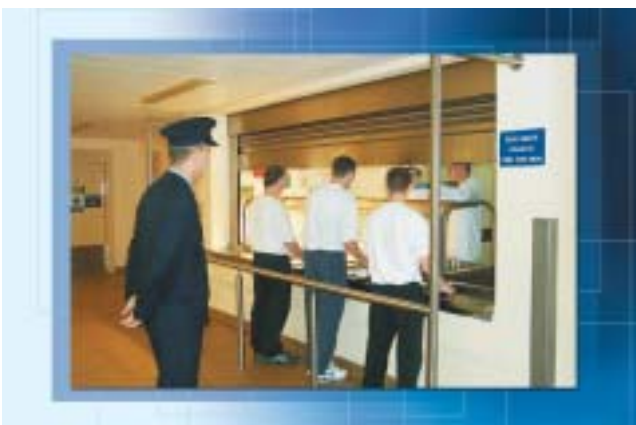
* These figures reflect the reduced number of prisoners accommodated at shelton Abbey while renovations were in progress.

Sex Offender Act 2001

The Sex Offender Act 2001 came into operation on 27 September 2001. The Act provides for a package of measures aimed at protecting the public, in particular children, from sexual abuse or attack. The primary purpose of the Act is to provide a tracking system for persons convicted of sexual offences. There are implications in the legislation for the Prison Service. Section 9 places an obligation on Prison Governors to inform the Gardaí of the impending release of a sex offender at least 10 days in advance of release and to remind the offender of his or her obligations under the legislation, prior to release.

Seizure of Drugs

Efforts to reduce the supply of drugs in the prison system continued to be pursued vigorously. Initiatives taken during 2001 included enhanced video surveillance, improved visiting and searching facilities, staff vigilance, urine testing and placement of nets over vulnerable areas such as exercise yards. In addition, extensive use was made of screened visits at Cloverhill and Midlands Prisons. In all cases where visitors were found attempting to supply drugs to prisoners, the Gardaí were called to the prison.



Severy

Interim Parole Board

The Minister for Justice, Equality and Law Reform established the Interim Parole Board on an administrative basis on 4 April, 2001. The function of the Board, which replaced the former Sentence Review Group, is to advise the Minister on the administration of long term sentences.

The Minister refers to the Interim Parole Board for review (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.

A Prisoner may write to the Interim Parole Board setting out any points which he/she wishes the Board to take into account. A Member or Members of the Board will always meet with the prisoners being reviewed for the first time but the Board will decide if an interview is necessary in the case of subsequent reviews. A period of not more than 3 years may elapse between one review and the next.

Transfer of Sentenced Persons

Twenty-six applications were received in 2001 from prisoners in the UK to transfer here. Twenty-five applications were received from prisoners in Irish institutions to transfer to other jurisdictions.

Table 7: Transfers of prisoners effected in 1999, 2000 and 2001 under the Convention on the Transfer of Sentenced Persons

Applications for Outward Transfer to:	1999	2000	2001	Total
United Kingdom	6	10	11	27
Northern Ireland	4	5	9	18
Scotland			2	2
Germany	1	1	1	3
Holland			1	1
Spain		1	1	2
Italy		1		1
France	1			1
Total	12	18	25	55

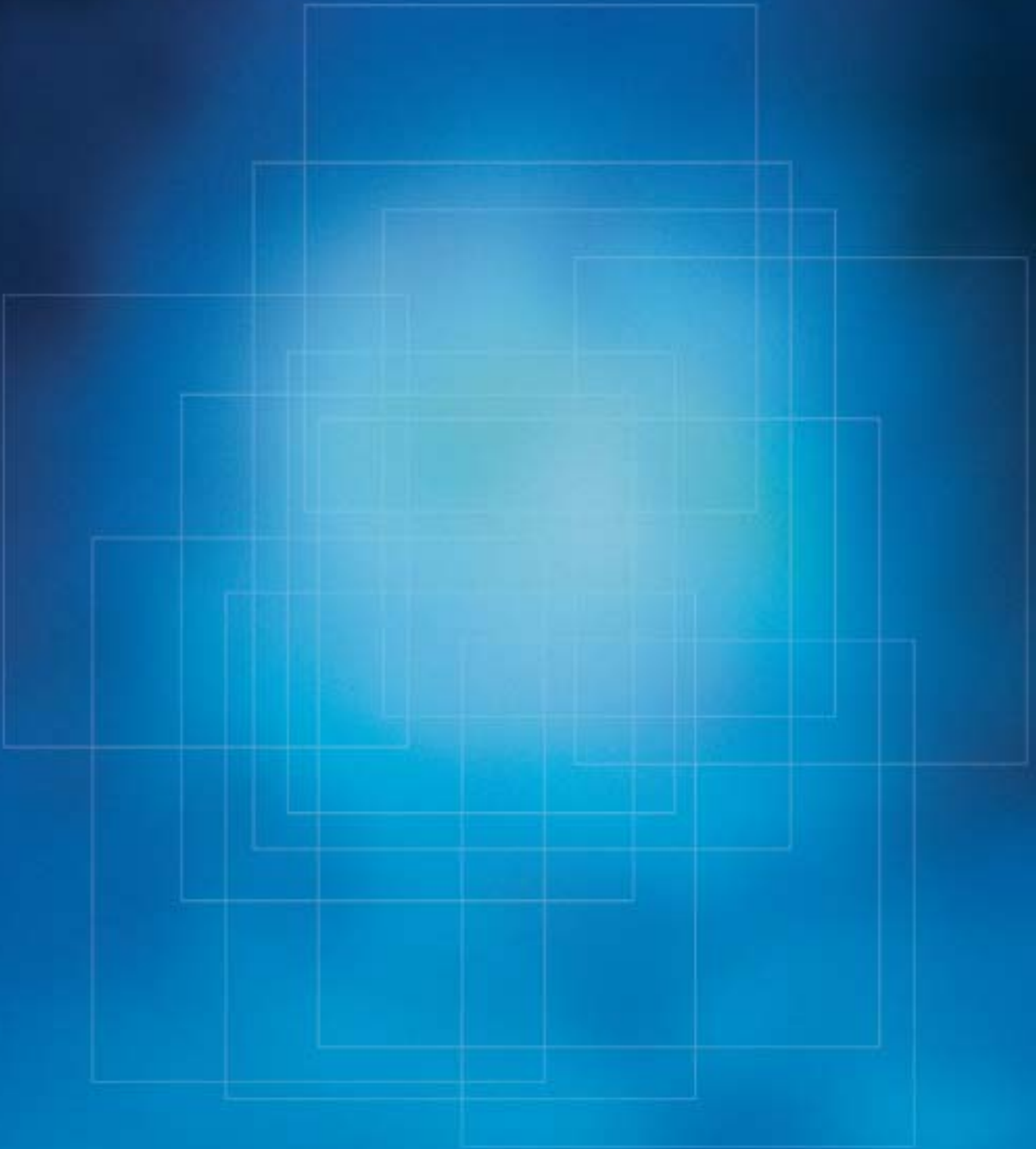
Outward Transfer effected to:	1999	2000	2001	Total
United Kingdom	1	3	5	9
Northern Ireland	5		1	6
Netherlands	1			1
Germany			1	1
Total	7	3	7	17

Convention on the Transfer of Sentenced Persons

Inward Transfers; applications received from:	1999	2000	2001	Totals
United Kingdom	21	31	26	78
Isle of Man		1		1
Spain		1		1
Total	21	33	26	80

Inward Transfers effected from:	1999	2000	2001	Totals
United Kingdom	11	10	4	25
Isle of Man	1			1
Total	12	10	4	26

Care and Rehabilitation of Prisoners



Services for Prisoners

The Prison Service aims to provide a range of care services to prisoners to a standard commensurate with what is generally considered acceptable in the wider community. These services include medical, dental, psychiatric, psychological, education, work and 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 from within and preparing for their integration in to wider society as law abiding citizens on release from custody.

New Regimes Directorate

As part of its commitment to re-balance the custodial and care/rehabilitation functions in prisons, the Irish Prison Service made the decision to form a new Headquarters Directorate - the Regimes Directorate - which would comprise a multidisciplinary team of staff. At the end of 2001, arrangements were in hand for the assignment of staff to the Directorate; appointment of the new Director, Ms Marieva Coughlan, a former member of the Prisons Psychology Service, took place in early 2002.

Work and Training

The Irish Prison Service places 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. Many of the activities are also chosen with a view to providing products and services for the prisons.

In 2001 a garden was built by Mountjoy prisoners for the Irish Kidney Association in the grounds of Beaumont Hospital, Dublin. Work was also carried out on a facility for ex-prisoners on behalf of the Matt Talbot Community Trust in Ballinascorney, Co. Dublin. Also in 2001 furnishings for a dormitory were presented to the Barretstown Camp for seriously ill children in Co. Kildare.

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. Training activities are intended to operate in a manner which complements education courses.

The CONNECT Project

CONNECT 2000-2006 is an action-research project which is run by the Irish Prison Service in collaboration with the National Training and Development Institute (NTDI) of the Rehab Group. The project focuses on prisoners' transition from custody, through training, on to reintegration into the community and labour market participation. An evaluation report of CONNECT was published in 2001 titled '*Story of a Success, Irish Prisons, CONNECT 1998 - 2000*'. The project will be expanded to other prisons during the period 2003-2006.

Pre-vocational training programmes developed by CONNECT provide prisoners with the opportunity and encouragement to make well-informed choices about how to use their time in custody. An individualised planning system was developed to provide support and structure activities to help the prisoner reach their vocational goals. CONNECT has extended the number of certified vocational training programmes and systems in the prisons. The project is also contributing to links between prisons and the wider community for training and other developmental opportunities and employment opportunities for ex-prisoners.

Education Service

The Prison Education Service consists of a partnership between the Irish Prison Service and a range of educational agencies. Ten Vocational Education Committees make the largest contribution to, and are the mainstay of, the Prison Education Service. The Service also incorporates important partnerships with the Open University, Public Library Services, the Arts Council, several third-level Colleges and a number of other bodies.

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 2001/02. 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).

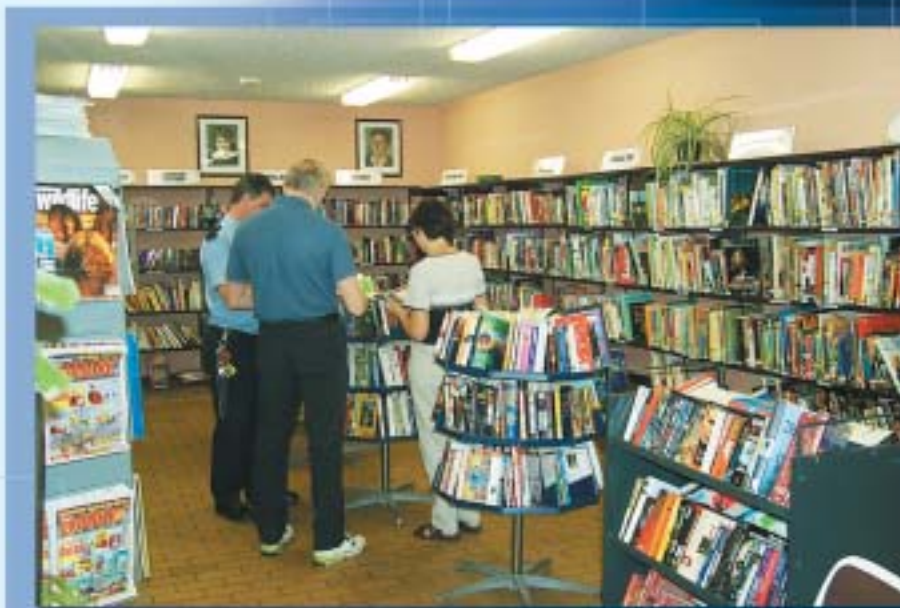
Policy is drawn largely from the Council of Europe recommendation and report, *Education in Prison*

(Strasbourg, 1990), *The Management of Offenders, A Five Year Plan (1994)* and the *Strategy Statement for the Prison Education Service for 1999-2001*.

Objectives, methods and course content are largely those of adult education. The emergence of FETAC accreditation has opened up new possibilities and this is now widely used in prison education. Full details of what is taught in prisons may be found in the *Directory of Prison Education*.

Participation in education varies with factors such as facilities, turnover of population and segregation but is generally over 50% for the whole prison system. Sanction was received from the Department of Finance in 2001 to proceed with the building of new education facilities in Cloverhill and discussions have commenced with project management consultants.

In 2001 several important developments were set in train in prison education in line with both the



Wheatfield Library



Sex Offender Research Report & Prisoner Education Report

Irish Prison Service and Prison Education Strategy Statements. Two complementary committees were formed in 2001. One committee was established to redraft the Strategy Statement for prison education for the years ahead. The other committee was established to review the curriculum available in prisons. Each committee was expected to produce reports in 2002, following wide consultation.

Comprehensive research was conducted during 2001 into the extent of literacy problems among prisoners and a report on this was expected in late-2002. Further information on prison education may be found in the following publications:

- The Directory of Prison Education, 2001
- Physical Education in the Irish Prison System: The challenges ahead
- Report of the In-Service Committee, 1999-2001

- Another Place: A First Anthology of Creative Writing from Irish Prisons, 2001
- Guidelines for Quality Literacy work in Prisons
- A special Irish issue of the Newsletter of the European Prison Education Association (EPEA), winter 2001/02
- Articles on aspects of Irish prison education, published in the North American quarterly, Journal of Correctional Education, in 2001, covering aspects of work in Portlaoise, Wheatfield and Fort Mitchel, as well as a rationale for the unusually wide curriculum in Irish prisons. Further articles will be published in 2002.

Copies of these publications may be obtained from the Co-ordinator of Education, Prison Education Service, Floor 3, Block 5, Belfield Office Park, Beaver Row, Dublin 4.

Offender Programmes

Sex Offender Treatment

As is the case for all offenders, sex offenders within the prison system have access to individual therapeutic work with professionals working in their prison. Often the individual work with those who have committed sex offences involves motivating them to take more responsibility for their offending and to overcome denial and minimisation of their crimes. For many sex offenders, the professional services attempt to motivate and prepare them to move on to the more intensive group treatment programme.

The structured group programme for sex offenders is available in two prisons - Arbour Hill (running since 1994) and the Curragh (running since 2000). Offenders from any prison in the country may apply to take part in one of these 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. This is achieved through enabling offenders gain increased control over their offending behaviour. 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 Group Programme. This research commenced in 1998 and is ongoing. In 2001, 16 offenders entered the Sex Offender Treatment Programme.

Sex offenders are also encouraged to take part in other group programmes and courses running in their prison. For instance, sex offenders in Cork, Arbour Hill and Curragh prisons take part in the Thinking Skills Course.

In October 2000, the Irish Prison Service retained a research consultant, Dr Francesca Lundstrom, on foot of a publicly advertised tender competition, to conduct research with a view to laying the foundation for multidisciplinary sex offender treatment in Irish prisons. The consultant's report, entitled *The Development of a New Multidisciplinary Sex Offender Rehabilitation Programme for the Irish Prison Service*, was completed in 2001 and published in March 2002. Copies are available from the Government Publications Sales Office.

Thinking Skills Course

The Thinking Skills Course is run by multidisciplinary teams involving prison officers, teachers, probation and welfare officers and psychologists. The course is designed to provide a range of skills essential for effective problem-solving and interpersonal competence. Offenders are taught new skills that can help them to deal with life's problems in a different way in the future. There is substantial international evidence to show that these courses can have a major impact on reconviction rates.

In 2001, 48 offenders participated in Thinking Skills courses.

The results of a controlled research study on the effectiveness of the Thinking Skills Course became available in 2001. The research was carried out by a psychologist working with the Service in 1999-2000. Positive change was observed among course participants immediately following and six months after course completion. The course seemed to work better for violent offenders rather than recidivist property/robbery offenders. These findings were in line with international experience.

Psychology Service

Functions of the Prison Psychology Service

The Psychology Service has various responsibilities within the prison system. As well as maintaining a commitment to the provision of a generic clinical psychology service for individual offenders in the prison system, the Service has responsibility for the development of group programmes for particular offender groups; for work with prison officers in the areas of induction training, developmental training and post-incident care and involvement in the development of strategy, policy and protocol in areas significant to the operation of the prison system. The Service also supports and facilitates research projects evaluating the care and custody of offenders.

Distribution of work

An overview of the distribution of work for the Psychology Service in 2001 is depicted in Figure 4. 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. These two categories of work accounted for 56.6% of the service's time in 2001.

*Figure 4: Clinical Psychology Service: Work Distribution, 2001**

Generic Therapeutic Services for Offenders	Programmes for Offender Groups	Work with Prison Officers	Operational, Strategic & Policy Development work	Psychology Service work	CPD	Research	Administration & Service Management
29.6%	27%	5.9%	11.2%	12.4%	4.5%	1%	8.4%

** In 1996, the figures in the Psychology Service's first annual report showed that 53.2% of time was given to work with individual offenders and 10% to work with offender groups. In the last few years particularly, the Service has been putting more resources into the development and running of group programmes for offenders.*

Figure 5: Developmental changes in psychology service provision, 1999-2001.

Work Type	1999	2000	2001
Individual work	43	37.5	29.6
Group work	16.7	19.8	27

Mr Des O'Mahony, who had headed up the the Psychology Service since its inception in 1980, retired with effect from 31 December, 2001. Mr O'Mahony has since been replaced by Mr Paul Murphy who was a member of the Psychology Service.



Work training in the paintshop

Probation and Welfare

The Probation and Welfare Service in Prisons and Places of Detention works with prisoners to reduce the likelihood of re-offending.

Probation and Welfare Officers are assigned to all prisons and places of detention in the State. During 2001 Probation and Welfare Service staffing within the prisons was much improved, following on the recruitment of additional Probation and Welfare staff. The Prisons Authority Interim Board was very supportive in seeking these additional appointments.

Within custodial institutions, Probation and Welfare Officers work with offenders individually and in groups to address offending behaviour, as well as factors contributing to offending such as substance misuse, anger management and coping skills. The Probation and Welfare Service works in partnership with other services and in multidisciplinary initiatives to develop and deliver programmes such as the Sex Offender Treatment Programme.

Probation and Welfare Officers have prepared reports on offenders including social background, risk and needs assessment and recommendations for reintegration on release from prison for Prison management, the Sentence Review Group and the newly established Interim Parole Board.

During 2001, over fifty life sentence prisoners on release from prison were on supervision by the Probation and Welfare Service in the community.

The reintegration of offenders is an important aspect of the work of Probation and Welfare Officers. In association with local committees and community organisations, the Probation and Welfare Service has funded and supported the development of services in communities to assist in this process. For example, the Linkage Programme is established with the support of business in the community to access employment, training and education for ex-offenders on release from custody nation-wide. PACE operates a valuable training course in Santry for offenders on

supervision in the community and on temporary release from Dublin prisons. Priorswood House in Coolock is currently being redeveloped with the support of the Probation and Welfare Service to provide improved transitional accommodation for offenders on release.

Chaplaincy

A chaplaincy service is available in each prison and place of detention. Full time Roman Catholic Chaplains are attached to all the prisons and places of detention in the Archdiocese of Dublin, in addition to Limerick, Castlerea, Portlaoise, Midlands and Cork Prisons. Part-time Roman Catholic Chaplains are attached to Fort Mitchel and Loughan House.

Chaplains of other Churches, such as the Church of Ireland and Presbyterian Church, attend the prisons on either a part-time or visiting basis as necessary. The needs of Muslim prisoners are met by local Muslim religious leaders.

The primary function of the Chaplaincy Service is to make religious services available to offenders. Chaplains also offer support to offenders and assistance in their human and spiritual development. The work involves close liaison with the other services in the prisons, with parochial clergy, offenders' families and outside agencies, and attendance at meetings in the prisons to review individual prisoner's cases.

Chaplains minister to the whole prison and are available to offenders and prison staff. At present the full-time Chaplains comprise ordained priests, non-ordained religious, and one lay person. The senior Chaplain working full-time with the Irish Prison Service is Fr. Fergal McDonagh, Arbour Hill Prison.

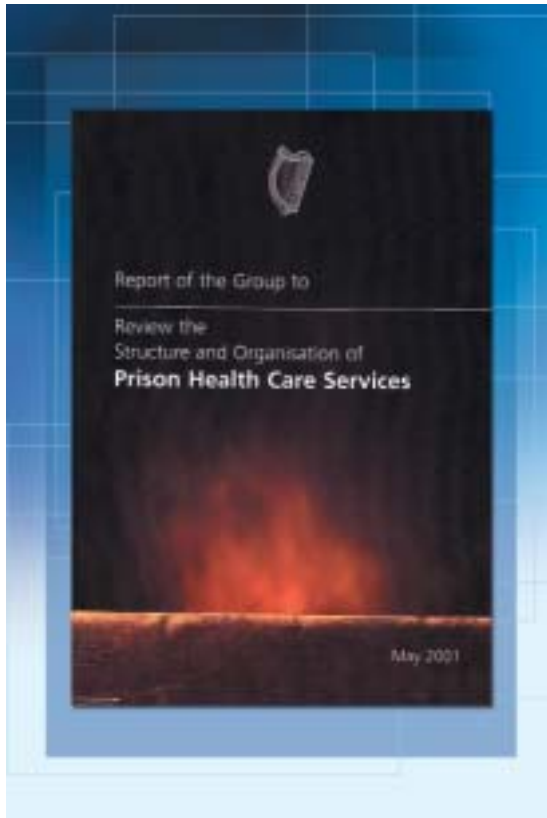
Prison Health Care

Health Care Review

The Irish Prison Service is committed to providing health care to prisoners at a standard at least equivalent to public health care in the community. In this context, a most significant health care development in 2001 was the completion and publication in September 2001 by the Minister for Justice, Equality and Law Reform of the report of the group to *Review the Structure and Organisation of Prison Health Care Services*. This was the first independent strategic review of prison health services ever undertaken and recommends strategic steps to ensure that health care standards and structures in the Prison Service match those in the wider community.

Recommendations made by the Review Group include the following:

- A multidisciplinary approach should be adopted to prison health care, with co-ordination at central and local levels;
- There should be a formal partnership between the Irish Prison Service, the Department of Justice, Equality and Law Reform, the Department of Health and Children and the health boards for the development and delivery of prison health care;
- In the interests of overall consistency a clear and defined set of health care standards is required;
- Overall national health policy should be applicable to prisons and resources should be provided on a partnership basis to facilitate integration of prison health care on an equivalent basis into national health care policy;
- Health care staff should be facilitated to participate in ongoing professional development activities;



Prison Health Care Services Report

- A central management structure should oversee the development of strategy and policy to ensure provision of a comprehensive health care service.

The Irish Prison Service Strategy Statement 2001-2003 includes a commitment to implement all accepted recommendations, subject to resource provision, contained in the Report of the Prisoner Health Care Review Group, by end 2003. This includes a commitment to define broad-based medical care standards for prisoners for incorporation in the Business Plans of institutions.

Arising from the recommendations contained in the Review Group report, a Working Group has been established (in early 2002), comprising representatives from the Irish Prison Service, the Department of Justice, Equality and Law Reform

and the Department of Health and Children to pursue implementation of the recommendations where possible.

Medical Services

As outlined in previous reports, the recruitment and retention of prison doctors has become increasingly problematic in recent years. The problems associated with providing health care within a prison environment have been increasingly difficult to overcome in the context of increased patient demand allied with increased expectations of health care staff associated with the successful economy elsewhere. Towards the end of 2001, the Irish Medical Organisation (on behalf of prison doctors) sought a significant increase in remuneration for these posts and it is intended to negotiate this matter through 2002 in the overall context of the restructuring of prison health care which has been recommended in the Health Care Review.

Nursing Services

The position of Co-ordinator of Prison Nursing Services was filled in mid-2001. The role of the Co-ordinator is to provide strategic leadership to the increasing number of qualified nurses working within the Prison Service.

At the end of 2001 there were 63 Nurse Officers working in 10 prisons. During 2001, 8 nurses were recruited. The overall target for nursing numbers is in the region of 150, but the recruitment process remains slow, in a situation of shortage of nurses nationally.

The recruitment of Nurse Officers has identified a need for a new nursing management structure, at central and local levels. The absence of a first line management structure can be problematic for nurses delivering service at ground level.

A number of training initiatives for nurses took place in 2001, in line with *The Commission on Nursing Report (1998)* recommendations to provide 'continuing professional development opportunities'. The Irish Prison Service facilitated all nurses in undertaking a two-day training course in basic principles of drug treatment. Some nursing staff are in the process of, or have completed, courses in Stress Management Training, Smoking Cessation, Wound Management, Sexual Health and other areas of care. The Service has also encouraged nurses' attendance at conferences related to their work.

The nurses working in the Irish Prison Service have effected significant improvements in working practices in health care delivery in 2001, furthering the Service's objective of equivalence of care.

Pharmacy Services

A Co-ordinating Pharmacist for the Prison Service was appointed in 2001. After some months, during which important development work in the pharmacy field was undertaken, the post holder resigned to take up alternative employment. At the end of 2001 arrangements to fill the post were underway and it was subsequently filled by Ms Deirdre O'Reilly.

Drug Treatment

During the year there was continued expansion of drug treatment services within a number of prisons, particularly in the context of provision of methadone maintenance to prisoners considered suitable under criteria agreed with treatment agencies in the general community. These locations are mainly in the Dublin area, with some development of services in prisons elsewhere. At the end of the year there were approximately 300 prisoners in receipt of methadone treatment, of whom approximately 200-250 were on

maintenance at any one time. Unfortunately, the trained staff and other resources which would be considered necessary in the external community context to adequately address the range of problems and issues associated with a population of this size are not currently available in the prison context. This has presented on-going difficulties in ensuring the safety and stability of this treatment provision. In the context of this inadequacy we must consider that we remain fortunate in avoiding any significant mishap in the provision of this treatment.

Drug Use Among Prisoners - An Exploratory Study

A report, *Drug Use Among Prisoners - An Exploratory Study* was published by the Health Research Board in July 2001, following research partly-funded by the Irish Prison Service. A qualitative methodology was used to collect data. In-depth confidential interviews were carried out with twenty-nine prisoners in Mountjoy Prison.

The following were among the findings of the study:

- Heroin and cannabis were reported to be the drugs most commonly used within the prison setting;
- Six respondents with a history of drug use prior to imprisonment had ceased their drug use since entering prison;
- Motivation for ceasing drug use included health concerns, family well-being and attempts to comply with the conditions of a judicial review;
- Initiation into drug use in the prison setting was rare;
- Drug use offered prisoners a temporary 'escape' from prison;

- Those who continued to use illicit drugs while in prison reported that the quantities used were greatly reduced, as was the frequency of use;
- Respondents identified a need to expand the services available to drug users in Mountjoy Prison.

Action Plan

The first report of the National Steering Group for Prison-based Drug Treatment Services, published in July 2000, contained recommendations to improve many aspects of prison health care services. Arising from the report, an Assistant Governor with responsibility for the development and delivery of training services for staff involved in drug treatment in prisons was appointed in October 2001. It was anticipated at the end of 2001 that a further new post, Co-ordinator of Drug Treatment Services (Prisons), would be filled by the Eastern

Regional Health Authority to facilitate the co-ordination and management of drug treatment services in prisons and promote best practice on through care in respect of drug-dependent persons entering and leaving the prison system in the Eastern Regional Health Authority area.

In January 2001, it was decided to form a number of subgroups to examine the drug treatment needs of Wheatfield and the Training Unit as these were not included in the First Report of the Steering Group. To ensure that the proper management structures were in place for the delivery of all policy measures relating to drug treatment in prisons, a Management Group, comprising of senior management officials from both the Prison Service and the Health Boards and a representative from the Department of Health and Children was formed. There is now an agreed drug treatment strategy, which has the support of the relevant Health Boards, in the Dublin prisons.



Visitors' waiting room

Drug Treatment Facilities

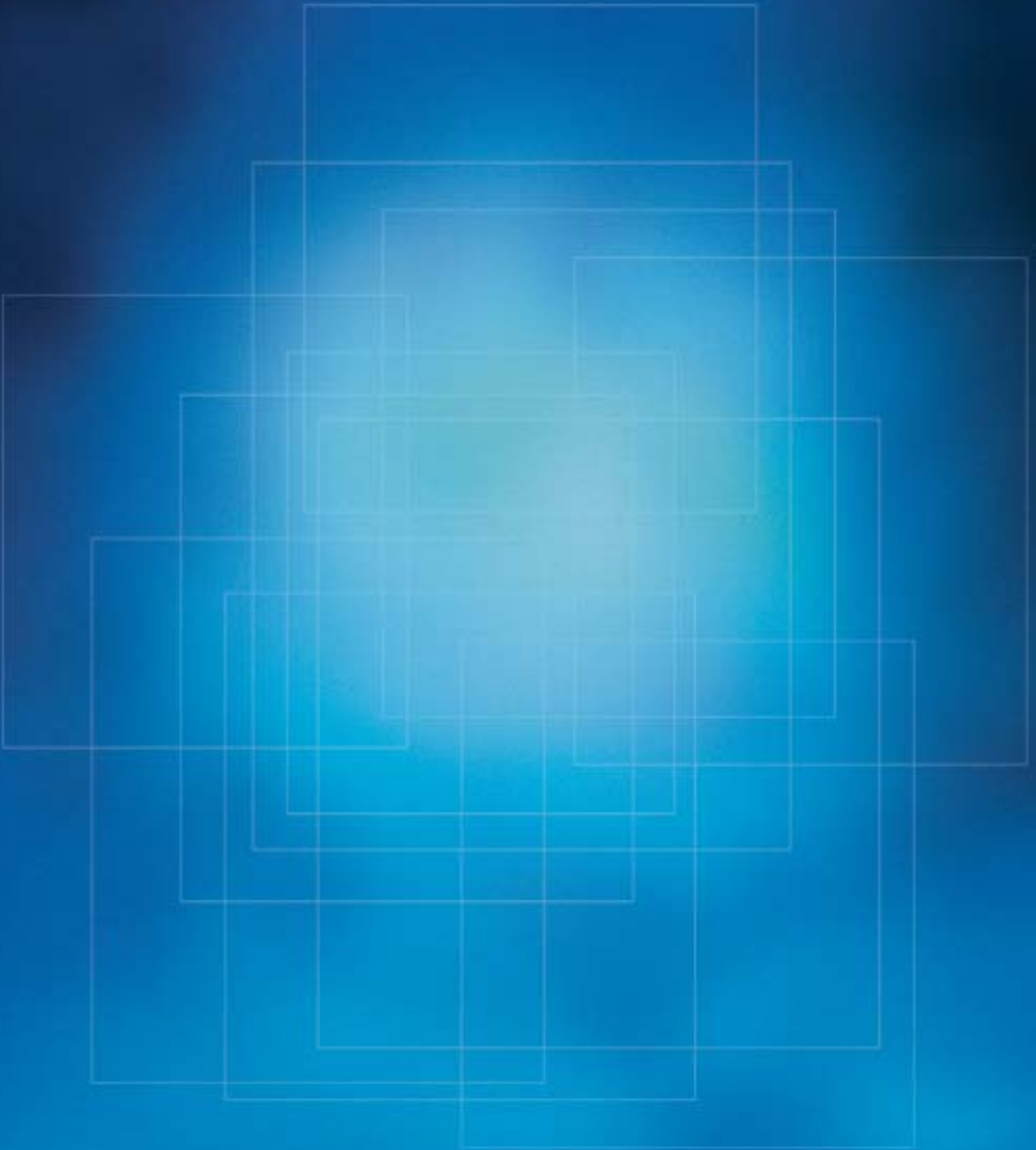
The Prison Service has an essential role to perform in tackling drug misuse, in co-operation with other government departments, voluntary agencies, statutory agencies, prisoners and their families and the community. In July 2001 the Minister directed the Irish Prison Service to establish a drug-free unit in every institution by Summer 2003. The State's three open centres, Loughan House, Shelton Abbey and Shanganagh Castle, have always operated a drug free policy. Drug-free units exist in St. Patrick's Institution and the Training Unit and there is a separate wing in Cloverhill for prisoners who are drug free or who wish to stay away from drugs. During 2001 plans were advanced for the opening of drug-free units in Wheatfield, Mountjoy and Limerick Prisons.

It was agreed by the National Steering Group on Prison-based Drug Treatment Services in January 2001 that a task force should be established in order to investigate alternative drug treatment for prisoners. The terms of reference of the group were to examine abstinence-based treatment options, including rehabilitation / residential programmes.

Community Links

During 2001 a special linkages group, the Prison and Community Drugs Liaison Group, was established comprising of the Prison Governors from Mountjoy, St. Patrick's Institution, the Training Unit, Cloverhill and Wheatfield Prisons and the voluntary and community groups who are working with people who have difficulties with addiction and their families.

The Institutions





Governor

Mr William Kane

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 now have in-cell sanitation and piped TV.

Significant developments and events in 2001:

- The average population was 137. The total number of committals during the year was 64;
- There was one absconscion from Arbour Hill during the year, the prisoner escaped while on an escorted family visit;

- There was one death from natural causes, the prisoner had been transferred to the cardiac care unit of a hospital;
- The Sex Offenders Programme continued and there was an increase in applications for the course;
- The Thinking Skills Programme also continued and there was a very positive response from offenders to this programme;
- The Group Skills Programme was developed to assist individuals to develop the confidence and skill necessary to participate in the Thinking Skills and Sex Offenders Programme;
- One-on-one Anger Management Courses began, with a view to developing a Group Therapy Course for 2002;
- Education involvement was more than 70% of the prison population throughout the school year. A range of courses, from basic literacy to degree level through the Open University, were available;
- A new greenhouse was erected, providing an additional activity programme for prisoners.



Governor

Mr Dan Scannell

Location:

Harristown, Castlerea, Co Roscommon.

Profile

Castlerea Prison is a committal prison for male adults aged 17 years and over. It is a closed, medium security prison in the main block. A separate area within the perimeter wall, 'the Grove', functions as a low-security, semi-open prison. It comprises 5 houses in which offenders live in a domestic type environment. The main block has a design capacity of 146 and a bed capacity of 170. The Grove has accommodation for 36.

Significant developments and events in 2001:

- The total number of committals was 1,013 of which 682 were convicted and 331 were on remand;
- One prisoner pleaded guilty to a murder charge committed while he was on temporary release and was subsequently sentenced to life imprisonment;
- One prisoner on remand escaped from custody while undergoing medical treatment in hospital;
- One remand prisoner terminated his own life;
- The prison continued to strive to maintain a drug free environment;
- A five day Librium detox programme was available for people addicted to drugs, including alcohol. Most prisoners who undergo the programme remain drug free while in prison;
- Regular urine testing continued to be carried out;
- A visiting psychiatrist continued to provide a psychiatric service to prisoners;
- Case conferences, involving health boards, Gardaí, Probation and Welfare Service and GPs, aimed at providing services for targeted prisoners on their release from custody;
- On average, 40% of prisoners were involved in educational courses, with 10% participating in State examinations;
- Most prisoners continued to be gainfully employed;
- The Visiting Committee met regularly and met prisoners on request;
- An Integrated Sentence Management Programme for offenders commenced during the year. This is a multidisciplinary programme and was received positively by both staff and prisoners;
- Voluntary agencies, including Samaritans, N.A. and A.A. continued to have a very positive involvement with prisoners;
- In partnership with the Western Health Board prisoners, who have themselves been victims of abuse, receive psychological assistance from four therapists who attend the prison on a weekly basis;
- The Chaplaincy service of all denominations continued to provide spiritual and moral support to prisoners.



Governor

Mr John Brophy

Location:

Cloverhill Road, Clondalkin, Dublin 22.

Profile

Cloverhill Prison is a remand, medium security prison for male adult remand and sentenced prisoners. The prison has accommodation for 456 prisoners in a combination of single, double and triple cells.

Significant developments and events in 2001:

- Daily average number of prisoners in custody was 386. The total number of new committals was 5160;
- The average population breakdown in 2001 was 57% remand, 33% trial and 10% sentenced prisoners;
- There was one death in custody; cause of death was methadone intoxication;
- There was one escape from custody - prisoner escaped from a hospital where he was being treated;
- There were three protests during the year - two sit-downs in the yard, one of which ended peacefully, the other required the deployment of the Control and Restraint team, and one rooftop protest where a successful conclusion was negotiated by staff;
- Prisoners with a drug problem were moved to 'B' Division where a detox programme is in

operation, 25 prisoners, on average, go through this programme at any one time;

- Approximately 50 prisoners were accommodated daily on a Methadone Maintenance programme;
- Improvements were made to security in the visiting area to prevent drugs being passed to prisoners during visits;
- Structural improvements were carried out, including improvements to the prison kitchen prior to an application for the 'Q' mark and gym and recreational facilities;
- A health and fitness week was organised by the staff for the prisoners in October;
- Counselling by outside agencies, such as A.A., N.A. and the Samaritans began;
- Cloverhill Courthouse opened in February 2001 and is fully serviced by prison staff, the first operation of this kind in the State. On average, 100 prisoners attend the Courthouse each weekday, these are managed by approximately 10 staff;
- The Visiting Committee attended the prison throughout the year;
- The Probation and Welfare Service continued their role in maintaining links between prisoners, their families and the community;
- Chaplains provided a full range of religious services to prisoners and also provided support and assistance to prisoners and their families;
- The Suicide Awareness Committee decided to hold monthly meetings. A recommendation to introduce a book for vulnerable prisoners was implemented, leading to interview by medical staff as a priority;
- There were ongoing improvements to the Library, with a number of workshops held, including on drug awareness and personal hygiene.



Governor

Mr Frank Mc Carthy

Location:

Rathmore Road, Cork.

Profile

Cork Prison is a medium security, closed prison for males aged 17 years and over, serving sentences up to life. It is the committal prison for counties Cork, Kerry and Waterford. The prison has a design capacity for 150 but has a long history of overcrowding. Very few offenders can avail of single cell accommodation.

Significant developments and events in 2001:

- The daily average number in custody was 272. The total number of committals for the year was 1,450;
- There were three escapes from custody - one prisoner escaped from an escort when he threatened officers with a syringe; one escaped when his transport from Court was forced off the road and another escaped while an in-patient in hospital;

- Overcrowding continued to be a problem during the year;
- A number of improvements to the prison were carried out, including phase 1 of the Prison Development Plan;
- Educational facilities were well utilised and a number of prisoners undertook examinations, including three Open University and 32 Junior Certificate;
- An art exhibition of prisoner's work took place in December;
- Over 160 prisoners availed of drug counselling services. A follow up counselling service is available on release;
- The 'Thinking Skills Programme' continued successfully, with the direct involvement of Prison Officers, Psychologist, Teaching and Welfare Service staff;
- A Post Release Service Co-ordinator was appointed on a pilot basis to facilitate prisoners' reintegration into the community;
- The Dillons Cross project continued to provide counselling, advice and training for the partners of prisoners. Offenders take part in parallel courses in the prison;
- The relics of St Therese of Lisieux were brought to the prison in June;
- Bishop Buckley concelebrated mass on Christmas Day.



Governor

Mr Pat Riordan

Location:

Curragh, Co Kildare.

Profile

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

Significant developments and events in 2001:

- The daily average number of prisoners in custody was 100;
- There were no deaths in custody or escapes during the year;
- The 'Thinking Skills' course was completed by 16 prisoners, 8 completed the Group Skills course and 16 completed the Pre-Release course;
- The Sex Offenders Programme was completed by 8 prisoners;
- Smoking cessation and stress management courses were organised;
- A 'Healthy Eating Week' was organised to help develop proper eating habits;
- A number of prisoners received educational awards in Food and Cookery, Database, Spreadsheets, Computer Applications, Communications and Maths; seven prisoners passed the Leonardo Basic Skills Cookery course;
- The kitchen was awarded the Hygiene Mark and was also awarded A and B in the CERT catering and hygiene audit;
- A total of 22 prisoners received City and Guilds certification through the computer workshop;
- Three prisoners were winners in the Listowel writers' competition.



Governor

Ms Kathleen McMahon
(Deputy Governor in 2001)

Location:

North Circular Road, Dublin 7.

Profile

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

Significant developments and events in 2001:

- The daily average number in custody was 83, the highest daily number in custody was 98;
- The total number of committals was 1,036;
- There was one escape from the Centre in 2001;
- The 'Women's Jail Project' was performed for the public for seven nights;
- The Connect project had three Options programmes with 20 prisoners participating;
- The relics of St Therese of Lisieux visited the Dóchas Centre in May;
- The daily number of prisoners on Methadone Maintenance was 20-25;
- The kitchen achieved the Certificate of Hygiene from Excellence Ireland.





Governor

Mr Finbarr O'Leary

Location:

Spike Island, Cork Harbour.

Profile

Fort Mitchel 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.

Significant developments and events in 2001:

- The daily average number in custody was 96;
- A new kitchen and administration areas were completed and occupied;
- Approx. 85% of prisoners attended education classes; particular emphasis was placed on literacy, numeracy skills and drug awareness courses; 16 prisoners sat their Junior Certificate in English and Maths;
- Health education, peer education, anger management and pre-release courses were also provided;
- FETEC/NCVA foundation level courses in communications, mathematics, personal health and fitness were also available; 56 prisoners took NCVAs in a variety of subjects, two have gone on to further education and training;
- Some prisoners received certification in ECDL modules and peer education;
- A number of speakers visited during the year, song writing workshops were provided and an artist worked with a large group of prisoners on self-portraits;
- Fund-raising for the Chernobyl Children's Project and the Ballycotton 10K Race was organised; 12 Chernobyl children visited during the summer;
- Approx. 30 prisoners took part in pre-release programmes to assist them with their preparation for leaving prison;
- The HOPE project continued to provide support to ex-offenders in relation to access to FÁS programmes, education, housing advice and drug and alcohol issues;
- A number of agencies, including A.A., St Vincent de Paul, Cork County VEC and Southern Health Board, continued to visit and support prisoners.



Governor

Mr Patrick Laffan

Location:

Mulgrave Street, Limerick.

Profile

Limerick Prison is a closed, medium security prison for males and females aged 17 and over. It is the committal prison for Limerick, Tipperary and Clare for male prisoners and for all six Munster counties for female prisoners. It has a design capacity of 145 (133 male and 12 female). Sentences range from remand to life.

Significant developments and events in 2001:

- The daily average number in custody was 188, with a daily average of 15 women and 173 men; the total number of committals was 816 men and 134 women;
- The average number of males in custody in 2001 was 20% lower than 2000 due to the reconstruction of the female wing, which led to the displacement of approximately 50 male prisoners and an overall reduction in numbers by way of transfers to other prisons to accommodate the reduced capacity;
- The number of women increased because of increased space available for women prisoners and overcrowding at the Dóchas Centre;
- Construction of a four storey wing to replace C wing, which was demolished, commenced in June 2001;

- Reconstruction of a section of E division commenced, the reconstructed section includes modern cell accommodation for 16 prisoners, with in-cell sanitation, TVs and kettles;
- Work began on the development of the Main Gate area, to include a new visitors' waiting room;
- A new prisoners' telephone system was installed which allows each prisoner to make one telephone call per day to one of four telephone numbers. The system incorporates a separate, 24 hour, confidential line to the Samaritans
- Excellence Ireland sanctioned the Hygiene Approved Award for the prison kitchens;
- The relics of St Therese of Lisieux were displayed in the prison on 19 June; the Bishop of Limerick celebrated mass in the prison Chapel on 23 December;
- Contact with a range of community groups continued, including AA, St Vincent de Paul, Samaritans, organisations catering for young people involved in criminal activity or at risk of becoming so involved, counselling services and the Bedford Row project;
- Approximately 70% of prisoners attended some type of educational provision;
- Alternative to Violence, Pre-release and Drug Awareness programmes were provided;
- A counselling service was available to prisoners identified as requiring special support;
- A substance abuse counsellor provided a voluntary service for prisoners who requested help to deal with addiction problems.



Governor

Mr John O'Brien

Location:

Blacklion, Co Cavan.

Profile:

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

Significant developments and events in 2001:

- The average daily number in custody was 70, the number of transfers from other institutions was 562;

- Twenty-four prisoners absconded from Loughan House during the year, 17 failed to return from temporary release and 1 escaped from an escort;
- There was one death in custody from natural causes;
- The Alternative to Violence Programme commenced in 2001;
- A grant was obtained for the provision of two fully equipped computer training rooms. Work on the provision of the computer rooms commenced in 2001;
- Televisions were installed in all bedrooms;
- Work commenced on the building of a handball alley;
- The main activities in work and training were horticulture, cooking and cleaning
- Education is provided mainly by Cavan VEC. The main subjects are Woodwork, Physical Education, Home Economics, Computer Studies, Basic Literacy and Numeracy, Social Education and Hygiene.



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.

Significant developments and events in 2001:

- The population of the prison increased by way of gradual structured intake of prisoners, increasing from 63 in January to 350 at the end of the year;
- On average 70 prisoners attended classes daily;
- Prisoners can take examinations accredited by the National Council for Educational Awards, FÁS, the Department of Education and Science and the Open University;
- In May 12 prisoners successfully entered for NCVA, followed by 39 in November, 10 successfully completed Junior Certificate examinations and 4 are enrolled with the Open University;
- FÁS integrated assessment offers opportunities for prisoners for further training and development on release from prison;
- Recognised certification programmes are available in all workshops;
- The kitchen and laundry are approved training centres with recognised certification;
- The 'Q' mark award of 96% for the main prison kitchen was a major achievement in its first year of operation;
- A programme of building and improvement works commenced during the year. At the end of the year much of this work was completed;
- Two doctors were appointed to the prison on a full-time basis and a dentist accepted a part-time appointment;
- Pastoral care was provided by 2 chaplains, who provided support to prisoners and their families;
- Twenty-six visitors were arrested by Gardai and charged with possession of a prohibited substance as a result of been caught attempting to smuggle substances into the prison;
- A Visiting Committee was appointed by the Minister in 2001 and met regularly throughout the year;
- The Probation and Welfare Service assigned staff to the prison to cater for the welfare needs of offenders;
- A number of agencies continued to visit and provided counselling and support for prisoners.



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.

Significant developments and events in 2001:

- The average number of prisoners was 502, with a minimum of 377 at Christmas and a maximum of 626. The reduction in numbers is attributable to the closing of A Division on 27 July 2001 for renovation;
- The total number of committals during 2001 was 3975;
- There was one escape from custody - the prisoner escaped from a Dublin hospital;
- The drama group staged 'Philadelphia Here I Come' for public audiences for six nights;

- The Connect project continued to operate successfully in the prison, 37 prisoners participated during the year;
- Three Parenting Courses were provided, culminating in a Practical Parenting Day at the completion of each programme;
- The prison kitchen achieved the Certificate of Hygiene from Excellence Ireland;
- The prison won a Training Excellence Award from the Institute of Cleaning Science;
- The Medical Unit provided a Detoxification and Drug Free Therapeutic Programme for 72 prisoners;
- The daily average on the Methadone Maintenance Programme was 120;
- The relics of St Therese of Lisieux visited the prison in May;
- A garden was designed and constructed for the Irish Kidney Association in Beaumont Hospital;

State Funeral

The State funeral of the ten Volunteers executed and laid to rest in Mountjoy Prison during the War of Independence took place on 14 October 2001.

Prison Officers from Mountjoy Prison provided a ceremonial Guard of Honour and Colour Party.

The professionalism and sensitivity of the staff throughout the ceremony received wide acclaim from many quarters, but particularly from the families of the ten Volunteers.

The Head Chaplain, Fr Fergal McDonagh and other chaplains composed and led very moving prayer ceremonies at Mountjoy Prison and Glasnevin Cemetery.

Nine of the ten Volunteers were re-interred at Glasnevin Cemetery. On the following Sunday, 21

October, staff at Limerick Prison provided a Guard of Honour for local funeral ceremonies for the tenth Volunteer, Patrick Maher, as the cortege passed the Prison and again at the church in his native parish of Glenbrohane.



State Funeral





Governor

Mr William Donoghue

Location:

Portlaoise, Co Laois.

Profile:

Portlaoise Prison is a high security, closed prison for males aged 18 years and over, including males convicted of subversive type offences, serving sentences up to life. The prison has a bed capacity of 203.

Significant developments and events 2001:

- The daily average number in custody was 148. The highest number in custody at any one time was 177 and the lowest was 128;

- The prison continues to operate with restricted capacity for security/operational reasons;
- There were two escapes from Prison escorts during the year, of which one returned;
- One prisoner went on hunger strike for nineteen days;
- A number of RIRA and INLA prisoners staged a protest at the non-granting of temporary release.
- Prisoners in the segregated area now have access to education;
- Participation in education during the year was 61%;
- A range of educational courses to Open University level were provided during the year;
- A number of events were organised during the year, including German, French and Irish cultural weeks, visiting speakers and soccer and Gaelic teams.



Governor

Mr John Quigley

Location:

Shankill, Co Dublin.

Profile

Shanganagh Castle is an open centre for male juveniles aged 16 to 21 years. It has a bed capacity of 60, in dormitory style accommodation.

Significant developments and events in 2001:

- The daily average number in custody was 25, a total of 265 offenders were transferred to the institution during the year;
- There was a daily average of 4 offenders on temporary release during the year;
- During 2001 65 prisoners absconded from Shanganagh Castle. In addition, 8 prisoners failed to return from temporary release and 2 escaped from prison escorts;
- The Visiting Committee continued to meet regularly. Individual members of the committee visited regularly and spoke freely to the inmates and inspected all areas of the institution;
- A total of 13 inmates sat and passed their Junior Certificate and 2 sat and passed their Leaving Certificate; 27 completed an NCVA course and 4 completed the ECDL course;
- The Art class carried out a number of projects, including the making of 100 pottery plates for presentation at a Vintage Car Rally in aid of Newcastle Hospital;
- A number of educational outings took place to theatres, exhibitions and galleries;
- The Chaplain provided for the spiritual welfare of prisoners. Other denominations were contacted if required;
- General practitioner services were provided in the prison and dental care was provided in Mountjoy Prison;
- The Probation and Welfare Service sought out employment and accommodation for those requiring it on release and also arranged family contact where appropriate;
- Refurbishment was carried out to the building containing the visiting room, trades workshop and stores. Improvements were also carried out to the kitchen area and the facade was repaired;
- Plants grown by the prisoners were sold to other prisons and to Dun Laoghaire-Rathdown County Council. The roundabout in Shankill village was planted by prisoners.



Governor

Mr Martin Corrigan

Location:

Arklow, Co Wicklow.

Profile:

Shelton Abbey is an open centre for males aged 19 years and over, serving sentences up to life. Sleeping accommodation is in dormitories, with a bed capacity of 58. During 2001 the bed capacity was reduced to 30 due to restoration works.

Significant developments and events 2001:

- The daily average number in custody was 27, with an average of 10 on temporary release. Numbers were reduced for the year because of building work;
- Total number of committals during the year was 135;
- Six offenders absconded from Shelton Abbey during the year;
- Extensive refurbishment work continued throughout the year;
- A new kitchen was completed in November, providing an excellent catering facility;
- Some restrictions to the education programme were necessary due to restoration works, courses were adapted to take into account limitations on space and equipment;
- A greater number of students pursued comprehensive, close to full-time courses, than previous years; 73 new students registered for courses;
- A total of 56 acres of crops were harvested, providing employment for a number of offenders and vegetables for use in the prison kitchen;
- The Life Planning Programme was developed from the pilot programme operated in 2000. Through this programme more 1 to 1 time was allocated to facilitate positive sentence management by the offender, including use of time in prison and planning for life after release;
- The outdoor PE programme was expanded and included group forest walks, soccer, volleyball, tennis and pitch and putt;
- A two day 'Samba Workshop' took place in June, eight participants received instruction in a variety of percussion instruments and performed a piece composed by the participants;
- A Children's Book Project was organised, with funding from the National Reading Initiative. The aim of the project is to encourage more reading among prisoners and to promote the involvement of fathers in their children's reading;
- An exhibition and sale of work of Art, Craft and Woodwork students was held in December and €2,031 was raised for the St Vincent De Paul Society;
- The Medical Officer attended daily and as required; the Chaplain continued to look after the spiritual needs of the prisoners and the Church of Ireland Rector also visited as required;
- The Probation and Welfare Service attended daily to cater for welfare needs of offenders;
- The Visiting Committee met regularly throughout the year and made themselves available to prisoners.



Governor

Mr Sean 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 220.

Significant developments and events in 2001:

- The average daily number in custody was 203, the highest number in custody was 230 and the lowest number was 164;
- A total of 1,994 offenders were committed to the institution during the year;
- Eleven minor offenders, aged under 16, were committed to the institution on foot of a High Court Order, 6 of whom were directly transferred from the Court to juvenile detention centres;
- There was one death in custody; the coroner's inquest recorded death by misadventure;
- St Patrick's was chosen to pilot the business planning process for the Irish Prison Service. This involved a partnership approach in which management and staff tackled issues of mutual interest by setting realistic targets and goals up to the year 2003;
- St Patrick's was awarded 100% in the Health and Safety Audit carried out by Health and Safety consultants;
- The Drug Free Division was described as an 'example of a flagship service and best practice' at a European Conference on Drugs and HIV/AIDS Services in Prison in Brussels in October;
- Medical, dental, psychiatric, psychological, ophthalmic and chiropody services were provided throughout the year; the Health Care Team met regularly to discuss inmates general and mental health care;
- The Visiting Committee continued to meet formally and visit the institution outside scheduled meetings throughout the year, the Committee dealt with requests and complaints made by inmates and assisted in resolving these where possible;
- The Catholic and Church of Ireland chaplains and visiting Minister of the Christian Churches continued to take care of the spiritual needs of the prisoners;
- Alcohol Awareness groups, Offending Behaviour, Alcohol Abuse and Drug Abuse programmes were organised by the Probation and Welfare Service;
- A two day workshop, 'Drugs - Your Choice', was attended by up to 80 inmates;
- The Education Unit had an allocation of approximately ten whole-time equivalent teachers; a number of students took Junior Certificate and Leaving Certificate examinations;
- The library was well utilised by prisoners, guest speakers were also organised and were well attended;
- The annual Health and Fitness Week for inmates and staff took place in July;
- A number of agencies continued to visit and provide counselling and support for inmates.



Governor

Mr John O'Hara

Location:

Glengarriff 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 offenders are normally nearing the end of their sentence). The prison has accommodation for 94 in single rooms. The prison has extensive workshops.

Significant developments and events in 2001:

- The daily average number of prisoners was 89;
- A total of 387 offenders were committed to the Training Unit; 215 on transfer from other institutions and 172 non-nationals committed and discharged by the Immigration Authorities;
- The CONNECT project was fully integrated as part of the multidisciplinary approach within the Unit;
- The drug free status continued in the Training Unit by way of random urinalysis testing;
- The industrial workshops are an accredited centre for the City and Guilds of London examinations;
- Trainees successfully completed various certified training programmes and also availed of outside training opportunities through FÁS, PACE and CERT;
- Students took Junior Certificate, Open University, Pitman, NCVA and ECDL examinations;
- Trainees at the Training Unit can also avail of driving tuition provided by the Irish School of Motoring;
- An Arts Week included a visual arts exhibition featuring the work of photography and art students and concerts and plays by students and outside agencies;
- The Addiction Studies course continued, with three courses run during the year;
- A course in Holistic Studies, covering stress management, relaxation techniques, etc., was well attended;
- Medical, optical, dental and chiropody services were provided on a regular basis;
- The Visiting Committee visited frequently and were available to meet any offender on request.



Governor

Mr Edward Whelan

Location:

Cloverhill Road, Clondalkin, Dublin 22.

Profile

Wheatfield Prison is a closed, medium security prison for male offenders on remand and serving sentences up to life. The design capacity is 320 and the bed capacity on 31 December 2001 was 384.

Significant developments and events in 2001:

- The daily average number of offenders in custody was 368; a total of 515 offenders were transferred to the prison during the year;
- The status of Wheatfield was changed to accommodate remand prisoners;
- Wheatfield Prison was joint winner of the National Supreme Award for Hygiene from Excellence Ireland;
- An tUachtarán, Mrs Mary McAlesse, visited the prison;
- The Tánaiste, Ms Mary Harney, also visited the prison and made presentations to offenders involved in projects;

- The Recreational Garden in Peamount Hospital was completed by offenders;
- The Russian Ambassador to Ireland and Russian Consul visited the prison to mark the launch of the 'To Russia with Love' charity project. Wheatfield Prison is associated with the project;
- A gymnasium was opened for segregated prisoners;
- Items produced by offenders in industrial workshops raised approximately €12,697 (£10,000) for charity;
- Between 55% and 60% of prisoners attended classes in the Education Unit, a number sat Junior Certificate and Leaving Certificate examinations;
- Offenders engaged in work/training were awarded certificates in catering, hygiene, welding, printing, typing and indexing;
- FETEC modules at foundation level I and II were offered in a range of areas;
- Creative arts were also available in a number of subjects;
- Health and social education included parenting skills, health education, group skills, addiction studies and pre-release courses;
- ECDL and MOUS courses in Information Technology were provided.

Human Resources Directorate



Human Resource issues continued to attract ongoing consideration during 2001. The commissioning of additional prison capacity at Cloverhill and Midlands prisons generated significant recruitment and promotion programmes, culminating in a new recruitment competition advertised in the national media. Preliminary selection procedures under this competition were held in November 2001 by the Civil Service Commission, in response to applications from 3,426 candidates.

Pending the completion of this competition the HR Directorate and the Prison Service Training Centre, with support of line management, participated in the recruitment and training of an additional 75 Prison Officers and 11 Nurse Officers during the year. Selection competitions for promotion appointments within the service to positions in the key grades of Assistant Chief Officer and Assistant Governor were also held during 2001. Some 341 applications from staff were processed under these competitions and panels of suitable candidates were selected for assignment to fillable vacancies.

HR Directorate also arranged competitions and appointments for a wide range of specialist positions within the Service. At the same time, HR staff, with the assistance of prison line management, arranged some 300 transfer assignments to meet operational requirements and in response to staff requests.

2001 also heralded major progress on the establishment of a Headquarters staff complement as the Irish Prison Service moved to establish a more separate operation from the Department of Justice, Equality and Law Reform. Altogether, some 19 appointments and assignments to Headquarters positions were effected. These included two high level appointments to Director level, following Civil Service Commission competitions. The appointment of the Director of Human Resources and the Director of Operations represented a significant contribution to the senior management team which included the Director of Healthcare and the Director of Finance in supporting the Director General.

Table 8: Prison Staff Appointments

Grade	Appointments
Assistant Chief Officer	60
Chief Officer 1	1
Clerk I	8
Assistant Governor	13
Deputy Governor i/c works	1
Other	15

Table 9: Prison Service Headquarters Appointments

Grade	
Director	2
Deputy Director	3
Assistant Director	1
Manager	5
Deputy Manager	7
Assistant Manager	1

Staffing & Overtime Levels

The programme of change to address the escalating cost of Prison Service overtime and the problem of staff working long hours in the context of delivering improved regimes for prisoners continued throughout the year. The work of the Staffing and Operations Review Team (SORT), referred to in the Prison Service Report for 1999 and 2000, reached a critical stage, with completion in February of a Global Report which followed on from and summarised the detailed

reviews already completed on each of the seventeen prisons and places of detention. The Global Report was circulated to all staff in April and the next stage of the change process, the Strategic Effectiveness Programme (STEP), was launched.

Essentially the STEP process seeks to introduce a partnership approach to implement a change process to put in place efficiencies and progressive measures for a more effective development of staff resources. The STEP Programme is overseen by a Change Implementation Steering Group, comprising representatives from senior management within the Prison Service, the Department of Justice, Equality and Law Reform, the Department of Finance and some outside expertise. The Programme is also supported by a Change Implementation Team comprising representatives of the Prison Officers' Association and Prison Service management, including prison Governors. The Steering Group gives direction to the management side while the Change



Participants in Senior Management Development Programme 2001



IT Training at the Prison Service Training Centre

Implementation Team is a joint staff/management working party which explores how the revised tasks identified in the SORT Reports can be undertaken and what changes are needed in the management and organisational structure of the prisons.

By year-end, management and staff had made considerable progress towards identifying an approach to staffing and attendance which would be consistent with the need to deliver the efficiencies identified by SORT and the elimination of overtime. The pace of the process is dictated to a large extent by the level and complexity of change envisaged and the need to tease out, in a spirit of partnership, solutions which will stand the test of time. While both management and staff representatives have engaged constructively in this project and have progressed the work involved, much remains to be done before clear proposals can be tabled for consideration and agreement.

Irish Prison Service Training Centre

The primary role of the Prison Service Training Centre is to provide high quality training services which meet the need of those working within the organisation. A new training facility was built at Beladd, Portlaoise, Co. Laois in 1997. It comprises a tutorial block equipped with up-to-date training aids, an Information Technology tutorial facility, gymnasium, a radio control training room and a sports hall. The residential section comprises 45 en-suite bedrooms, along with a kitchen, dining room, lounge and laundry facilities.

Training provided during 2001 included the following:

- 89 Recruit Prison Officers received induction training. These included 11 Nurse Officers and 4 Trades Officers;
- 13 Officers underwent the Prison Medical Records 'Train the Trainer' programme to enable them train the medical personnel in all the institutions;

- Health and Safety training received high priority. The key courses delivered were Fire Marshall Training, undertaken by 102 officers, Accident/Incident Investigation Skills Course, Forklift Training and Self Contained Breathing Apparatus training;
- All Nurse Officers received the appropriate in-service training;
- All Control and Restraint Instructors were re-certified, to enable them to instruct officers in Control and Restraint techniques;
- 26 newly appointed Hostage Negotiators received comprehensive training;
- 28 officers participated in the Basic Cooking Skills course;
- All the Assistant Industrial Supervisors working in prison kitchens participated in the Management of Food Hygiene course, with some staff participating in the HACCP training programme;
- The 'Training in Industry' programme was attended by catering staff;
- All newly appointed Assistant Governors commenced a purpose designed management programme, to meet the needs of their new role. This programme is ongoing over the years 2001-02;
- 58 newly appointed Assistant Chief Officers received a four day developmental programme;
- 12 Industrial Supervisors received a four day "Train the Trainer" programme, to equip them with the skills needed to deliver courses and instruct prisoners.

Staff Attendance Patterns

Traditionally the level of sick leave in the Prison Service has been a focus of attention. In 2001, ongoing discussions with staff representatives contributed to a review of this area where high levels of absence persist.

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. It is also the case that 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.

In the past, sick absence in the Prison Service has been measured on the same basis as most other public service employments by reference to the duration of sick absences. This measure may have the effect of inflating the level of absence in prison employment where staff are generally rostered for an 11-hour day on a 3 or 4 day week rather than on the traditional 5-day week basis. This has the effect of including in the measure of such absences 3 or 4 days per week in the case of prison officers when the prison officer would be rostered off duty and not due to attend for work. In the case of other public service employments where a standard 5 day working week applies, the duration measure would only include 2 days where the staff member would not be due to attend for work.

However, notwithstanding these considerations, the level of sick leave in the Prison Service during 2001 continued to increase and accordingly represents a significant contributory factor to the service's high overtime costs due to the need to replace such staff. In the circumstances, the Prison Service has reviewed its policy on the management of attendance and engaged in discussions with line management and staff aimed at reducing the scale of sick leave absence. In this regard, the Prison Service is obliged to respond to its current sick leave difficulties by the appropriate application of the agreed Civil Service arrangements which govern this issue. 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, the policy proposes to put in place a systematic review process to identify cases where resort to excessive sick absence may arise without due cause.

Equality

While Prison Officer grades are exempt under Section 37, Paragraph 6 (c) from the Employment Equality Act 1998 on the grounds of age or disability, the Irish Prison Service continues to be committed to a policy of equal opportunity in relation to recruitment, employment and training.

Family friendly policies such as career breaks, job-sharing (work-sharing for Headquarters staff) and parental leave are currently in operation in all institutions.

Table 10: Staffing of Prison Service Grades (31st December 2001):

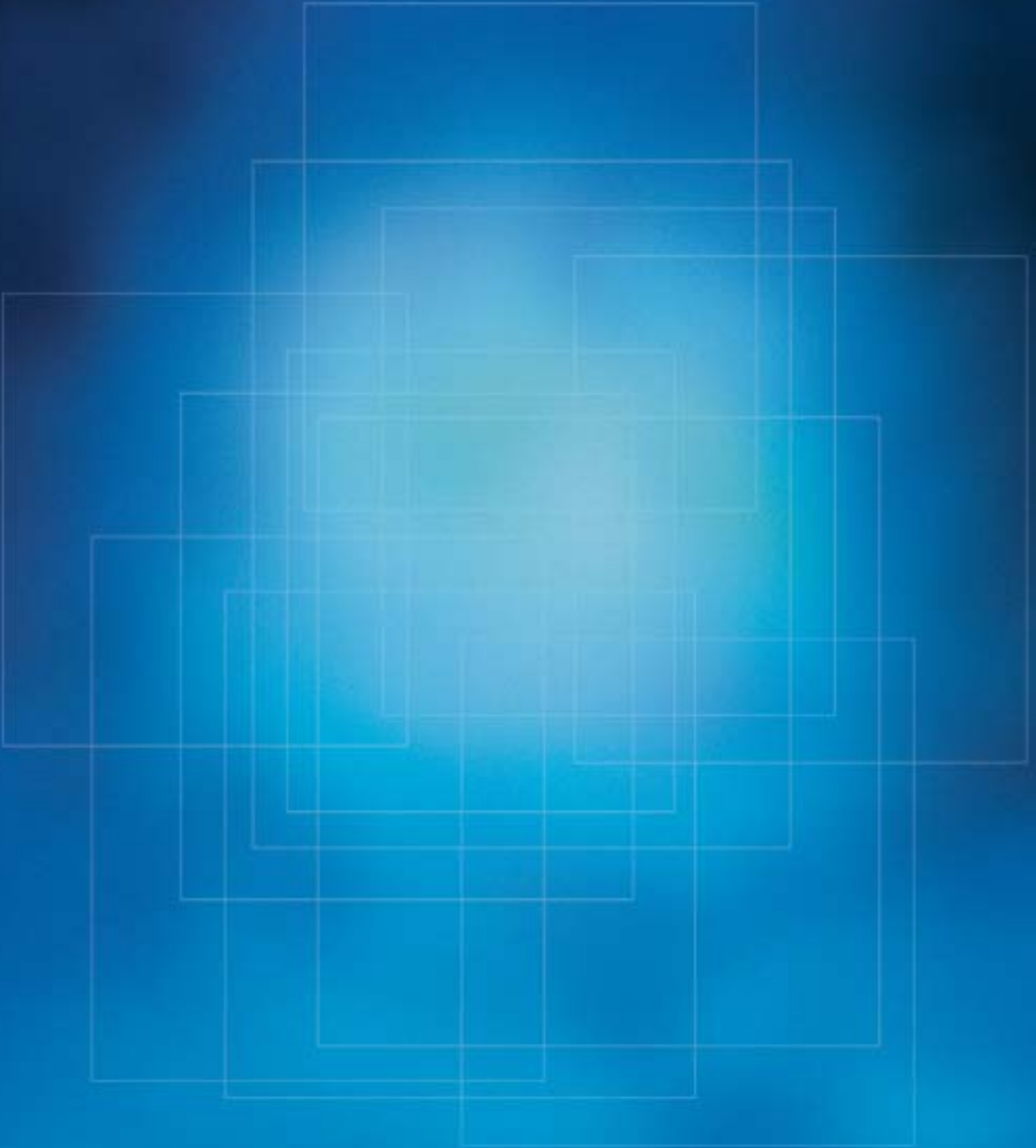
Grade	31/12/2001
Governor 1	6
Governor 2	16
Governor 3	0
Deputy Governor	16
Assistant Governor	22
Assistant Governor/Works	2
Inspector of Works	4
Chief Officer 1	8
Chief Trades Officer 1	4
Clerk 1	24
Chief Officer 2	30
Industrial Manager	5
Chief Trades Officer 2	19
Industrial Training Instructor 2	12
Clerk 2	71.5
Assistant Chief Officer	219
Industrial Supervisor	24
Prison Officer (Trades)	101
Prison Officer	2,430
Assistant Industrial Supervisor	73
Doctor	27
Head Chaplain	1
Chaplain (Full time)	19
Chaplain (Part time)	6
Nurse Officer	59.5
Assistant Training Officer (Drugs)	1
Staff Cook	5
Total	2,894

The Irish Prison Service is satisfied that it is implementing equality policy to the best of its ability, while staff in the institutions are constrained to occasionally differentiate in the assignment of their duties on gender grounds in the interests of privacy and decency, e.g. supervising offenders changing, showering etc. This exemption is covered under Section 27 of the Employment Equality Act 1998.

Health and Safety

Safety statements for all prisons/institutions were completed in 2001 and will be the subject of ongoing review. These statements cover both local and national issues. Work was ongoing on the final draft of the Prison Service policy to address bullying and harassment at work. When it is finalised, it is proposed to incorporate this document into the Health and Safety Statements. The asbestos removal programme was ongoing and was expected to be finalised in 2002. The asbestos health screening programme was in place for all staff who wished to avail of it. The State Claims Agency took over the handling of all claims in relation to Health and Safety issues from the end of 2001.

Estate Management



The objective of the Estates Management Directorate is to ensure that the Prison system has the capacity necessary to contain in custody, in an efficient and effective way, those offenders committed to custody by the Courts, to upgrade, refurbish and maintain existing prison facilities to modern, international standards and to provide additional prison places to meet the targets set down from time to time by Government.

The Prison Building and Refurbishment programme continued throughout the year on a wide range of projects, including the ongoing general refurbishment and improvement of prison accommodation and facilities including the following:

- At Castlerea Prison, additional accommodation and facilities at "Unit A" were completed. A new Courthouse (outside the main gate) and visiting facilities were also completed. Construction of a new access road to the prison commenced and will be completed early next year;
- A new kitchen and administration area at Fort Mitchel were completed;
- Major refurbishment - heating and electrical works - at Shelton Abbey were completed;
- Building commenced on the new "C" Block in Limerick Prison and will be completed in early 2003. This new block will provide an additional 78 places;
- A modern dental surgery was provided at Limerick Prison;
- The first phase of the Cork Redevelopment project, the construction of a new perimeter wall, was completed;
- The Mountjoy Complex Redevelopment Group issued its Second Report;
- Other developments included the extension of a specially developed prisoners' telephone system in a number of institutions;



Castlerea Courthouse & New Gatelock under construction at Castlerea Prison

- A study was carried out on the feasibility of building a bridge from the mainland to Spike Island;
- A new Headquarters was acquired for the Prison Service in Clondalkin and occupation of the premises commenced in November on completion of fit-out.

Planning commenced for major refurbishment programmes at four of our oldest prisons - Mountjoy, Portlaoise, Limerick and Cork. The overall objective is to convert all secure cellular accommodation to meet the most modern and humane standards. In this regard the provision of in-cell sanitation in all prisons to totally eliminate the practise of "slopping-out" is a particular priority. In addition, it is intended to provide, where practical, in-cell television and basic facilities, such as kettles, to afford a degree of independence and relative comfort to those detained.

Other developments during 2001

- Planning was at an advanced stage for the construction of a new Women's Unit at Limerick Prison to replace the poor facilities which are currently in place there. The facilities being provided will be similar to those at the Dóchas Centre.
- Planning was at an advanced stage for the construction of a 20-space Pre-release Hostel adjacent to Limerick Prison. Planning was proceeding on the basis that the hostel would be primarily for male occupants but with a possibility of accommodating four women.
- Under the Children Act, separate secure accommodation is required for 16 and 17 year old boys and girls. In that regard, planning was underway in 2001 for a unit adjacent to Cork Prison. This unit will provide accommodation for 38 boys.

- A Unit will also be required for 16/17 year olds in the Greater Dublin area. This will provide facilities for 90 boys and 20 girls. During the year extensive research continued to locate a suitable site for this centre.



New Midlands Prison

Finance and Information Technology



Finance and Information Technology Directorate

The Finance and Information Technology Directorate has responsibility for a range of activities, including financial management, procurement, claims management and Information Technology.

As part of the establishment of a new headquarters structure additional staffing resources were focused on the finance and Information Technology area. Following the appointment of a Director of Finance and Information Technology in 2000 an Assistant Director of Finance was appointed in April 2001.

The Finance and Information Technology Directorate has responsibility for the following areas:

- Financial reporting and control, including the production of annual financial statements in respect of the Service;
- Developing and implementing financial controls and procedures that comply with best accounting practice, EU regulations and national legislation and guidelines
- Implementing a new financial management information system;
- Financial management and planning, including the provision and interpretation of financial management information;
- Introducing devolved budgetary control and delegation of financial authority to local management;
- The establishment of a Central Purchasing Unit for the Prison Service;
- Information Technology, encompassing the provision of new information systems and a modern country wide communications infrastructure, to support the management and administration of the Service;
- Management of civil compensation claims initiated against the Irish Prison Service.

Financial Information

The Irish Prison Service is funded through Vote 21 of Dáil Éireann. Included in this Vote is the Probation and Welfare Service which is managed separately. The total expenditure in respect of the Irish Prison Service was €267,517,000 in 2001, compared to €241,322,000 in 2000.

Table 11: Prison Service expenditure by major expenditure category:

Prisons and Places of Detention	2001 Allocation €'000*	2001 Expenditure €'000	2000 Expenditure €'000
Current Expenditure			
Pay - (basic + allowances)	132,473	130,741	122,325
Pay - (overtime)	56,250	55,310	49,080
Administrative costs	12,677	14,274	9,772
Maintenance	7,750	9,437	8,649
Education services for offenders	1,079	1,155	865
Training services for offenders	1,604	1,552	1,046
General prison costs	19,160	18,149	16,585
Manufacturing and farming activities	712	476	981
Compensation awards and Criminal Injuries Tribunal	2,752	2,736	2,639
Prison Officer Medical Aid Society	848	640	604
Total Current Allocation/Expenditure	235,305	234,470	212,526
Capital Allocation/Expenditure			
Building & Capital Works	32,553	29,974	21,276
Computer	3,715	3,073	7,520
Total Capital Allocation/Expenditure	36,268	33,047	28,796
Overall Allocation/Expenditure	271,573	267,517	241,322

* Inclusive of supplementary Estimate voted by Dáil Eireann.

Table 12: Cost of Keeping an Offender

The average cost of keeping an offender for the calendar year 2001 was €79,000.

The break down by institution is as follows:

Prisons and Places of Detention	€
Arbour Hill	€67,300
Castlerea	€66,700
Cork	€65,800
Cloverhill	€63,100
Curragh	€60,700
Fort Mitchel	€83,300
Limerick	€83,500
Loughan House	€58,600
Mountjoy (including Dóchas Centre)	€84,300
Portlaoise	€177,400
Shanganagh Castle	€127,000
Shelton Abbey	€118,600
St Patrick's	€69,400
Training Unit	€61,500
Wheatfield	€64,400

The Midlands Prison was not fully operational during 2001 and has been excluded from the above table.

The average cost of keeping an offender is calculated by averaging out the current running costs of the prisons and places of detention against the average number of offenders in those institutions during 2001. These costs include certain items which are fixed irrespective of 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.

New Financial Accounting and Management Information System

In late 1998 the Irish Prison Service selected Oracle Financials as its new financial accounting and management system.

During 2001 work continued on the development of the system to meet the needs of the Irish Prison Service. The new financial system includes the following modules:

- General Ledger
- Accounts Payable
- Procurement and Purchase Order Processing
- Inventory Control
- Fixed Assets Management

The first two modules were implemented in August 2000. Development of the remaining three modules continued during 2001. It is planned to roll-out the new financial system on a prison by prison basis during 2002 and 2003.

Central Purchasing Unit

Included in the Finance Directorate is a new Central Purchasing Unit (CPU). The CPU will have overall responsibility for the strategic development and enhancement of the procurement functions within the Service. It will strive to develop further efficiencies in procurement through the active management of the combined spend of the Service and the introduction of best procurement practices and procedures. During 2001 certain functions of this unit were performed by staff of the Finance Directorate.

Pending the establishment of the CPU the Finance Directorate initiated an information exchange forum between staff in the purchasing/stores functions in the prisons, the Government Supplies Agency and a few large suppliers. It is planned to facilitate more of these fora in the future in order to clearly identify prison needs and to ensure suppliers meet these needs.

During 2001 the Prison Service completed an EU tender competition for the running of staff restaurants in 11 sites around the country. Following the completion of the procurement process the contract was awarded to Campbell Services Limited. Campbells took over the first site in September 2001 and by year-end were operating eight sites. Previously, the staff restaurants in these sites were run by Prison Service employees.

Payroll Functions

The largest expenditure category for the Service is pay. This includes basic pay, allowances and overtime. The Department of Justice, Equality and Law Reform, Finance Division in Killarney is responsible for payment of the 3,200 staff in the Service. An IT project to link the new time and attendance system in the prisons directly to the payroll system in Killarney commenced in 2001. 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 2001 in respect of his chairmanship of the Prisons Authority Interim Board. Board members received gross remuneration of €10,157.90 in 2001 in respect of their membership of the Interim Board.

As public servants, the following members of the Interim Board do not receive any remuneration in respect of their membership of the Interim Board:

Mr Seán Aylward, Director General

Mr Frank McCarthy, Governor, Cork Prison

Mr Michael Mellett, Deputy Secretary General, Department of Justice, Equality and Law Reform

Ms Mairead Ahern, County Registrar, Circuit Court, Co. Louth

Compensation Awards and Criminal Injuries Tribunal

The total expenditure in the area of compensation payments was €2.735 million in 2001, divided between the Criminal Injuries Compensation Tribunal Scheme and civil compensation cases.

The Criminal Injuries Tribunal operates independently of the Irish Prison Service. However the Irish Prison Service funds any award made 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 2001 was €1.845 million.

Over a number of years the Service was subjected to an increasing number of civil compensation claims. In order to minimise the financial impact of these claims the Prison Service Claims Unit initiated a thorough review of procedures and operating practices for dealing with civil compensation claims during 2000. This was continued during 2001, when the following initiatives were undertaken:

- The Claims Management Handbook, which was designed and issued in 2000 to assist local management in their investigation and

reporting of incidents within their institution, was further enhanced. The handbook deals specifically with the main areas giving rise to litigation against the Irish Prison Service. The handbook was launched at a training course to assist middle managers in report writing, investigation of incidents and presentation skills.

- The Attorney General's Office, at the request of the Claims Unit, adopted a smaller, more specialised panel of Barristers to defend Prison Service cases. To further improve the understanding of the cases by the Barristers on the panel familiarisation tours of prison institutions were arranged by the Claims Unit. The then Attorney General, during his visit to Mountjoy in July 2001, commended the initiatives undertaken by the Irish Prison Service Claims Unit.
- A new Accident Report Form was developed by the Claims Unit in association with local managers to standardise the reporting procedures within the Prison Service.

This active case management strategy is reflected in results achieved and in the reduced level of expenditure. The average cost of disposing of a case fell from €42,220 in 1998 to €21,735 in 2001.

The newly established State Claims Agency (SCA) has taken responsibility for the management and disposal of all claims initiated after 1 January, 2001, together with a small number of additional cases agreed between the SCA and the Prison Service.

The total expenditure in respect of Civil Compensation Claims cases in 2001 was €890,000. This is lower than the level of expenditure in 1996 without taking inflation into account. This was primarily due to the proactive

approach taken by the Irish Prison Service Claims Unit together with considerable assistance from local management. This represents the first time in recent years that there has been a significant reduction in the level of expenditure, a reduction of 29% on 2000.

Changeover to the Euro

The Finance Directorate undertook responsibility for the planning and implementation of the Euro changeover in the Irish Prison Service on 1 January 2002. A Euro Implementation Committee, comprising prisons staff and staff from headquarters divisions, was established under the chairmanship of the Director of Finance. A Euro Implementation Manager was appointed to ensure that all parts of the Service were Euro-compliant on or before 31 December 2001.

Payroll systems were converted to Euro during October 2001. All payment and receipt systems were converted to Euro on 31 December 2001. The changeover went smoothly and no major problems arose.

Information Technology

The Prisons IT programme which commenced in late 1998 made substantial progress during 2001.

The roll-out of the new Prisoner Records Information System (PRIS) was completed in the early part of 2001. This system is now operational in all prisons and provides, for the first time, a comprehensive means of recording and sharing information about the prison population. The system was developed by ICL computers and was implemented by a project team drawn from headquarters (IT) and prison staff. Staff training for the new system was carried out by Prison trainers in each institution. It is expected 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.

Roll-out of the new Prisoner Medical Records System commenced during 2001 with initial sites live by year end. The implementation is being carried out by a project team drawn from within the Irish Prison Service with training also given by in-house trainers. This system was developed by Irish Medical Systems operating within a consortium headed by ICL Computers.

A computerised system for time and attendance and staff deployment was also implemented in all Prisons by an in house project team project team. This system software was developed by Softworks Computing, again operating within the ICL consortium. Additional functions, including a link to payroll, are planned.

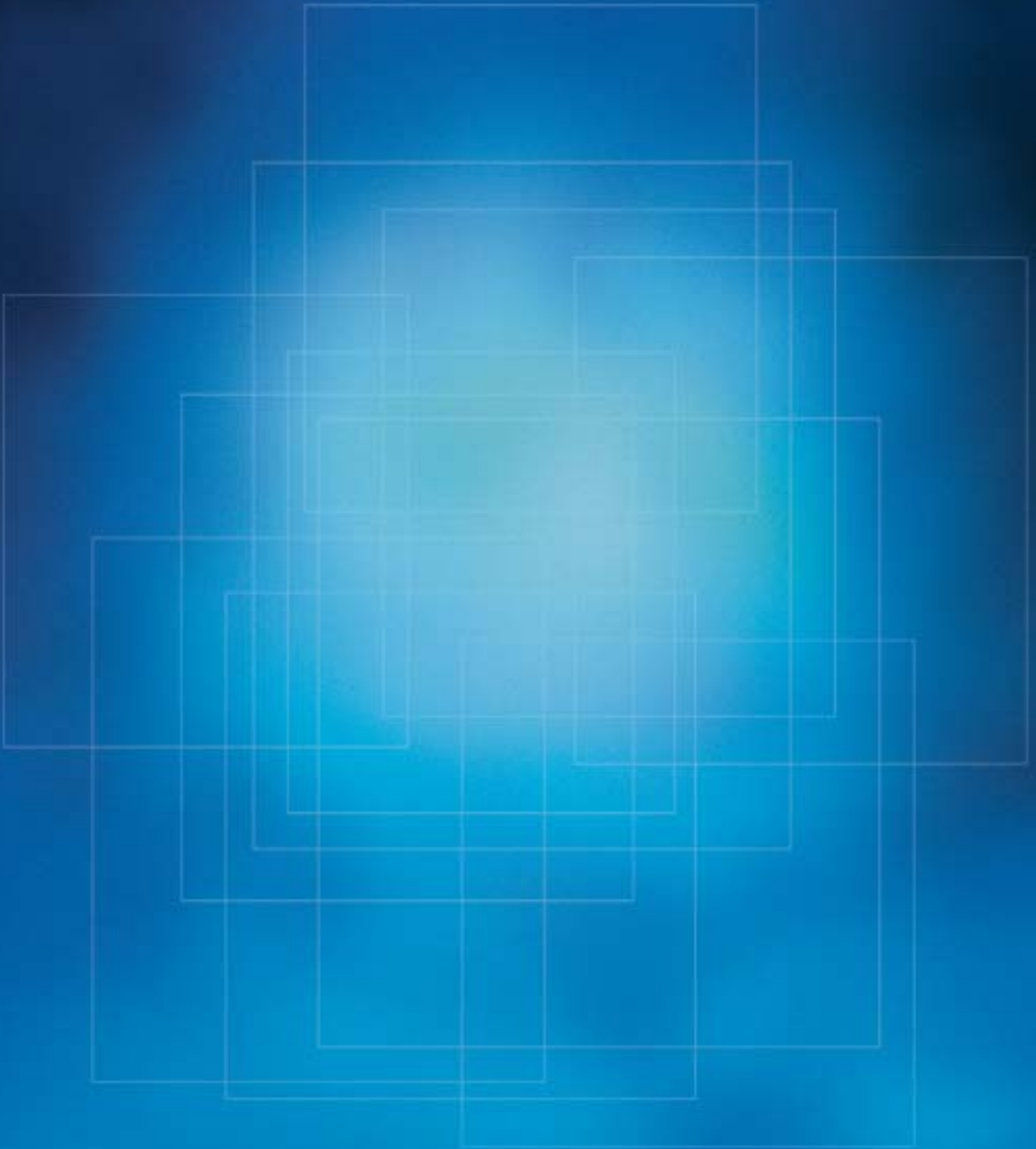
To ensure business continuity and a quality service, a full IT system support team was put in place following an EU procurement process. The contract

was awarded to ResCon Consulting. Staff of the support team work closely with the internal IT staff of the Irish Prison Service in the delivery of IT services to the 20 sites and several hundred users of computer systems in the Prison Service.

Significant progress was also achieved in other areas:

- Enhancements were carried out in respect of existing operational systems;
- A suite of document management systems was deployed in all prisons;
- Substantial amounts of additional equipment and infrastructure were also deployed across the Service;
- The wide area telecommunications network connecting all the prisons was enhanced during 2001;
- All systems achieved Euro Compliance during the year.

Corporate Development



The Irish Prison Service made substantial progress in its transition to independent, agency status during 2001.

While in law the Irish Prison Service continues to be part of the Department of Justice Equality and Law Reform, the Service has taken on a new public identity and, in most material respects, is already functioning as an executive agency of the Department. This arrangement is underpinned by an Assignment Order made in July 1999 under the Public Service Management Act 1997 which assigns responsibility for day-to-day management of the Service to the Director General.

New Executive Agency Role

The Prison Service's new executive role was emphasised in 2001 through a number of initiatives fully supported by the Minister for Justice, Equality and Law Reform and the Prisons Authority Interim Board. Principal among those initiatives were the:

- establishment of the Service's new corporate headquarters at Clondalkin, Dublin 22;
- strengthening of the headquarters' functions through the creation of new Director level positions and the appointment of additional headquarters staff;
- development of new corporate relationships with the Department, including provision for the Service to have its own IT and business support infrastructure; and
- publication of the Service's first three-year Strategy Statement and preparation of its first-ever annual Business Plans.

New Corporate Headquarters

The Irish Prison Service occupied its new corporate headquarters at Monastery Road, Clondalkin in November, 2001. The headquarters comprises four floors (26,000 square feet) which are leased by the OPW for a period of twenty years from 2001. The Irish Prison Service are the first occupants of the accommodation which was newly fitted-out and furnished with modular furniture. The new headquarters represents the most visible symbol to date of the Service's new identity as an executive agency.

The new headquarters was occupied on a phased basis from November 2001. The Corporate Affairs, Estates, Finance and Health Care Directorates were first to move to the new building followed by the other three Directorates (Operations, Human Resources and Regimes) in early 2002. For the first time the headquarters staffing complement includes members of prison service grades from Clerk II to Governor.

New Director level positions

The new central management structure of the Irish Prison Service was strengthened in 2001 with the filling of two new Director positions. Mr Brian Fitzpatrick was appointed Director of Human Resources and Mr Brian Purcell was appointed Director of Operations.

New corporate relationships

New corporate relationships with the Department of Justice, Equality and Law Reform were introduced in 2001 on establishment of the new Prison Service Headquarters. These included new

liaison and reporting arrangements as well as new arrangements for handling press queries, Parliamentary Questions, Freedom of Information requests etc. New IT and business support infrastructures were put in place to underpin the new arrangements.

Press and Information Services

The Press and Information Service of the Irish Prison Service was formally established with effect from November 2001 as part of the Corporate Affairs Directorate. The Press Office responds to a large volume of press queries each day, with almost all queries being answered on the same day.

The Information Service responds to requests from the general public, researchers, students, etc. who require operational, financial and other statistics and information. The Information Service also maintains the Irish Prison Service website and co-ordinates Parliamentary Questions, Freedom of Information requests, and Ministerial/ Departmental briefing.

Parliamentary Questions

The Irish Prison Service provided responses to 194 Parliamentary Questions in 2001. The following table gives a breakdown by subject:

Directorate	Number*
Finance	6
Operations	139
Operations - Transfer of Sentenced Persons	11
Human Resources	17
Estate Management	21
Total	194

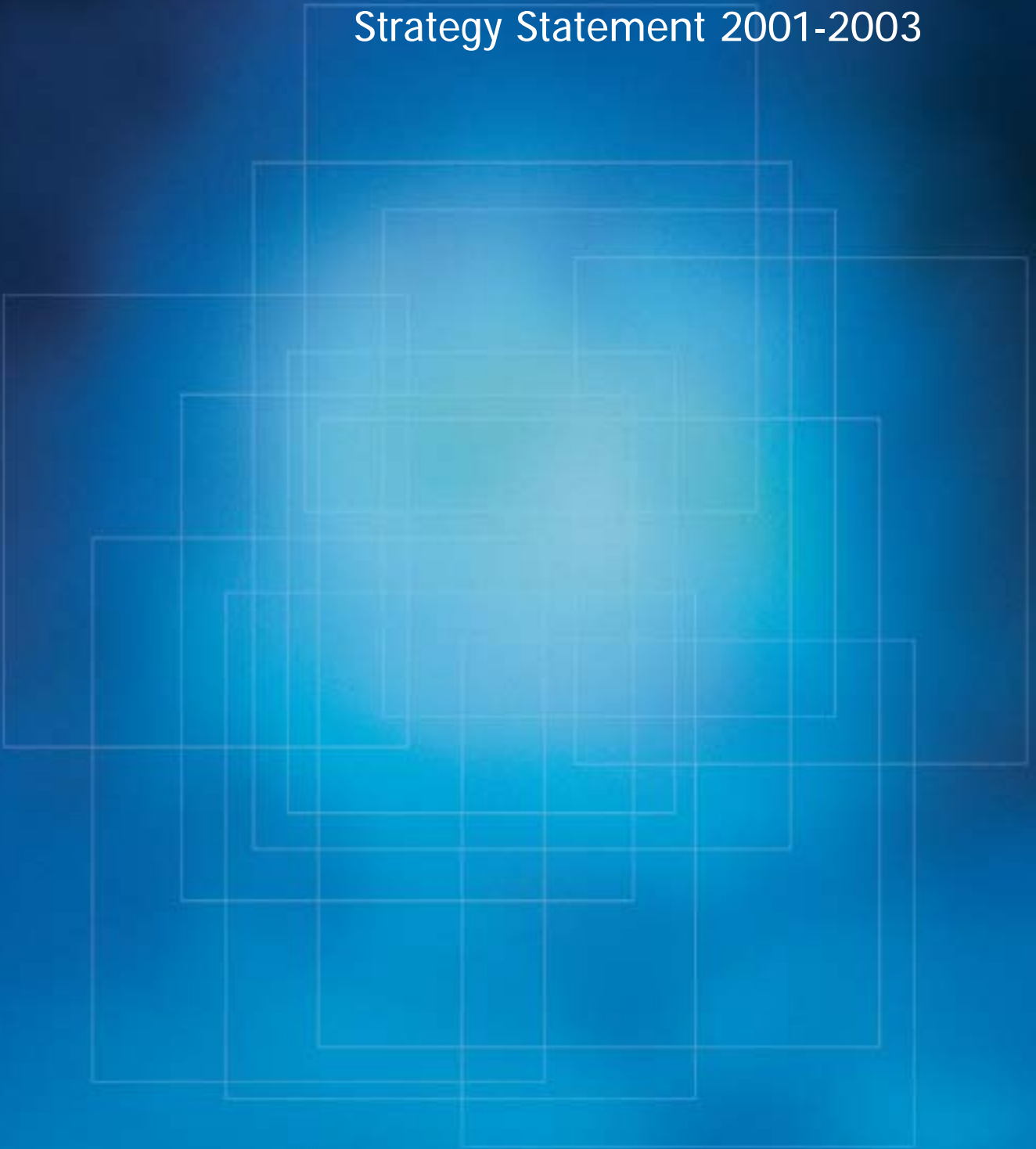
** Exclusive of Parliamentary Questions in respect of which the Service contributed information for inclusion in replies prepared in the Department of Justice, Equality and Law Reform*

Freedom of Information

The Irish Prison Service handled a total of 247 requests under the Freedom of Information Act and 47 Appeals under the Act in 2001. The following table gives a breakdown of the areas covered by FOI requests.

Directorate	Requests	Appeals
Human Resources	161	21
Operations	50	19
Health Care	10	0
Corporate Affairs	14	2
Estate Management	5	1
Finance	1	4
Psychology	4	0
Work and education	2	0
Total	247	47

Implementation of the Irish Prison Service Strategy Statement 2001-2003



Implementation of the Irish Prison Service Strategy Statement 2001-2003

The Irish Prison Service Strategy Statement 2001-2003 was launched by the then Minister for Justice, Equality and Law Reform, Mr John O'Donoghue, T.D., at Dublin Castle in October, 2001. The Statement sets out:

- the mission of the Irish Prison Service, and its core values;
- the Service's seven strategic objectives; and
- the strategies and targets to be pursued by the Service during the lifetime of the Statement.

Production of the Statement was achieved through a major consultation exercise involving a total of twenty five Planning Teams across the Prison Service, including a multidisciplinary Planning Team at each of the Service's seventeen prisons and places of detention. This ensured the participation of very significant numbers of staff in the planning process and the harnessing of very significant commitment to implementing the strategies set out in the Statement.

Translating the strategies in the Statement into more detailed action points was done by preparing the Service's first set of annual Business Plans. These were completed in December, 2001. Each headquarters Directorate and each Prison and Place of Detention now has its own well defined plan against which progress can be measured. Business Plans are reviewed locally at regular intervals and two global reviews per annum are planned. A summary of the outcome of the first such global review of progress to June, 2002 is contained in the following Table.



Strategy Statement 2001

Strategy

Progress made to End June 2002

OBJECTIVE 1: Custody of prisoners committed by the courts

1 Maintain control and order in the prison system

Terms of reference being prepared for a Working Group to develop proposals on integrated use of all prison spaces over the next five years.

Development of a new policy on management of disruptive offenders was at an advanced stage.

2 Ensure safe custody of prisoners

Working Group established to devise standard arrangements for recording assaults in the prisoner population.

A Security Committee is in place in each Institution. Each Committee is undertaking an audit of local security arrangements. Depending on local circumstances and needs, some institutions are undertaking a 'whole of institution' audit while others are concentrating on priority areas (e.g. escorts, visiting areas) in the current year. In all cases, recommendations for improvements are being made to the Governor.

Operations Directorate continuing to work on preparation of security guidelines.

3 Provide appropriately secure custody for prisoners

Reviews have been undertaken of existing of CCTV facilities in visiting rooms.

Recommendations have been made to the Governor of Works for upgrade of cameras (improved resolution and variable focus) and better storage/retrieval facilities).

The next software update for the Prisoner Records Information System will provide for a prisoner profile to be generated by computer for issue to Officers on prisoner escorts.

Strategy

4 Manage the custodial function so that it supports positive prison regimes

Progress made to End June 2002

Provision is made in the Business Plans of all institutions for maximum take-up of places in education and training programmes. This is being pursued through multi-disciplinary approaches, including co-timetabling of education classes and workshop training.

5 Plan to meet emergency situations (fire, hostage-taking, riot)

Most institutions have reviewed their emergency plans in the current year.

In general, there are very good liaison arrangements with local Fire Chiefs. Fire Brigade personnel have visited all institutions and are familiar with the layout of buildings and access to fire hydrants. Breathing Apparatus drills are being carried out daily and evacuation drills are being carried out.

Control and Restraint (Phase 1 refresher) training was proceeding satisfactorily prior to the POA objection to release of staff. Discussions are continuing with the POA with a view to securing a resumption of training.

Counter hostage-taking plans are in place.

It is planned to prepare a video of each prison for reference in emergency situations. An IT-based solution developed at Wheatfield Prison is being examined to assess the feasibility of applying it at all institutions.

OBJECTIVE 2: Caring for prisoners

6 Provide for the personal well-being of prisoners

Drug free Areas are already established at the Dóchas Centre, St Patrick's Institution, Training Unit and Wheatfield. Cloverhill, Limerick and Midlands have identified particular locations for designation as Drug Free Areas. Arbour Hill, Castlerea, Cork, Fort Mitchell and Castlerea - all of which are locations where there is evidence of very limited availability of illicit drugs - are pursuing policies aimed at making all areas of their institutions drug free. Areas of Mountjoy and Portlaoise Prisons have been identified as being suitable for drug free regimes but progress is dependent on planned redevelopment works.

Strategy

6 Provide for the personal well-being of prisoners (*Continued*)

Progress made to End June 2002

Multi-disciplinary Suicide Prevention Groups are in place at all institutions. While the number of prisoner deaths from non-natural causes was down from nine in 2000 to one in 2001, there is a need to give continuing priority to this area. The availability of TV's in cells is considered to be among the factors which has contributed to the improved situation.

7 Help prisoners maintain their relationship with family and the community

Saturday and Sunday visits are in place in the Dóchas Centre. More general availability of weekend visits will have to await implementation of the SORT recommendations. It is planned to introduce new visiting arrangements in Mountjoy which will afford longer visiting time when prisoners nominate visitors.

It is hoped to have the programme-controlled prisoner telephone system operational at all prisons by end-September, 2002. In general, the system allows each prisoner free telephone contact per day to nominated telephone numbers.

Prisoners are assisted in keeping in touch with the wider community through access to television, radio and newspapers. Televisions are now more widely available in cells. Newspapers can be purchased from the shop and are available in the libraries.

8 Ensure medical and psychiatric care for prisoners to a standard consistent with that which applies in the community generally

A joint IPS/Health Board Group is pursuing implementation of the recommendations of the report of the Prison Healthcare Review Group.

Medical care standards are being drafted. Consultation on the draft standards will proceed involving medical staff in the prison system.

The pharmacist vacancy was filled in May, 2002. The pilot pharmacy schemes at Cloverhill and the Dóchas Centre will be due for evaluation in the second half of 2002.

Strategy

- 8 Ensure medical and psychiatric care for prisoners to a standard consistent with that which applies in the community generally**
(Continued)

Progress made to End June 2002

The joint IPS/Health Board Group will consider arrangements for continuity of medical care at times of committal and release.

In the meantime, prison-based services are continuing to liaise with GP's, hospitals and drug treatment clinics in the wider community.

Contacts are on-going with the Department of Health and Children and the Central Mental Hospital in pursuit of improved arrangements for treatment of prisoners with mental health problems.

- 9 Respect and uphold the rights and entitlements of prisoners**

Information booklets provided to prisoners on committal are currently being updated at a number of institutions. Consideration will be given in the context of next year's Business Plans to preparation of an information video which can be screened in prison reception areas to give induction information to prisoners who have literacy problems.

Communication needs in relation to foreign nationals will also need to be addressed in a more systemic way.

- 10 Provide quality care for prisoners consistent with community standards**

The IPS Customer Service Plan will include standards for prisoner care consistent with a humane prison regime. The establishment of multi-disciplinary group to give more detailed consideration to Service-wide standards for prisoner care is being put on hold pending the availability of key staff to participate in the group.

The Governor, Arbour Hill Prison has agreed to pilot an appropriately designed questionnaire to prisoners and staff addressing prisoner care matters generally.

Strategy

Progress made to End June 2002

OBJECTIVE 3: Promoting rehabilitation and integration

11 Elaborate positive sentence management

It is intended to establish a Working Group on Positive Sentence Management in autumn, 2002. The latest indications are that the Group is likely to take 12 -18 months to complete its work.

Indications are that the participation rate in education continues to be high by international standards. Statistics on current participation rates are being prepared at each institution.

The review of the education curriculum is proceeding.

Existing parenting courses are currently being reviewed with a view to maintaining best practice. Parenting courses will be introduced at a number of institutions from September, 2002.

The recommendations of the report of the Physical Education Development Group have been reviewed at institution level and measures agreed to implement the recommendations in terms of increasing the participation of prisoners and improving the quality of the physical education programme.

The CONNECT programme is currently being reviewed before proceeding with the next phase of the roll out.

The recommendations made to date by the Prison-based Drug Treatment Review Group are being implemented on an on-going basis with substantial input from the Eastern Region Health Authority. A Drugs Service Co-ordinator from the ERHA and a Senior Probation and Welfare Officer assigned to Drug Treatment are now in place at Mountjoy Prison. Further posts - consultant psychiatrists, physicians and addiction counsellors - are about to be advertised. An Assistant Governor has been appointed Training

Strategy

11 Elaborate positive sentence management (Continued)

Progress made to End June 2002

Officer for Drug Treatment. He will deliver training programmes for Prison Officers working with prisoners undergoing drug treatment.

There is now extensive methadone maintenance for prisoners in the Dublin area.

There are extensive links between Cork Prison and the local Drugs Task Force. Two full-time Addiction Counsellors funded by the Task Force are working in Cork Prison.

12 Develop and maintain activity programmes for prisoners

The structural plan to improve library services has been reviewed at institution level and a number of diverse measures are being taken to improve service provision.

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. Support projects are being undertaken for the Special Olympics.

13 Address offending Behaviour

Current multi-disciplinary programmes addressing offending behaviour include Thinking Skills, Anger Management, Sex Offender Treatment Programme, Lifers and Long-Termers Programme, Offending Behaviour Programme and addiction programmes. Chaplains provide meditation programmes.

Work is continuing on the development of a new multi-disciplinary treatment programme for sex offenders.

14 Evaluate effectiveness of prisoner programmes

Local reviews of programmes are on-going at institution level with a view to promoting best practice. The Sex Offender Treatment Programme is being evaluated.

Strategy

Objective 4: Managing Human Resources

15 Maintain satisfactory industrial relations

Progress made to End June 2002

Work is continuing on the establishment of a protocol for handling IR issues at central and local levels and for achieving agreement on procedures for minimum cover.

The Irish Prison Service is providing all necessary co-operation to the Benchmarking body.

Contacts have been made with other IR practitioners and training consultants with a view to establishing an IR training programme for managers.

16 Human Resource Management

Work is continuing on the organisation of a tender competition to select consultants to provide PMDS training in the Prison Service.

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.

Governors have been consulted on a new attendance policy for Prison Service grades. Consultations are on-going with the POA.

Appropriate provision to give effect to a new policy on bullying and harassment are with the Attorney General for approval.

17 Promote partnership arrangements in the Irish Prison Service

Establishment of local partnership committees is on-hold pending the filling of a new Assistant Manager post at Prison Service Headquarters with responsibility for extension of partnership arrangements. An offer of appointment has issued to the successful candidate.

18 Recruitment, promotion and retention of staff

Final issues in relation to the terms and conditions of staff transfer from the Department of Justice, Equality and Law Reform to the Irish Prison Service are being addressed. Formal agreement to the terms will be sought at Departmental Council.

Strategy

18 Recruitment, promotion and retention of staff (Continued)

Progress made to End June 2002

All Director level posts are now filled. The Head of the Psychology Service has been appointed. Competitions are being organised to fill Deputy Director (1) and Assistant Director (2) vacancies.

Prison Officer and Psychologist recruitment competitions were conducted as planned.

A revised assessment form for promotion purposes is still under consideration.

A review of competency-based promotion is 'on-hold' pending the outcome of a court case relating to the 2001 ACO promotion competition.

The career structures for specialist grades have been reviewed as planned. A new three-tier structure has been introduced for the Psychology Service.

19 Staff training and development

A new 'Command Course' has been introduced in 2002 for Assistant Governors and Chief Officers to help manage hostage-taking situations. A working group has been established to devise a new Deputy Governor development course.

A training programme in financial management is being developed in conjunction with the Institute of Public Administration.

New training programmes are in place for staff newly-promoted to Clerk II and Chief Officer.

The research project aimed at promoting cultural awareness, communication and racial equality is on-going and should be completed on target in 2002.

20 Greater flexibility/Responsiveness

The SORT/STEP process is prioritised with a view to presenting a 'package of proposals' to the POA in the autumn.

Strategy

21 Staff health and safety

Progress made to End June 2002

Discussions are on-going with the Safety Auditor in relation to his draft report following the review of safety statements. A safety statement is being prepared for Prison Service HQ.

Discussions are on-going with the Department of Finance on the establishment of an Occupational Health Unit.

22 Maintain and develop welfare and support services to staff

The information booklet on staff welfare and support services and the Critical Incident Protocol are now published.

Development of Employee Assistance delivery standards and an annual report template is on-going.

OBJECTIVE 5: Estate and Facility Management

23 Implement the Prison Service Accommodation Programme

The new Headquarters for the Prison Service is complete and occupied.

Phase I construction works at Cork Prison are completed.

The new 'E'Block is completed in Limerick. Work is continuing on 'C' Block.

A site is being sought in Dublin for new detention facilities for 16/17 year olds.

Provision of a new wing at Castlerea Prison has been rescheduled in light of financial allocations for 2002.

24 Continue to develop modern prison technological supports in meeting operational needs

New advanced locking systems are being provided as part of on-going major construction works at prisons (see strategy 23). An international seminar on Advanced Locking Systems was held at the Midlands Prison in May 2002.

The policy document on use of CCTV in prisons will be completed in October, 2002.

The provision of programme-controlled prisoner telephone systems at all prisons is expected to be completed by end-September, 2002.

Strategy

25 Contribute to improvement of the environment taking into account relevant statutory and non-statutory requirements

Progress made to End June 2002

The Waste Management Policy document will be published shortly.

Removal of Category 1 and Category 2 asbestos materials is completed in all but one institution.

An implementation strategy has been agreed to give effect to the recommendations of the Fire Vulnerability Study. The revised target implementation date is December, 2002.

26 Review the provision of maintenance for the prison estate, including plant and equipment, in relation to standards and procedures for service delivery

Strategy implemented - consultants report of review of maintenance has been received and is being considered.

OBJECTIVE 6: Corporate Development

27 Manage the transition of the Prison Service to statutory, independent agency status

New central management structures for the prison Service have been devised and appointments made to all senior headquarters posts.

Liaison and reporting arrangements are in place on foot of agreement with the Department of Justice, Equality and Law Reform.

28 Implement the Strategic Management initiative in the Prison Service

Business Plans for all institutions and Headquarters Directorates were completed in December, 2001.

Work has commenced on preparation of a Customer Service Plan but progress has been slow because of other demands on staff time.

29 Improve internal and external communications

The Prison Service website (www.irishprisons.ie) is being updated on an on-going basis. All Prison Service reports are published on the website.

A review of internal and external communications in the Prison Service will be conducted in conjunction with preparation of the Customer Service Plan.

Strategy

30 Adopt a corporate business approach

Progress made to End June 2002

It is hoped to conclude the Service Level Agreement with the Probation and Welfare Service in the near future.

It is hoped to convene the multi-disciplinary group on Corporate Identity in late - 2002.

A Prison Service Report 1999/2000 will be published in July, 2002. Work is proceeding on preparation of the 2001 Report.

31 Support the development of penal policy

A Research Policy Group will be established in September, 2002

The Research Ethics Committee is in place.

The provision of a central library/internet research facility is being considered.

A central database - PRISINFO - has been created to hold policy etc. documents. The database is accessible from all prison sites.

OBJECTIVE 7: Effective and Efficient Resource Management

32 Ensure greater organisational flexibility

SORT/STEP process is prioritised - see strategy 20.

A Civil Service wide competition is being organised to recruit a Purchasing Controller who will head-up the proposed Central Purchasing Unit.

33 Exploit the full benefits of information technology

The core Prisoner Records Information System is in operation at all sites. Some enhancements have been delivered to the System which improve the operational capacity of the prisons. It is planned to introduce all planned further enhancements by year-end.

Roll out of the Medical Records System has commenced with initial sites now live.

The Time and Attendance System is operational at all sites. Some IR issues remain to be resolved. Once all outstanding issues are resolved, the system will be linked to the Payroll System in Killarney.

Strategy

33 Exploit the full benefits of information technology *(Continued)*

Progress made to End June 2002

The new IT infrastructure for Prison Service HQ is installed and operating successfully.

The operating systems of all PCs in the Service are being upgraded. Exploratory work is underway regarding leveraging the prisons network to include transmission of voice and video.

IT links are in place to facilitate access to the Financial Management System at the Department's Finance Division in Killarney. The pilot site - Wheatfield - will go live in July.

A tender for implementation of a new HR system is expected to issue in July. Completion is anticipated in 2003.

An extensive facelift for the Prison Service website is planned over the next few months.

34 Improve prisoner escort arrangements

The feasibility of using video-link between prisons and courts continues to be examined in consultation with the Courts Service.

35 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 will go live on a pilot basis in Wheatfield in July, 2002. Increased delegated financial authorities being negotiated with the Department of Finance will be rolled out to Wheatfield as part of the pilot project.

Work is proceeding on upgrading financial information for the purpose of making preparations for the proposed Devolved Budgetary Framework.

Appendix

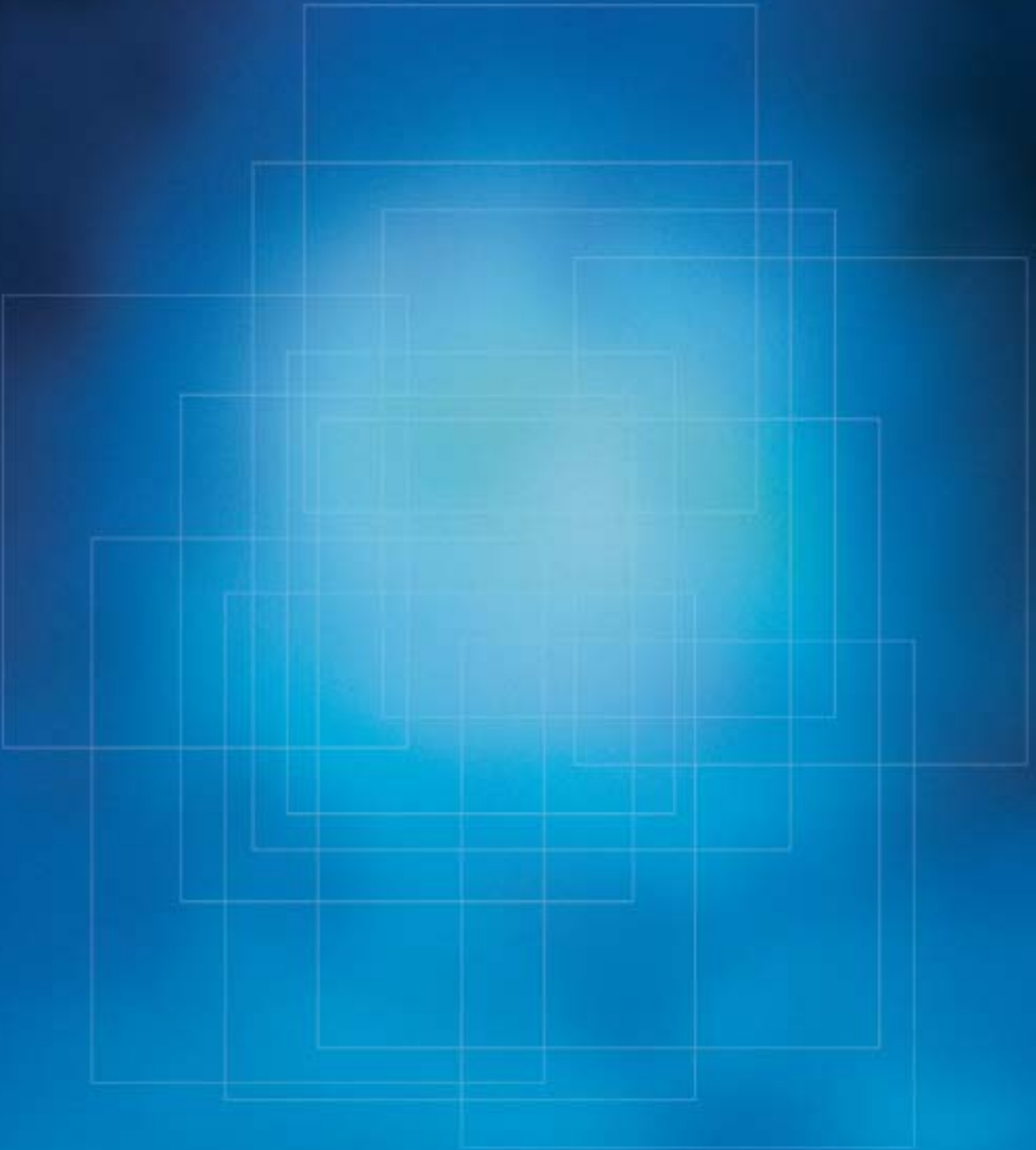


Table 13: Offences classified by sentence length (Males, 2001)

Group 1 - Offences against the Person	<3 mths	3 mths to <6 mths	6 mths to <1 year	1 year to <2 years	2 years to <3 years	3 years to <5 years	5 years to <10 years	10 years and over	Life	Total
Murder	0	0	0	0	0	0	0	0	14	14
Manslaughter	0	0	0	0	0	3	4	3	0	10
Sexual Offences	0	2	21	32	6	24	25	3	0	113
Other	75	106	133	93	16	31	17	3	0	474
Total -Group 1	75	108	154	125	22	58	46	9	14	611
Group 2 - Offences against property with violence	10	22	45	57	23	43	30	5	0	235
Group 3 - Offences Against Property without Violence	176	182	261	95	21	28	13	1	0	777
Group 4 - Other Offences										
Drug Offences	57	40	57	29	15	47	33	8	0	286
Road Traffic Offences	729	321	290	85	12	22	5	0	0	1,464
Other	799	259	229	92	11	39	26	0	0	1,455
Total - Group 4	1,585	620	576	206	38	108	64	8	0	3,205
Grand Total	1,846	932	1,036	483	104	237	153	23	14	4,828

Table 14: Offences classified by sentence length (Females, 2001)

Group 1 - Offences against the Person	<3 mths	3 mths to <6 mths	6 mths to <1 year	1 year to <2 years	2 years to <3 years	3 years to <5 years	5 years to <10 years	10 years and over	Life	Total
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	0	0	0	0
Other	9	5	8	4	1	0	1	0	0	28
Total -Group 1	9	5	8	4	1	0	1	0	0	28
Group 2 - Offences against property with violence	0	0	1	3	1	0	0	0	0	5
Group 3 - Offences Against Property without Violence	25	12	26	15	0	2	0	0	0	80
Group 4 - Other Offences										
Drug Offences	0	3	4	3	3	5	6	0	0	24
Road Traffic Offences	62	15	8	4	0	0	0	0	0	89
Other	63	21	15	6	0	1	0	0	0	106
Total - Group 4	125	39	27	13	3	6	6	0	0	219
Grand Total	159	56	62	35	5	8	7	0	0	332

Table 15: Offences classified by age group (Males, 2001)

Group 1 - Offences Against the Person	15 to < 17	17 to < 21	21 to < 25	25 to < 30	30 to < 40	40 to < 50	50 and over	Total
Murder	0	3	1	3	6	1	0	14
Manslaughter	0	0	2	4	3	0	1	10
Sexual Offences	0	14	10	9	24	25	31	113
Other	6	117	116	100	84	35	16	474
Total - Group 1	6	134	129	116	117	61	48	611
Group 2 - Offences Against the property with Violence	6	58	51	58	53	7	2	235
Group 3 - Offences Against the property without Violence	31	215	188	150	133	44	16	777
Group 4 - Other Offences								
Drug Offences	1	52	75	82	55	15	6	286
Road Traffic Offences	20	369	341	279	290	110	55	1,464
Other	15	259	286	275	338	167	115	1,455
Total - Group 4	36	680	702	636	683	292	176	3,205
Grand Total	79	1,087	1,070	960	986	404	242	4,828

Table 16: Offences classified by age group (Females, 2001)

Group 1 - Offences Against the Person	15 to < 17	17 to < 21	21 to < 25	25 to < 30	30 to < 40	40 to < 50	50 and over	Total
Murder	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0
Sexual Offences	0	0	0	0	0	0	0	0
Other	0	8	7	6	5	2	0	28
Total - Group 1	0	8	7	6	5	2	0	28
Group 2 - Offences Against the property with Violence	0	0	2	1	1	0	1	5
Group 3 - Offences Against the property without Violence	0	18	25	17	13	7	0	80
Group 4 - Other Offences								
Drug Offences	0	2	6	3	8	2	3	24
Road Traffic Offences	0	18	10	22	20	10	3	89
Other	0	14	15	18	31	21	7	106
Total - Group 4	0	34	37	43	59	33	13	219
Grand Total	0	60	71	67	78	42	14	332

Table 17: Daily Average Number of Prisoners 2001

Institution	Average No in custody
Arbour Hill Prison	135
Castlerea Prison	186
Cloverhill Prison	374
Cork Prison	274
Dochas Centre	82
Fort Mitchel	95
Limerick Prison (Female)	14
(Male)	171
Loughan House	72
Midlands Prison	241
Mountjoy Prison	504
Portlaoise Prison	145
Shanganagh Castle	27
Shelton Abbey	27
St Patrick's Institution	206
The Curragh	98
Training Unit	89
Wheatfield Prison	372
Total	3,112

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