

IRISH PRISON SERVICE

Annual Report 2009



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 manage custodial sentences in a way which encourages and supports prisoners in their endeavouring to live law abiding and purposeful lives as valued members of society.

CONTENTS

Chairman and Director General's Reports

Overview – 2009 statistics at a glance

Chapter 1 – The Organisation

Chapter 2 – Custody of Prisoners

Chapter 3 – Safe and Secure Custody

Chapter 4 - Care and Rehabilitation of Prisoners

Chapter 5 – Healthcare Services for Prisoners

Chapter 6 – The Prison Estate

Chapter 7 – Finance

Chapter 8 – Human Resource Management

Chairman's Report

When we look back over 2009 we will remember it as a challenging year given the impact of the global economic crisis. There were two notable impacts on the Irish Prison Service (IPS) during the year: firstly the faltering progress of the Thornton Hall project, which will inevitably delay the availability of much-needed modern and additional accommodation for our increasing prisoner population; and secondly the loss of so many experienced staff members who retired during the year.



I am heartened, however, to see that the Minister for Justice and Law Reform, Mr Dermot Ahern, TD, together with Minister for Finance Mr Brian Lenihan, TD and government colleagues, re-affirmed support for Thornton Hall. It is also noteworthy that government also gave approval for the recruitment of additional recruit prison officers (RPOs), despite the moratorium on public sector recruitment and promotion, to ensure that the IPS can continue to adequately carry out its mission to provide safe, secure and humane custody for people who are sent to prison.

Capital Programme

Of course Thornton Hall is not the only focus in the IPS Capital Plan and the Board was happy to note the additional accommodation that came on stream in 2009 including the new block of 123 spaces at Castlerea Prison; the new C Block in Portlaoise Prison which has full in-cell sanitation and shower facilities for 200 prisoners and the new 200 space wing at Wheatfield that was substantially completed by the year's end.

Retirements

During the year, 192 staff retired, including 7 governors and 4 deputy governors.

We wish all our former IPS staff long and happy years in retirement.

Recruitments and Promotions

A total of 122 Recruit Prison Officers commenced Year 1 of the Higher Certificate in Custodial Care during 2009. This brought the total to 479 students enrolled on the course by the end of the year and approximately 140 RPOs are expected to graduate from the programme in early 2010.

Sick Leave

The Board commends the progress made in the area of absence management. The sick leave trend is downward. At the end of 2009, the number of sick days per capita had decreased from 19.84 in 2008 to 17.25. This is an improvement of 13%. In practical terms, there were 6,669 less sick leave days availed of by 34 fewer staff.

Health and Safety

The health and safety of staff and those in the care of the Irish Prison Service are of paramount importance. The Board notes that under the direction of the Health and Safety Executive Management Team (EMT), the internationally accredited safety management system OHSAS 18001 was piloted at a number of sites in the prison service during the year.

An integral part of the system implementation at each location included the completion of comprehensive hazard identification and risk assessment process, the review and updating of fire emergency plans and a new site specific safety management manual. The Board looks forward to this system being rolled-out over the entire prison estate over the coming months.

The EMT also oversaw the replacement of breathing apparatus with equipment specifically designed for prison cell snatch rescue. This rescue system came about through innovation, research and new learning to replace a system that was labour intensive, complex to use and costly in man-hours with a system that is evidence-based and delivered to international standards with the added value of being more efficient to use and delivering ongoing cost savings.

Appreciation

I would like to thank Minister Ahern and the Secretary General, Seán Aylward, for their ongoing support. In these challenging times it is re-assuring to know that there is a strong commitment to ensuring that adequate resources are available to run what is an essential public service for both prisoners and society.

It is a cliché to say - but in the case of the Irish Prison Service it has to be said - an organisation's greatest asset is its staff. I wish to thank Director General, Brian Purcell, and staff in the institutions, headquarters and other support services, who continue to do a professional job in often-difficult circumstances.

Last, but not least, I would like to thank my fellow Board Members who meet regularly with the Director General and Directors and to whom we offer advice and guidance in the management of the prison system. It is fair to say that the relationship between the Board and senior management continues to be one of mutual respect and appreciation.

Brian McCarthy
Chairman
Prisons Authority Interim Board

Director General's Report

To: The Minister for Justice and Law Reform,
Mr Dermot Ahern, T.D.



Minister,

I am pleased to transmit to you the Annual Report of the Irish Prison Service for 2009.

The safety and security of prisons, the management of prisoner numbers and the provision of appropriate accommodation and services to prisoners remained constant priority activities during 2009.

Prisoner Numbers

During 2009 there were a total of 15,425 committals to prison. This was a significant increase on the 2008 total of 13,557 and represents a 13.8% increase. A total of 12,339 persons accounted for these committals.

In total there were 10,865 committals under sentence during the year, which was an increase of 2,822 or 35% on the 2008 figure (of 8,043 committals).

There was a considerable increase in the numbers committed for non-payment of a court ordered fine during 2009. This category increased by 90.7% on the 2008 figure - from 2,520 in 2008 to 4,806 in 2009. This follows on from an increase of 88.7% in 2008.

Other notable trends include:

- Life sentences increased by 10% in 2009 (20 in 2008 to 22 in 2009)
- 10 + year sentences increased by 7.7% in 2009 (65 in 2008 & 70 in 2009)
- 5 to 10 year sentences increased by 9.6% in 2009 (219 in 2008 & 240 in 2009)
- 3 to 5 year sentences increased by 35.5% in 2009 (346 in 2008 & 469 in 2009)
- 2 to 3 year sentences increased by 13.6% in 2009 (359 in 2008 & 408 in 2009)
- 1 to 2 year sentences decreased by 27.9% in 2009 (610 in 2008 & 440 in 2009)
- 6 to 12 month sentence increased by 11.2% in 2009 (1,404 in 2008 & 1,561 in 2009)
- 3 to 6 month sentences increased by 27.5% in 2009 (1,494 in 2008 & 1,905 in 2009),
- < 3 month sentences increased by 63% in 2009 (3,526 in 2008 & 5,750 in 2009)

The daily average number of prisoners in custody in 2009 was 3,881- an increase of 337 (or 9.5%) on the 2008 figure of 3,544. The average number of female offenders in custody was 132, an increase of 8 on the 2008 level. Most prisons operated at or above full capacity in 2009.

Cost of Providing Prison Spaces

The average cost of providing a prison space in 2009 was €77,222. This was a decrease on the 2008 cost (€92,717) of €15,495 or 16.7%.

Enhanced Security Measures

One of the major challenges in prisons worldwide lies in preventing access to contraband items, primarily mobile phones and drugs, which for obvious reasons are viewed as highly valuable commodities which could assist in illegal activity. In June 2007 the Government approved the resources necessary to introduce a package of security measures which target the routes whereby contraband such as drugs, weapons and mobile phones are trafficked into our prisons. The roll-out of the various elements commenced in May 2008 and were completed during 2009.

The introduction of these measures has been one of the most significant developments in the prison service in recent years and has proven to be a major success.

Sex Offender Treatment

During 2009, considerable progress was made in increasing the range and availability of therapeutic options for sex offenders, with the Building Better Lives (BBL) programme becoming operational in January. In line with the Irish Prison Service's Sex Offender Management Policy Document, published in April 2009, Arbour Hill was designated as a national centre for the treatment of sex offenders. I am pleased to report that take-up of the BBL programme in Arbour Hill has been very encouraging.

When fully operational, the programme will provide interventions for up to 60 prisoners per year. This will ensure that all sex offenders who are serving sentences of at least one year and who are willing to engage with the therapeutic services will be able to avail of interventions.

Prison Building Programme

Significant progress was made during 2009 on the implementation of the prison building programme which will, when complete, replace approximately 40% of the prison estate in accordance with commitments in the Programme for Government.

The most ambitious project in this programme is, of course, the replacement of the four prisons on the Mountjoy Campus with a new prison at Thornton Hall in North County Dublin.

It was a great disappointment that, due largely to the global economic situation, we had to withdraw from negotiations with the Leargas Consortium due to the ever increasing cost of financing the project as originally planned. However, this disappointment was largely tempered by the speed with which the Government re-affirmed its commitment to developing a new prison campus at Thornton Hall and approved the launching of a new tendering process for the construction of a more affordable prison and better value prison campus at Thornton. It must be acknowledged that the support of the Minister was critical in obtaining this commitment.

The objective remains to provide good quality, regime focussed accommodation with appropriate support and rehabilitation facilities to prepare prisoners for re-integration back into society.

The development is now proceeding on a phased basis with phase one comprising essential basic preliminary works required for the development including the construction of the access route, perimeter wall and off-site works. While phase one is in progress, the procurement process for the buildings and other facilities that will make up the prison campus will be examined and finalised. The objective is to complete the design and procurement process for the main prison complex while the construction of phase one is underway. This approach will help expedite the construction of the main prison complex.

Extra prison spaces

A new accommodation block for 123 prisoners opened in Castlereagh Prison in September and a new block in Portlaoise Prison which can accommodate 200 prisoners opened in November.

Current projects will see a further 250 spaces provided during 2010 by means of a new block in Wheatfield Prison which will accommodate approximately 200 prisoners and the re-opening of the Separation Unit in Mountjoy which will provide an additional 50 spaces.

Work is also expected to commence in 2010 on a new accommodation block in the Portlaoise / Midlands prison complex which will accommodate 300 prisoners.

Pandemic (H1N1) 2009

The IPS worked closely with health agencies implementing measures to help limit the spread of the pandemic. The IPS was involved in preparedness planning which had two elements, one at national level linking with other relevant agencies and developing the National Contingency Plan, and the other at local level through prison based Pandemic Flu Committees.

The low infectivity rates among the prison population can be attributed to the vigilance of healthcare staff at committal stage, the continuous education of prisoners and staff, infection prevention measures implemented by the nursing staff and the care management of ill prisoners by medical and nursing staff. The containment of suspected and confirmed cases in 2009 witnessed exemplary collaborative working across institutions.

Conclusion

I would like to thank the Management and Staff of the Irish Prison Service for their continued dedication and professionalism.

I would also like to thank the Minister for Justice and Law Reform, the Secretary General of the Department and all his staff, in particular in the Prisons and Probation Policy Division, for their assistance and support.

Finally, I would like to thank the Chairman and Members of the Prisons Authority Interim Board for their support and their commitment to the Prison Service.

Brian Purcell
Director General

Overview – 2009 statistics at a glance

There were 15,425 committals to prison in 2009 which is an increase of 13.8% on the 2008 total of 13,557 and follows a 13.6% increase on the total in 2007.

12,339 persons were sent to prison in 2009 compared to 10,928 in 2008, which represents an increase of 12.9%. Of those 88.2% were male and 11.8% female.

Committals during 2009

- There was an increase of 2,822 or 35% in the numbers committed to prison under sentence in 2009 (10,865) over 2008 (8,043).
- The number of prisoners committed serving 10 years or more increased by 7.7% from 65 offenders in 2008 to 70 in 2009. This follows on from a 38.3% increase in this category in 2008 and a 114% increase in this category 2007.
- The number of prisoners committed serving sentences in the 3 to 5 years category increased by 35.5% on the 2008 figure (346 in 2008 to 469 in 2009). The number of persons committed in this sentence-length category for drug offences increased by 80% (from 77 in 2008 to 139 in 2009).
- Committals under sentence of less than 3 months increased by almost 63% on the 2008 figure, i.e., from 3,526 to 5,750.
- The number of committals to prison in 2009 for road traffic offences increased by 60% on the 2008 figure, i.e., from 2,254 in 2008 to 3,601 in 2009. 71.7% of sentences in this category were for less than 3 months.
- There was a considerable increase in the numbers committed for non-payment of a court ordered fine during 2009. This category increased by 91% on the 2008 figure - from 2,520 in 2008 to 4,806 in 2009. This follows on from an increase of 88.7% in 2008.

In 2009 there were 673 committals in respect of immigration issues involving 669 detainees. This represents a decrease of 30.4% on the 961 persons detained in 2008 and follows on from a 16% decrease in this category in 2007.

- 490 of those committals, or 73%, were for less than 8 days.
- The average daily number of persons in custody in this category was 10.

Snapshot of prison population on 4th December 2009

- The snapshot showed an increase of almost 9.3% in the number of persons in custody (4,040) on the 2008 figure (3,695)
- 3,418 of those in custody on 4 December were serving sentences and 74% of those were serving sentences of 2 years or more.
- There were 292 persons serving sentences for sexual offences, a 6.2% increase on the 2008 figure of 275.
- The number of persons serving sentences for drug offences (760) was 34% higher than in 2008 (567).
- 49 offenders were serving sentences of less than 3 months representing 1.2% of the prison population.
- There were 25 persons in prison for non-payment of fines which represents 0.6% of the prison population. There were no persons in prison for non payment of debt.

The average cost of providing a prison space in 2009 was €77,222. This was a decrease on the 2008 cost (€92,717), of €15,495 or 16.7%. The decrease in average cost is attributed to the following two factors:

- a decrease in total costs of €17.7 million (of which €15.5 million relates to pay costs); and
- an increase in bed capacity of 495 from 3,611 as at 31st December 2008 to 4,106 as at 31st December 2009.

Chapter 1

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.

The Organisation

Political responsibility for the prison system in Ireland is vested in the Minister for Justice and Law Reform. The Irish Prison Service operates as an executive agency within the Department of Justice and Law Reform. It is headed by a Director General supported by 7 Directors. A non-executive Prisons Authority Interim Board provides advice and guidance in the management of the prison system.

The Irish Prison Service deals with male offenders who are 16 years of age or over and female offenders who are 18 years of age or over.

The Irish Prison Service is administered centrally with its headquarters located in Longford Town.

Budget and Staffing

The annual budget for the Irish Prison Service for 2009 was €379.319 million.

At end 2009 there were 3568 staff in the Irish Prison Service including civilian grades and headquarters staff.

Statutory Framework

The Prison Service operates within a statutory framework comprising:

- the Prisons Acts, including the most recent Prisons Act 2007,
- relevant provisions in other statutes such as the Prisons (Visiting Committees) Act, 1925, the Criminal Justice Act, 1960, the Criminal Justice (Miscellaneous Provisions) Act, 1997, the Criminal Justice Act, 2007, other criminal justice acts and the Transfer of Sentenced Persons Acts, 1995 and 1997 and
- the Rules for the Government of Prisons, 2007.

For persons held on immigration related matters the main legislative provisions are the Immigration Acts 1999, 2003 and 2004, their associated regulations, the Illegal Immigrants Trafficking Act 2000 and the Refugee Act 1996.

The Prison Service also takes due account of the UN and European Conventions on Human Rights, UN Standard Minimum Rules for the Treatment of Prisoners, the UN Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, the UN Covenant on Civil and Political Rights, the European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment.

Core Values

The Prison Service:

- Recognises its obligation to serve the community with full respect for the human dignity and rights of every person, both in custody and in the wider community
- Recognises that it is obliged to help every offender live as a law abiding person and that the Service can contribute to their realising their potential
- Believes in making available to each person in custody conditions and services appropriate to their well-being and personal development
- Commits itself to minimising the detrimental effects of imprisonment
- Endeavours to help prisoners, where possible and appropriate, to maintain relationships with their families
- Values the resources available to it, especially all staff working in the prison system who are the most important asset in fulfilling the Service's mission
- Commits itself to being courteous and fair in all its dealings
- Accepts that it is accountable for its actions and endeavours to demonstrate this accountability in public.

Ireland's Prisons

There are 14 institutions in the Irish prison system consisting of 11 traditional "closed" institutions, two open centres, which operate with minimal internal and perimeter security, and one "semi-open" facility with traditional perimeter security but minimal internal security (the Training Unit). The majority of female prisoners are accommodated in the Dóchas Centre with the remainder accommodated in Limerick Prison.

Mountjoy Prison
North Circular Road
Dublin 7
Tel: 01 8062800
Fax: 01 8062824

Governor: Mr John Lonergan

Operational Capacity: 590

Mountjoy Prison is a closed, medium security prison for males aged 17 years and over. It is the main committal prison for Dublin city and county and the largest penal institution in the State.

Prisoner Population: The daily average number in custody in 2009 was 632.

Dóchas Centre
North Circular Road
Dublin 7
Tel: 01 8858987
Fax: 01 8858910

Governor: Ms Kathleen McMahon

Operational Capacity: 85

The Dóchas Centre is a closed, medium security prison for females aged 18 years and over. It is the committal prison for females committed on remand or sentenced from all Courts outside the Munster area.

Prisoner Population: The daily average number in custody in 2009 was 110.

St. Patrick's Institution
North Circular Road
Dublin 7
Tel: 01 8062896
Fax: 01 8307705

Governor: Mr Colm Barclay

Operational Capacity: 217

Saint Patrick's Institution is a closed, medium security place of detention for males aged 16 to 21 years and accommodates both remand and sentenced prisoners.

Prisoner Population: The daily average number in custody in 2009 was 221

Cork Prison
Rathmore Road
Cork City
Tel: 021 4518800
Fax: 021 4518860

Governor: Mr James Collins

Operational Capacity: 272

Cork Prison is a closed, medium security prison for males aged 17 years and over. It is the committal prison for counties Cork, Kerry and Waterford.

Prisoner Population: The daily average number in custody in 2009 was 298

Limerick Prison
Mulgrave Street
Limerick
Tel: 061 204700
Fax: 061 415116

Governor: Mr Tadhg O’Riordan

Operational Capacity: 290 (m) and 20 (f)

Limerick Prison is a closed, medium security prison for males and females aged 17 years and over. It is the committal prison for males for counties Clare, Limerick and Tipperary and for females for all six Munster counties.

Prisoner Population: The daily average number in custody in 2009 was 298 males and 22 females.

Cloverhill Prison
Cloverhill Road, Clondalkin
Dublin 22
Tel: 01 6304530 / 01 6304531
Fax: 01 6304580

Governor: Mr Sean Quigley

Operational Capacity: 431

Cloverhill Prison is a closed, medium security prison for males aged 17 years and over which primarily caters for remand prisoners committed from the Leinster area.

Prisoner Population: The daily average number in custody in 2009 was 448.

Portlaoise Prison
Dublin Road, Portlaoise, Co Laois
Tel: 057 86 21318
Fax: 057 86 20997

Governor: Mr Edward Whelan

Operational Capacity: Capacity of Portlaoise Prison increased to 399 during 2009.

Portlaoise Prison is a closed, high security prison for males aged 17 years and over. It is the committal prison for those sent to custody from the Special Criminal Court and prisoners accommodated here include those linked with subversive crime.

Prisoner Population: The daily average number in custody in 2009 was 119.

Castlerea Prison
Harristown, Castlerea, Co Roscommon
Tel: 094 96 25213
Fax: 094 96 26226

Governor: Mr Martin Reilly

Operational Capacity: Capacity of Castlerea Prison increased to 351 during 2009.

Castlerea Prison is a closed, medium security prison for males aged 17 years and over. It is the committal prison for remand and sentenced prisoners in Connaught and also takes commitments from counties Cavan, Donegal and Longford.

Prisoner Population: The daily average number in custody in 2009 was 306.

Wheatfield Prison
Cloverhill Road, Clondalkin
Dublin 22
Tel: 01 6209400
Fax: 01 6209430

Governor: Mr John Sugrue

Operational Capacity: 430

Wheatfield Prison is a closed, medium security prison for males aged 17 years and over. It is the committal prison for counties Louth, Meath, Monaghan, Wexford and Wicklow.

Prisoner Population: The daily average number in custody in 2009 was 426.

Arbour Hill
Dublin 7
Tel: 01 6719333
Fax: 01 6799518

Governor: Mr Liam Dowling

Capacity: 148

Arbour Hill is a closed, medium security prison for males aged 17 years and over. Its prisoner profile is largely made up of long term sentenced prisoners.

Prisoner Population: The daily average number in custody in 2009 was 154.

Training Unit
Glengarriff Parade North Circular Road
Dublin 7
Tel: 01 8062890
Fax: 01 8307460

Governor: Mr Declan Murphy

Operational Capacity: 107

The Training Unit is a semi-open, low security prison for males aged 18 years and over, with a strong emphasis on work and training.

Prisoner Population: The daily average number in custody in 2009 was 112.

Midlands Prison
Dublin Road, Portlaoise
Co Laois
Tel: 057 86 72110 / 72100
Fax: 057 86 72219

Governor: Mr Edward Whelan

Operational Capacity: 516

The Midlands Prison is a closed, medium security prison for males aged 17 years and over. It is the committal prison for counties Carlow, Kildare, Kilkenny, Laois, Offaly and Westmeath.

Prisoner Population: The daily average number in custody in 2009 was 512.

Loughan House
Loughan House Open Centre
Blacklion, Co Cavan

Tel: 071 9853059
Fax: 071 9853234

Governor: Mr Martin Reilly

Operational Capacity: 150

Loughan House is an open, low security prison for males aged 18 years and over who are regarded as requiring lower levels of security.

Prisoner Population: The daily average number in custody in 2009 was 129.

Shelton Abbey
Arklow
Co Wicklow
Tel: 0402 32140
Fax: 0402 39924

Governor: Mr Michael Lawton

Operational Capacity: 100

Shelton Abbey is an open, low security prison for males aged 19 years and over who are regarded as requiring lower levels of security.

Prisoner Population: The daily average number in custody in 2009 was 94.

Chapter 2

Custody of Prisoners

Snapshot of Prison Population

The profile of the prison population on any one day is perhaps the most reliable indicator of the profile of prisoners we have within the system.

On 4th December 2009, the prison population totalled 4,040 which was comprised of:

- Sentenced 3,418
- Remand/Awaiting Trial/Others 602
- Immigration 20

The total for the number of persons in custody (4,040) is an increase of almost 9.3% on the comparable 2008 figure (3,695).

This total included 264 offenders serving sentences for murder and 71 for manslaughter. Drug offences accounted for 760 offenders and road traffic offences 170.

Some 276 prisoners were serving life sentences and another 283 were serving determinate sentences of ten years or more, and accounted for 6.8% and 7% of the total number of prisoners in custody respectively.

With regard to prisoners serving shorter sentences, 49 offenders were serving sentences of less than 3 months representing 1.2% of the total number of prisoners in custody. There were 25 persons in prison for non-payment of fines which represents 0.6% of the total number of prisoners in custody.

As regards nationality, Irish nationals accounted for 89.2% of the total number of persons in custody under sentence on the 4th December 2009.

Table 2.1 : Sentence Profile of Prisoners in custody under sentence on 4 December 2009

	Female	Male	Total
<3 Mths	1	48	49
3 to <6 Mths	4	88	92
6 to <12 Mths	17	309	326
1 to <2 Yrs	19	404	423
2 to <3 Yrs	20	398	418
3 to <5 Yrs	23	744	767
5 to <10 Yrs	20	764	784
10+ Yrs	3	280	283
Life Sentence	5	271	276
Total	112	3306	3418

Table 2.2 : Offence Profile of Prisoners in custody under sentence on 4 December 2009

	Female	Male	Total	%
Total Group 1 :				
Offences Against the Person	36	1117	1153	33.7
MURDER	5	259	264	7.7
MANSLAUGHTER	5	66	71	2.1
SEXUAL OFFENCES	1	291	292	8.5
OTHER OFFENCES AGAINST THE PERSON	25	501	526	15.4
Assault	6	139	145	
Assault Causing Harm	17	192	209	
Assault on Garda	0	5	5	
Assault OABH	1	15	16	
OTHER OFFENCES IN THIS CATEGORY	1	150	151	
Total Group 2 :				
Offences Against Property with Violence	2	100	102	3
Total Group 3 :				
Offences Against Property without violence	37	904	941	27.5
Theft	23	210	233	
Criminal Damage	1	99	100	
Burglary	6	191	197	
Robbery	4	261	265	
Handling Stolen Property	0	26	26	
Entering Building with intent to Commit Offence	0	9	9	
OTHER OFFENCES IN THIS CATEGORY	3	108	111	
Total Group 4 :				
Other Offences	37	1185	1222	35.8
Drug Offences	27	733	760	22.2
Road Traffic Offences	3	167	170	5
No Insurance (Owner/User)	1	42	43	
Drunken Driving (Breath/Blood/Urine/Non Specimen)	0	9	9	
Dangerous Driving (including Death/Bodily Harm)	2	50	52	
Unauthorised Taking of M.P.V.	0	41	41	
No Driving Licence (Owner/Driver)	0	5	5	
Unauthorised Carriage in/on M.P.V.	0	8	8	
OTHER ROAD TRAFFIC OFFENCES	0	12	12	
Other Offences	7	285	292	8.5
Firearm Offences	0	116	116	
Threatening/Abusive/Insulting Behaviour	0	19	19	
Intoxication in Public	0	3	3	
Failure to comply with a Garda				
(Obstruction/Resisting arrest)	0	15	15	
Possession of Knives and Other Articles				
(Certain articles/Flick Knife/Offensive weapon etc)	0	32	32	
Failing to appear (Date originally set/Other remand date)	2	10	12	
Breach of Barring Order (Interim/Protection/Safety)	1	16	17	
Failed to make Income Tax Returns	0	2	2	
OTHER OFFENCES IN THIS CATEGORY	4	72	76	
Total	112	3306	3418	100

Table 2.3: Persons in Custody under Sentence on 4 December 2009 - Offences classified by sentence length										
	<3 Mths	3 to <6 Mths	6 to <12 Mths	1 to <2 Yrs	2 to <3 Yrs	3 to <5 Yrs	5 to <10 Yrs	10+ Yrs	Life	Total
Murder	0	0	0	0	0	0	0	5	259	264
Manslaughter	0	0	0	0	2	4	43	19	3	71
Sexual Offences	0	0	4	15	24	57	107	75	10	292
Other Offences against the person	3	13	42	94	112	158	80	21	3	526
Offences against property with violence	0	0	1	5	14	31	29	22	0	102
Offences against property without violence	12	31	142	201	152	242	148	12	1	941
Drug Offences	3	10	28	32	77	190	301	119	0	760
Road Traffic Offences	6	15	57	40	15	25	12	0	0	170
Other Offences	25	23	52	36	22	60	64	10	0	292
Total	49	92	326	423	418	767	784	283	276	3418

Table 2.4: Age Profile of Prisoners in custody under sentence on 4 December 2009			
	Female	Male	Total
16	0	8	8
17	0	31	31
18 to <21	9	287	296
21 to <25	19	644	663
25 to <30	24	782	806
30 to <40	37	876	913
40 to <50	15	447	462
50+	8	231	239
Total	112	3306	3418

Table 2.5: Nationality of persons in custody under sentence on 4 December 2009				
	Female	Male	Total	%
Irish	92	2958	3050	89.2
UK	9	70	79	2.3
EU	3	174	177	5.2
Other European	0	18	18	0.5
African	4	52	56	1.6
Asian	1	21	22	0.6
South/Central American	2	8	10	0.3
North American	0	4	4	0.1
Australasian	1	1	2	0.1
Total	112	3306	3418	100

Table 2.6: Debtors and Default of Fine in custody on 4 December 2009

	Female	Male	Total
Debtor	0	0	0
Fine Sentence	1	24	25
Total	1	24	25

Daily number of prisoners in custody

Most prisons operated at or above capacity in 2009. The average number of prisoners in custody on a daily basis was 3,881.

Table 2.7: Daily average number of prisoners per institution 2009

Institution	Bed Capacity	Average No in Custody	% Bed Capacity	Reviewable Temp. Release	Total	Sex Offenders	Immigration Warrant Cases
Arbour Hill	148	154	104	1	155	97	0
Castlerea	351	306	87	35	341	24	1
Cloverhill	431	448	104	9	457	0	6
Cork	272	298	11	76	374	5	0
Limerick (f)	20	22	11	15	37	0	0
Limerick (m)	290	298	103	41	339	1	1
Loughan	150	129	86	26	155	0	0
Midlands	516	512	99	40	552	100	0
Mountjoy (f)	85	110	129	63	173	1	2
Mountjoy (m)	590	632	107	171	803	1	0
Shelton Abbey	100	94	94	12	106	0	0
St Patrick's	217	221	102	13	234	3	0
Training Unit	107	112	105	6	118	0	0
Wheatfield	430	426	99	26	452	0	0
Total	4106	3881	95	535	4416	232	10

- The overall daily average number of prisoners in custody in 2009 was 3,881 compared to 3,544 in 2008.
- The average number of female offenders in custody was 132, compared to 124 in 2008.

COMMITTALS

Number of committals to prison in 2009

There were 15,425 committals to prison in 2009. The 15,425 committals were in relation to 12,339 persons. A person could be included more than once if committed more than once in the year.

The total of 15,425 committals to prison compared to 13,557 in 2008 represents an increase of 13.8%.

The total of 15,425 comprised:

- 10,226 committals under sentence,
- 4,519 committals on remand,
- 673 committals under immigration law and
- 7 committals for contempt of court.

Table 2.8 Committals to Prison 2001 to 2009						
Year	Total	Change from previous year %	Persons	Change from previous year %	Male	Female
2001	12127		9539		8616	923
2002	11860	-2.2	9716	1.9	8673	1043
2003	11775	-0.7	9814	1	8669	1145
2004	10657	-9.5	8820	-10.1	7914	906
2005	10658	0	8686	-1.5	7780	906
2006	12157	14.1	9700	11.7	8740	960
2007	11934	-1.8	9711	0.1	8556	1155
2008	13557	13.6	10928	12.5	9703	1225
2009	15425	13.8	12339	12.9	10880	1459

Number of persons committed to prison in 2009

A total of 12,339 persons accounted for the 15,425 committals. This figure relates to persons newly committed to prison (i.e. not already on remand or serving another sentence). This represents an increase of 12.9 percent on the 2008 total of 10,928 persons.

Age and Gender of persons committed to prison in 2009

The breakdown by gender of persons committed was 88.2% male and 11.8% female compared with 2008 figures which were 88.8% male and 11.2% female.

Table 2.9: Age and Gender of persons committed to prison in 2009

Age (Years)	Female	Male	Total	%
16	0	91	91	0.7
17	1	136	137	1.1
18 - < 21	156	1333	1489	12.1
21 - < 25	292	2371	2663	21.6
25 - < 30	337	2377	2714	22
30 - < 40	428	2765	3193	25.9
40 - < 50	191	1261	1452	11.8
50+	54	546	600	4.9
Total	1459	10880	12339	100
%	11.8	88.2	100	

County and Country of Origin

Over a third (35.8%) of all persons committed declared Dublin as their county of residence. Cork with 11.2%, Limerick with 6.8% and Galway with 3.5% were the next largest counties of residence indicated.

Of those committed 9,330 were Irish Nationals (75.6%) of the total (12,339) which is an increase of 1,649 or 21.5% on the corresponding 2008 figure of 7,681.

Other EU nationals (excluding Irish) accounted for 1,635 (13.3%) of persons committed. Other European nationals accounted for 218 (1.8%), African nationals for 587 (4.8%), Asian nationals for 390 (3.2%) and Central/South American nationals accounted for 121 (1%). See Table below for further details.

Table 2.10: Nationality as given by persons committed in 2009 & 2008

Nationality	2008		2009	
	number	%	number	%
Irish	7681	70.3	9330	75.6
U.K.	224	2	251	2
E.U.	1227	11.2	1384	11.2
Other European	278	2.5	218	1.8
African	757	6.9	587	4.8
Asian	512	4.7	390	3.2
Australasian	5	0	6	0
Central/South American	184	1.7	121	1
North American	21	0.2	20	0.2
Not Recorded	39	0.4	32	0.3
Total	10928	100	12339	100
Total E.U. (including Irl)	9132	83.6	10965	88.9
Other E.U. (including UK)	1451	13.3	1635	13.3

* a breakdown by county of residence is available on our website: www.irishprisons.ie

Committals under sentence

There were 10,226 committals directly under sentence in 2009. When an additional 639 prisoners, who were already in custody at the start of the year on remand/awaiting trial and who were subsequently convicted are included, the total number of prisoners received on conviction in 2009 is 10,865.

Sentence length

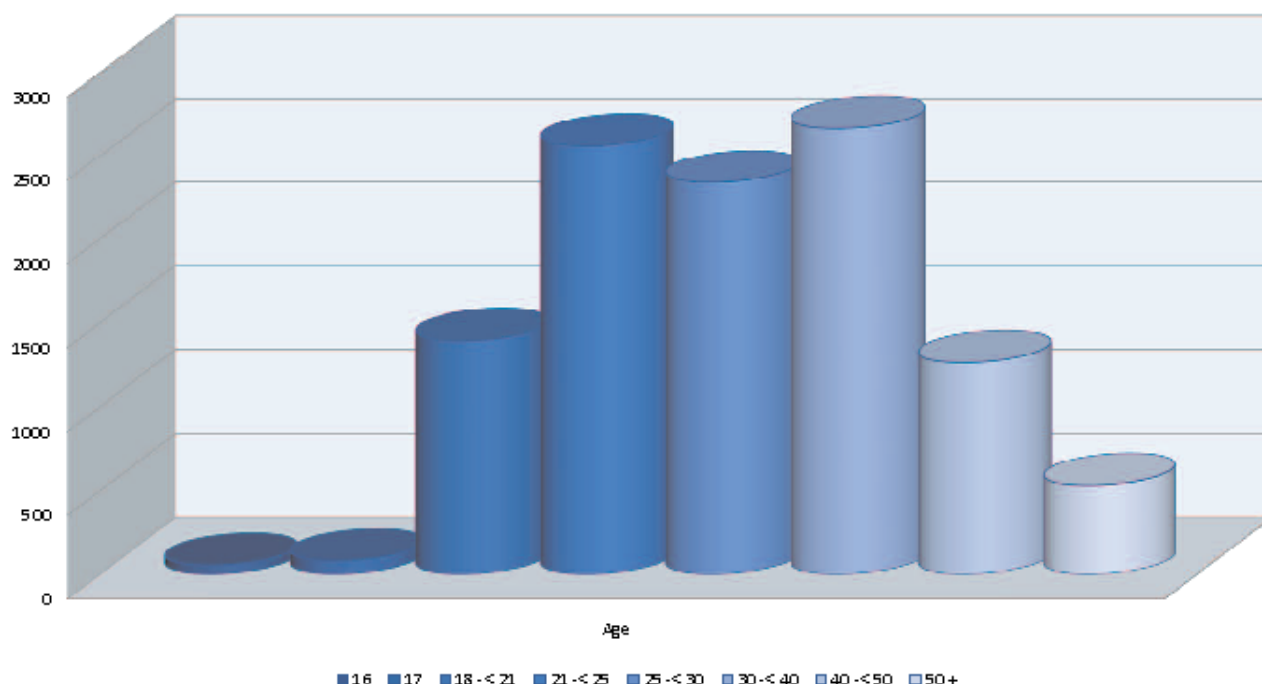
There was a 35% increase (2,822) in the numbers committed to prison under sentence in 2009 (total of 10,865) over 2008 (8,043). Notable trends include:

- The number of prisoners committed serving 10 years or more increased by 7.7% from 65 offenders in 2008 to 70 in 2009. This follows on from a 38.3% increase in this category in 2008 and a 114% increase in this category 2007.
- The number of prisoners committed serving sentences in the 3 to 5 years category increased by 35.5% on the 2008 figure (346 in 2008 to 469 in 2009). The number of persons committed in this sentence-length category for drug offences increased by 80% (from 77 in 2008 to 139 in 2009).
- Committals under sentence of less than 3 months increased by 63% on the 2008 figure, i.e., from 3,526 to 5,750.
- The number of committals to prison in 2009 for road traffic offences increased by 59% on the 2008 figure - from 2,254 in 2008 to 3,601 in 2009). 71% of sentences in this category were for less than 3 months.

Table 2.11: Committals under sentence by age group

AGE (Years)	Total	%
16	53	0.5
17	79	0.7
18 to <21	1390	12.8
21 to <25	2561	23.6
25 to <30	2337	21.5
30 to <40	2655	24.4
40 to <50	1260	11.6
50+	530	4.9
Total	10865	100

Chart 1: Age Profile of persons committed under sentence in 2009



Committals by offence group

The Irish Prison Service uses four main offence groupings to present information on offence type.

Group 1 (Offences against the person)

There were 994 committals under sentence in 2009 in respect of offences against the person, which accounts for 9.1% of the total number of persons committed under sentence in 2009.

Group 2 (Offences against property without violence) and Group 3 (Offences against property with violence)

There were 2,324 committals under sentence in 2009 for offences against property, which accounts for 21.4% of the total number of persons committed under sentence in 2009.

Group 4 (Other offences)

There were 7,547 committals under sentence in 2009 in this group, which relates mainly to drug, road traffic and public disorder offences and accounts for 69.5% of the total number of persons committed under sentence in 2009.

A detailed breakdown is contained in the following Tables.

Table 2.12: Committals under sentence in 2009 breakdown by Offence Description

	Female	Male	2009		2008	
			Total	%	Total	%
Total Group 1 :						
Offences Against the Person	64	930	994	9.1	939	11.7
MURDER	0	19	19	0.2	20	0.2
MANSLAUGHTER	1	19	20	0.2	12	0.1
SEXUAL OFFENCES	1	122	123	1.1	120	1.5
OTHER OFFENCES AGAINST THE PERSON	62	770	832	7.7	787	9.8
Assault	34	353	387	3.6	412	5.1
Assault Causing Harm	24	278	302	2.8	220	2.7
Assault on Garda	1	10	11	0.1	19	0.2
Assault Occasioning Actual Bodily Harm (OABH)	1	11	12	0.1	13	0.2
OTHER OFFENCES IN THIS CATEGORY	2	118	120	1.1	123	1.5
Total Group 2 :						
Offences Against Property with Violence	2	60	62	0.6	65	0.8
Total Group 3 :						
Offences Against Property without Violence	272	1990	2262	20.8	2025	25.2
Theft	205	735	940	8.7	788	9.8
Criminal Damage	9	388	397	3.7	407	5.1
Burglary	19	307	326	3	251	3.1
Robbery	13	188	201	1.8	171	2.1
Handling Stolen Property	12	95	107	1	116	1.4
Entering Building etc With Intent to Commit Offence	4	80	84	0.8	88	1.1
OTHER OFFENCES IN THIS CATEGORY	10	197	207	1.9	204	2.5
Total Group 4 :						
Other Offences	823	6724	7547	69.5	5014	62.3
DRUG OFFENCES	57	845	902	8.3	637	7.9
ROAD TRAFFIC OFFENCES	435	3166	3601	33.1	2254	28
No Insurance (User/Owner)	149	1149	1298	11.9	928	11.5
Drunken Driving (Blood/Breath/Non/Urine)	25	395	420	3.9	307	3.8
Dangerous Driving (including Careless/Speeding)	17	202	219	2	171	2.1
Unauthorised Taking of Mechanically Propelled Vehicle (MPV)	0	120	120	1.1	96	1.2
Non Display of Disc (Insurance/Road Tax/NCT/Parking)	65	370	435	4	316	3.9
No Driving Licence (Owner/Driver)	21	105	126	1.2	70	0.9
Unauthorised Carriage in/on M.P.V.	3	38	41	0.4	31	0.4
OTHER ROAD TRAFFIC OFFENCES	155	787	942	8.7	335	4.2
OTHER OFFENCES	331	2713	3044	28	2123	26.4
Threatening/Abusive/Insulting behaviour in a Public Place	49	786	835	7.7	569	7.1
Debtor Offences (including Fail to Pay Maintenance)	13	157	170	1.6	255	3.2
Intoxication in Public Place	19	193	212	2	192	2.4
Failure to Comply with Direction of a Garda (Obstruction/Resisting Arrest)	12	195	207	1.9	147	1.8
Possession of Knives and Other Articles (Flick Knife/Offensive weapon etc)	3	103	106	1	104	1.3
Failing to Appear (on Remand Date/Date Originally Set)	91	320	411	3.8	134	1.7
Firearm Offences	0	100	100	0.9	48	0.6
	2	61	63	0.6	48	0.6
Failed to make Income Tax Returns	2	88	90	0.8	37	0.5
Breach of Peace	2	22	24	0.2	21	0.3
OTHER OFFENCES IN THIS CATEGORY	138	688	826	7.6	568	7.1
Total	1161	9704	10865	100	8043	100

Table 2.13: Offence by Sentence length of offender in 2009

	<3 Mths	3 to <6 Mths	6 to <12 Mths	1 to <2 Yrs	2 to <3 Yrs	3 to <5 Yrs	5 to <10 Yrs	10+ Yrs	Life	Total
Murder	0	0	0	0	0	0	0	1	18	19
Manslaughter	0	0	0	0	2	0	11	5	2	20
Sexual Offences	0	6	13	18	23	31	16	14	2	123
Other Offences against the person	119	196	172	123	105	91	19	7	0	832
Offences against property with violence	6	4	6	11	12	13	10	0	0	62
Offences against property without violence	533	488	753	171	146	130	38	3	0	2262
Drug Offences	227	113	143	42	79	139	123	36	0	902
Road Traffic Offences	2582	709	228	38	16	24	4	0	0	3601
Other Offences	2283	389	246	37	25	41	19	4	0	3044
Total	5750	1905	1561	440	408	469	240	70	22	10865
2008	3526	1494	1404	610	359	346	219	65	20	8043
Difference	2224	411	157	-170	49	123	21	5	2	2822
%	63.1	27.5	11.2	-27.9	13.6	35.5	9.6	7.7	10	35.1

* Further statistical information is available on our website (www.irishprisons.ie)

Committals for fines or debts

The number of committals to prison as a consequence of the non-payment of a court ordered fine during 2009 increased by (2,286 committals) 90.7% on the 2008 figure, i.e., 2,520 in 2008 to 4,806 in 2009, this follows on from an increase of 88.7% in 2008.

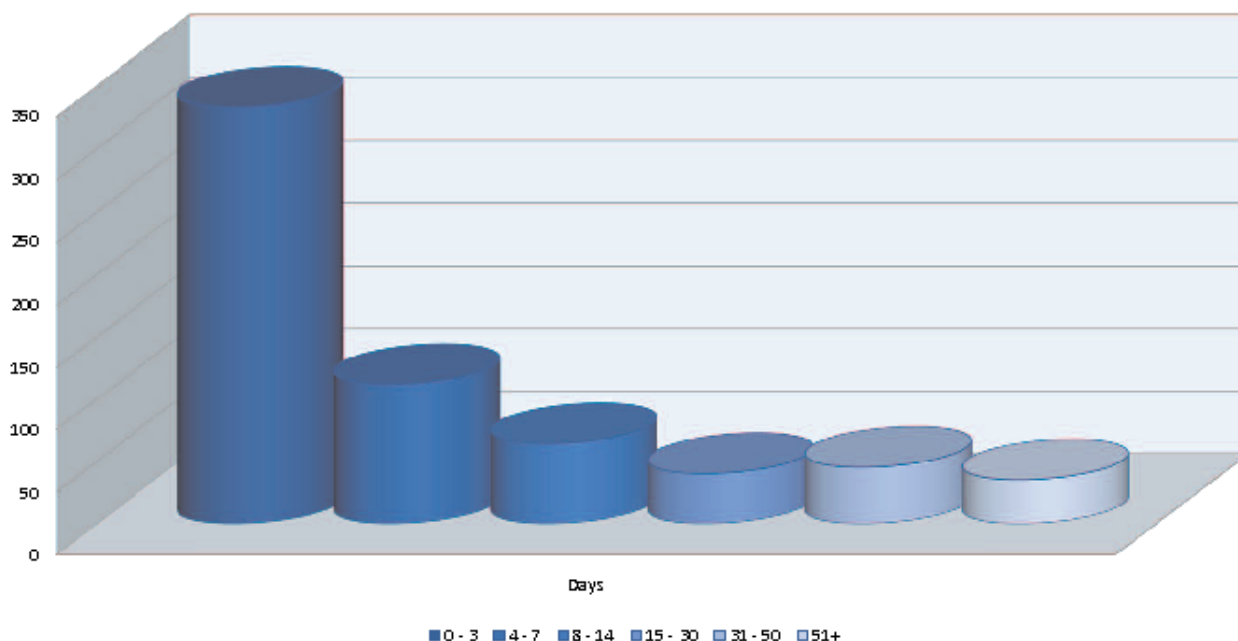
Table 2.14: Debtor/Fine defaulters

Type	Female	Male	Total
Debtor	13	149	162
Fine Sentence	695	4111	4806
Total	708	4260	4968

Persons detained under Immigration Laws

In 2009 there were 673 committals in respect of immigration issues involving 669 detainees. This represents a decrease of 30.4% on the 961 persons detained in 2008. The average daily number of persons in custody under this category was 10.

Chart 2: Time spent in custody by persons committed under the Immigration Acts



Life Sentence Prisoners

In 2009 there were 22 persons committed serving sentences of Life Imprisonment.

There were approximately 60 life sentence prisoners under supervision in the community at 31 December, 2009, some of whom were released from custody over 30 years ago.

Persons who have received life sentences continue to serve their life sentence even when provided with extended periods of temporary release into the community. Any person afforded temporary release will be returned to prison if they breach the conditions of their release or if they pose a threat to the public. A total of 11 life sentence prisoners were granted temporary release during the time period 2004 to 31 December, 2009, under the supervision of the Probation Service. The average time spent in custody by these persons was 17 years. This compares to an average of just over 7½ years for releases between 1975 and 1984, just under 12 years for releases between 1985 and 1994 and just under 14 years for releases between 1995 and 2004.

Convention on the Transfer of Sentenced Persons

In 2009, 2 prisoners transferred into the Irish prison system from prisons in other jurisdictions:

- 1 from the United Kingdom
- 1 from Spain

In 2009, 15 prisoners were transferred out of this jurisdiction:

- 8 to the United Kingdom
- 3 to the Netherlands
- 2 to Northern Ireland
- 1 to Poland
- 1 to Spain

In total, 141 prisoners have now transferred into the Irish prison system from abroad and 116 prisoners have transferred out since the Transfer of Sentenced Persons Act, 1995 came into operation on 1st November, 1995.

Parole Board

The Parole Board was established by the Minister for Justice, Equality and Law Reform to review the cases of prisoners with longer term sentences and to provide advice in relation to the administration of those sentences.

The cases of 83 prisoners were referred to the Board for review during 2009. In addition to dealing with new referrals, 147 cases, at various stages of the review process, were carried over from 2008.

During 2009 the Board made recommendations to the Minister for Justice, Equality and Law Reform in 88 cases. The Minister accepted in full the recommendations of the Board in the majority of the cases.

Outcome of recommendations made by the Parole Board to the Minister for Justice, Equality and Law Reform:

Recommendations made	88
Outcomes:	
Recommendations accepted in full	77
Recommendations accepted with conditions	5
Recommendations not accepted	3
Ministerial decisions pending	2
Prisoner released on remission prior to decision	1

Chapter 3

Safe and Secure Custody

In order to enhance the safety and security of our prisons, a number of new security initiatives were introduced to combat the trafficking of contraband into prisons, one of the major challenges facing prisons worldwide.

Contraband and Security Measures

In June 2007 the Government approved the resources necessary to introduce a package of security measures which targeted the routes whereby contraband such as drugs, weapons and mobile phones were trafficked into our prisons. The roll-out of the various elements commenced in May 2008 with the establishment of the Operational Support Group.

The Operational Support Group is comprised of three elements:

1. Operational Support Unit Operational Support Units are now in operation in all of our closed prisons (excluding Training Unit and Arbour Hill). These Units act as dedicated search teams, the first responders to any alarm or incident, the designated control and restraint team for cell removals and relocations and the on call fire pickets. These Units also have the additional responsibilities of gathering and collating all intelligence information in the prison, carrying out high profile escorts, assisting the security chief officer in the continuing assessment and improvement of security within the prison.	2. Security Screening Unit Airport style walk through detectors are installed in each closed prison and every visitor and member of staff is required to pass through the detector before being granted access to the prison. In addition, x-ray scanners are also provided to each closed prison and all hand bags, briefcases, packages, coats, etc. are subject to screening. This screening is now fully in operation for all staff and visitors entering our closed prisons (excluding the Training Unit and Arbour Hill).	3. Canine Unit A Drug Detection Dog Unit (comprising 31 staff) has been established on a national basis. The canine unit became operational in all prisons in 2009.
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

These new measures have been particularly effective and local intelligence indicates that the availability of contraband has significantly decreased across the prison system.

The table on the following page gives the numbers screened by the Security Screening Unit during 2009. The Gardaí arrested 311 people for attempting to traffic contraband into prisons who were detected by the Unit.

	Visitors to prisoners	Others/staff	Total
Mountjoy	53144	558712	611856
St. Pats	16538	165143	181681
Wheatfield	26512	230800	257312
Cloverhill	46725	192825	239550
Portlaoise	5837	166181	172018
Midlands	34123	183033	217156
Cork	16204	138602	154806
Limerick	23850	185840	209690
Castlerea	19839	84956	104795
Dóchas	5125	74270	79395
			2228259

In addition, a number of other measures have been introduced/progressed during 2009 including:

Mobile Phone Inhibition Technology

The installation of a pilot scheme of technology to prevent the use of mobile phones in prisons began in April 2007. The second phase of the Midlands Module commenced in February 2008 with the introduction, on a phased basis, of inhibitors designed to prevent the use of 3G phones.

In the course of 2009 the Irish Prison Service continued to test technology for the inhibition of mobile phone signals within prisons. Trials were undertaken at Mountjoy, Limerick and Portlaoise prisons with varying degrees of success. Evaluation is still ongoing and whilst the ever changing mobile phone technology presents a real challenge, the Irish Prison Service remains committed to finding a solution to the illicit use of mobile phones across the prison estate.

Table 3.1: Mobile Phone seizures in prisons

Prison/Place of Detention	2008	2009
Arbour Hill	3	2
Castlerea	106	70
Cloverhill	128	41
Cork	64	27
Dóchas Centre	55	40
Limerick	292	309
Loughan House	58	78
Midlands	136	87
Mountjoy (Male)	580	904
Portlaoise	41	48
Shelton Abbey	72	103
St. Patrick's	160	121
Training Unit	120	116
Wheatfield	232	228
Total	2047	2174

It is Irish Prison Service policy to report seizures of mobile phones to the Garda authorities. During 2009, 2,174 mobile phones were seized across the institutions (see table 3.1). Cell and area searches for contraband such as mobile phones take place in all prisons on a daily basis. These include random, targeted and intelligence led searches. These searches have been particularly effective and local intelligence indicates that the availability of mobile phones has decreased across the prison system. Details of mobile seizures are set out in the table below and it is important to note that a large percentage of these seizures are not directly from prisoners but are instead retrieved at entry point or before they get to the prisoner population. This is as a direct consequence of newly introduced security measures including a airport style scanners and x-ray machines, which are in operation at the entrances of all the relevant closed prisons.

Body Orifice Security Scanner (BOSS) Chair

BOSS Chairs have been introduced in all closed prisons to scan prisoners for contraband secreted in their body cavities.

Booked Visits

New visiting arrangements have been put in place in prisons, with visitors required to book visits in advance and provide identification on each visit.

A manual Booked Visits system was introduced in most prisons in 2009 and development of an electronic Booked Visits database ensued to provide an automated solution for the administration of the booked visits panel system. This was required to standardise the system across the prison estate and provide an improved mechanism for planning and executing visits. In addition, the new system has the capability to run management information reports and to gather/collate information/intelligence in a timely and cohesive fashion.

Testing and training on the electronic Booked Visits database has taken place. A pilot Booked Visits database commenced in Wheatfield Prison in February 2009 and successfully concluded with the database going live there in October 2009, followed by St. Patrick's Institution, Cloverhill Prison, Castlerea Prison and Shelton Abbey by end of 2009.

Anyone wishing to visit a prisoner has to make an appointment in advance providing specific personal details in order to gain admittance to the prison. These include the visitor name, address, date of birth, prisoner being visited, relationship of visitor to prisoner and date of visit. Photographic identification will be required from the visitor on arrival and will be used to confirm the date of birth given when booking their visit. The date of birth will be used as the visitor identifier. All details will be recorded on the electronic system. This procedure will also apply to professional visitors.

Violence in Prisons

No level of inter prisoner violence is acceptable. Every effort is made by prison staff and management to limit the scope of acts of violence. However, no regime can completely eliminate the possibility of violent incidents happening in a prison setting where a large number of dangerous and violent offenders are being held.

When you consider that in 2009 the Irish Prison Service provided over 1.4 million bed nights to predominantly young males, the number of assaults on prisoners, particularly those using a weapon, was comparatively low. There were a total of 814 incidents of violence among prisoners during the year and this includes very minor incidents. This amounts to an average of 2 incidents a day among a population of more than 3,800.

Moreover, attacks by prisoners on prisoners are not usually random acts of violence – they are related to matters on the outside – such as drug debts, gang rivalries, etc.

Protection Prisoners

On 4 December, 2009 there were 972 prisoners on protection throughout the prison system. This represents 20% of the entire prisoner population on that date.

Efforts are made on a continuous basis to reduce the numbers of protection prisoners and regular transfers take place to other institutions where a prisoner will not require protection. A number of prisons have significant numbers of protection prisoners accommodated on separate landings where they have access to a wide regime of activities including school, workshops, gym facilities, probation service and chaplaincy service. There is also a small number of prisoners who are subject to a restricted regime because of medical reasons.

In some cases, it may be necessary to accommodate a prisoner on a restricted regime. In extreme cases these persons may be under such threat that they can have absolutely no contact with other prisoners.

The majority of prisoners who seek to go on protection do so not because they fear random acts of violence in prison but rather because of issues which occurred on the outside (gang rivalry, drug debts and perceived cooperation with Gardaí). This is evidenced by the fact that it is at committal stage that the majority of prisoners who seek protection express their wish.

In relation to the number of prisoners on protection, this is regarded by the Irish Prison Service as an indicator of the steps taken in individual prisons to ensure the safety of prisoners.

It is very rare for "protection" prisoners to be kept in isolation for anything more than a short length of time. These persons are generally moved to a communal landing or wing made up of other vulnerable or protection prisoners.

Temporary Release

The Criminal Justice (Temporary Release) Act, 2003 and the Prisoners (Temporary Release) Rules 2004 provide the legislative basis for the power of the Minister to grant temporary release by setting down the principles which apply to the exercise of this power. The Act also provides a clear and transparent basis, as well as the necessary safeguards required, for the operation of the system of temporary release.

The average daily number of persons who were on temporary release during 2009 was 535. This amounts to 12% of the average daily total number of prisoners in the system.

Escapes and Absconds from custody

There were no escapes from within the confines of a closed prison during 2009.

One prisoner absconded from the custody of prison officers while on escort from a closed institution. A further 132 prisoners absconded from custody, either from an open centre or while on accompanied outings (with an officer, a prison chaplain or other support services). Some 97 of those who absconded during 2009 were back in custody by year-end.

Table 3.2: Escapes and Absconds from custody in 2009					
Prison	Escapes	Absconds	Total	Returned to custody (before 31/12/2009)	Still at large (31/12/2009)
Arbour Hill	0	0	0	0	0
Castlerea	0	0	0	0	0
Cloverhill	0	0	0	0	0
Cork	0	0	0	0	0
Limerick	0	0	0	0	0
Loughan House	0	64	64	40	24
Midlands	0	0	0	0	0
Mountjoy (f)	0	0	0	0	0
Mountjoy (m)	0	1	1	1	0
Portlaoise	0	0	0	0	0
Shelton Abbey	0	68	68	56	12
St. Patrick's	0	0	0	0	0
Training Unit	0	0	0	0	0
Wheatfield	0	0	0	0	0
Total	0	133	133	97	36

Victims of Crime

The Irish Prison Service is extremely conscious of the plight of victims and their families and the harmful, potentially devastating, consequences of offences. The Irish Prison Service Victim Liaison Officer, when requested by a victim or a victim's family, will make every attempt to inform them of significant developments in the management of the perpetrator's sentence as well as any impending release. Such significant developments could include temporary releases, parole board hearings, court appearances, prison transfers or expected release dates. This contact may be made in writing, by telephone, by e-mail or in person. It is important to note that this is a voluntary service and only those who choose to will receive the relevant information. Any individual or family who wishes to avail of the Irish Prison Service's Victim Liaison Service can do so by contacting the Victim Liaison Officer.

Victim Liaison Officer
Irish Prison Service Headquarters
IDA Business Park
Ballinalee Road
Longford

Telephone: 043 33 35100

Email: vlo@irishprisons.ie

Chapter 4

Care and Rehabilitation of Prisoners

Introduction

Prisoner care and rehabilitation is a core aim of the Irish Prison Service. In keeping with its mission statement, the Service endeavours to achieve a balanced approach in the effective performance of its care and custody functions. It seeks to manage sentences in a way which encourages and supports prisoners in their efforts to live law abiding and purposeful lives on release.

Prisoner care and rehabilitation involves significant multi-dimensional input by a diverse range of general and specialist services provided both by the Irish Prison Service and in-reaching statutory and non-statutory services.

Among the various services that are provided by the Irish Prison Service are the education, library, work and training, psychology and spiritual services. These services are important in addressing missed educational and vocational opportunities, offending behaviour, drug and alcohol addiction and poor self management so that prisoners can achieve positive personal development in prison and successful re-integration and resettlement in the community. The care function also involves provision of satisfactory living conditions as regards accommodation, catering, laundry, hygiene and daily regime as well as maintenance of links with the community and measures to facilitate reintegration.

Integrated Sentence Management

Sentence management processes have operated in the Irish prison system for many years to the benefit of prisoners and the community. However, these processes were not developed to their full potential for various reasons. The Irish Prison Service is now developing and rolling out an Integrated Sentence Management (ISM) system to ensure co-ordination of interactions with prisoners based on agreed sentence plans.

ISM involves a new orientation in the delivery of services to prisoners and a new emphasis on prisoners taking greater personal responsibility for their own development through active engagement with both specialist and non-specialist services in the prisons. The end result will be a prisoner-centred, multidisciplinary approach to working with prisoners with provision for initial assessment, goal setting and periodic review to measure progress.

ISM was first introduced on a pilot basis in Arbour Hill and Wheatfield prisons in 2008. During 2009, it was extended to additional numbers of prisoners in these prisons and was also initiated in the Training Unit and the Midlands Prison. Preparatory work also commenced in St. Patrick's Institution. By the end of the year over 200 prisoners had participated in ISM. Parallel work on a range of necessary system supports such as assessment tools, information systems, staff training and offender programmes continued during the year. It is envisaged that ISM will be consolidated in Arbour Hill, Wheatfield, Midlands, the Training Unit and St. Patrick's Institution in 2010 with approximately 500 prisoners participating by the end of the year in these prisons. ISM will be rolled out progressively to all other institutions in 2010 and 2011, subject to the availability of resources.

Education

Education is delivered in the prisons in partnership with the Department of Education and Science, which provided an allocation of 220 whole-time teacher equivalents in the academic years 2008/09 and 2009/10. The teaching personnel are employees of the Vocational Education Committees in whose areas the prisons are located.

Other agencies also contribute significantly to prison education. They include the Open University, the Arts Council and third-level colleges such as the National College of Art and Design.

The aim of the Education Service is to deliver a high quality, broad, flexible programme of education that helps prisoners cope with their sentence, achieve personal development, prepare for life after release and establish an appetite and capacity for life-long learning. The Service seeks to deliver relevant programmes that cater for holistic needs, ensure broad access and high participation, and prioritise those with basic education needs. It promotes the principles of adult and community education and supports a multidisciplinary approach within the prison system.

Programmes are adapted to take account of the diversity of the prisoner population and the complex nature of prison life, including segregation requirements and high levels of prisoner turnover. Educational courses and curricula, which are based on individuals participating in one or more subject areas for an academic year and then sitting examinations, are only appropriate for a small number of prisoners. The Junior and Leaving Certificate courses are available but increasing numbers of prisoners require a more flexible curriculum which has multiple entry and exit points that take account of prior educational attainment. FETAC accreditation is therefore widely used with assessment by portfolio compilation. All prison Education Units meet the quality assurance standards demanded by FETAC. Considerable attention is paid to co-ordinating courses with the Work and Training programme described below.

Course and programmes can be broadly categorised as follows:

- Basic Education, including literacy, numeracy, English as a second language and communications;
- Creative Arts, notably music, sound recording and production, drama, art, craft, stone work, creative writing, film production and photography.
- Technology, including woodwork, woodcarving, metalwork, computer-aided design, information technology and horticulture;
- General Subjects, incorporating history, languages, geography, home economics and English literature;
- Life Skills: personal development, interpersonal skills, anger management, parenting, child care, addiction studies, driver theory, food hygiene, etc.
- Healthy Living, notably physical education, sports, fitness and recreational activities, health education, diet and nutrition.

During 2009 approximately 39% of the prison population attended classes. This figure is based on weekly returns from the Education Centres and excludes normal school holidays, when a reduced service is available. Participation in education varies with factors such as access, facilities, population turnover and segregation. The increase in prisoner numbers during 2009 and the increase of those requiring segregation complicated the delivery of education.

The pattern of attendance for each prison is presented in table 4.1. The figures for 2009 are not comparable with those for previous years due to a change in the method of compilation. Prior to 2009 the attendance figures in the annual report were based on a snapshot from the education units for a one-week period in November.

In 2009 we introduced a new weekly reporting system. This return measures actual attendance at classes each week over the academic year and gives the number of unique prisoners who attend (counting each prisoner once only, regardless of the intensity or frequency of attendance).

Table 4.1: Rates of Participation in Education in 2009	
Institution	%
Arbour Hill	57.2
Castlerea	38.1
Cloverhill	19.4
Cork	43.2
Dóchas	54.5
Limerick	45.7
Loughan House	65
Midlands	46
Mountjoy	18.9
Portlaoise	54
Shelton Abbey	63.4
St Patrick's Institution	44.4
Training Unit	38.1
Wheatfield	37.5
Average all prisons	38.6

Library Services

A library is available in each prison. Library services are generally provided in partnership with the relevant local authorities. Currently 6 full-time and 2 part-time librarians employed under the auspices of the respective local authorities are deployed in prison libraries. Prison officers are also deployed as library officers in each prison and have a key role in facilitating the availability of services in the evening and at weekends. A new library opened in Castlerea Prison during the year.

Concerted efforts continued to be made to increase the number of books available in languages other than English so as to serve the increasing number of non-Irish persons in custody. Resources were also deployed to increase the number of audio books and easy reader materials. In these respects, the library service is keeping pace with developments in the wider community. The support of the county branch libraries is appreciated in this regard.

Work and Vocational Training in Prisons

The Irish Prison Service places a strong emphasis on the provision of vocational training activities for prisoners. Training activities are chosen to give as much employment as possible in prison and to give opportunities to acquire skills which help secure employment on release. A wide range of training workshops operate within the institutions, e.g. printing, computers, braille, woodwork, metalwork, construction, industrial contract cleaning, craft, horticulture and electronics. In addition, the work and training function comprehends such essential services as catering and laundry services.

During 2009, new workshops and activities were developed in a number of prisons and a refurbishment and equipment replacement programme continued in others. The new workshops included computer, building skills and industrial cleaning workshops in Mountjoy and industrial cleaning and construction skills workshops in Loughan House. A range of new workshop facilities were also provided in Portlaoise Prison to cater for the additional complement of prisoners in the new C Block.

Over 800 prisoners participated in work training activities on a daily sessional basis during the year. The moratorium on public service recruitment and promotions did, however, impact on the operation of work training services and facilities.

A constant emphasis on quality assurance and care standards in work and training services and programmes was reflected again in 2009 with one prison winning a national award for hygiene for their catering operations: Arbour Hill Prison won the Excellence Ireland Quality Association (EIQA) Hygiene Public Service Emerald Award.

External accreditation of certified training is available for a number of courses run within the institutions. 376 prisoners participated in accredited vocational training courses in 2009 which was slightly down on the 381 figure for 2008. Two initiatives commenced in 2009 which will facilitate a significant increase in the number of prisoners accessing accredited training and certification in the years ahead. First the IPS is developing enhanced partnership arrangements with both City and Guilds and the Scottish Qualifications Authority (SQA) which will allow for centralised and coordinated management of the accreditation process and an expansion in the number of certified courses and activities. The skills areas where additional certified courses will be delivered in the coming years include painting and decorating, storage and warehousing, fork-lift driving, catering, metal/welding, construction, horticulture, electronics and laundry operations.

Second, a multi-disciplinary initiative involving Education Units, Work Training and Business in the Community (BITC) in-reach service focuses on the delivery of an agreed suite of interpersonal skills courses with FETAC accreditation. Five soft skills have been selected for delivery: preparation for work; interpersonal skills; personal effectiveness; communications and self-advocacy. These modules are being developed and delivered on a pilot basis in the Mountjoy complex before they are made available in all institutions.

Partnership working with BITC continued in 2009. The IPS funds the costs of three BITC Training and Employment Officers (TEOs) who provide a training, education and employment placement service to prisoners in the Mountjoy and Midlands campuses. During 2009, 364 referrals were made to the service.

Of the 310 participating prisoners released during that time, 162 placements were achieved and a further 36 former prisoners were continuing to work with the TEOs. Since the start of the service in the summer of 2007, a total of 872 referrals have been made to the TEOs and 272 post-release placements have been secured in respect of the 556 participating prisoners released from custody.

Another BITC in-reach service commenced in 2009. The BITC mentoring service is a jointly funded initiative by Dormant Accounts Funding (DAF) and by the IPS. Mentoring has been shown internationally to have a positive impact on the resettlement and desistance of ex-prisoners. The mentoring initiative commenced in Cork and Castlerea prisons and at the end of the year the two mentors engaged in the project were working with 16 prisoners pre-release and a further 14 prisoners who had been released back into the community. It is intended to extend the project to the Training Unit during 2010 and also to develop a network of volunteer mentors to support the work of the full-time mentors.

Several prisons provide a wide range of material and products for charitable organisations and raised funds. Beneficiaries included Barnardos, Aware, Barretstown Gang Camp, the Arts for Peace project, CARl, Crumlin Children's Hospital, St Joseph's Centre for the Visually Impaired and HOPE. In 2009 the rearing of a new herd of 250 goats and 28 in calf heifers by prisoners at Shelton Abbey continued on behalf of Bóthar. The animals were donated by farmers and will be distributed by Bóthar to families in Africa.

Reintegration - Homelessness

Appropriate and accessible accommodation is a vital factor in successful rehabilitation. It is crucial to sustaining employment, treatment, family support and finances. The issue of homelessness among ex-prisoners is an ongoing problem. During 2009, the Irish Prison Service continued its representation on the Cross-Departmental Team on Homelessness, the National Homeless Consultative Committee, the Board of the Homeless Agency and a range of other fora to advance the case of prisoners.

During 2009, the Homeless Persons' Unit of the Health Service Executive continued its in-reach community welfare service to 10 prisons. This service, delivered in partnership with the Probation Service and the Irish Prison Service, ensures that prisoners at risk of homelessness on release have direct access to accommodation and income support. Figures for 2009 indicate that 759 prisoners accessed this service.

Focus Ireland's pilot homeless service in Cloverhill Prison continued to operate in 2009, providing a case management and pre-settlement service for homeless remand prisoners. The service supports participants in accessing appropriate services and accommodation and on the pathway to independent living. The project is supported by Irish Prison Service, the Probation Service and by the HSE. By the end of the year 93 prisoners had benefited from the service since its establishment in September, 2007.

The Irish Prison Service also secured €250,000 of Dormant Accounts funding for the provision of homelessness support services to prisoners in Cork and Limerick prisons. Focus Ireland were the successful applicants and the new service commenced during 2009.

Since the start of the project in the summer, there have been 49 referrals to the service and at the end of the year the two project workers had a total of 39 active cases.

Psychology Service

The primary functions of the Psychology Service are to provide mental health services to prisoners and to help offenders address factors that put them at risk of re-offending.

Overall, 1,844 referrals were made to the Psychology Service for therapeutic interventions with individual prisoners in 2009. The duration of therapy varied significantly by prisoner, ranging from single sessions to twenty or more sessions. Individual work typically focuses on two key areas – mental health issues (coping with imprisonment, depression, anxiety, etc) and offence-related issues (e.g. motivation to change, anger, substance misuse, sexual and violent offending.)

Psychology Service group programmes focus on personal coping and development (e.g. managing distress, managing relationships, sleep management, etc.), substance misuse (e.g. motivational enhancement, relapse prevention) and offence-related issues (e.g. anger management, enhanced thinking skills, risk factors for violent and sexual re-offending).

Group work has become an increasingly important part of the work of the Psychology Service. This trend continued in 2009 with the roll-out of the Building Better Lives (BBL) programmes targeting those convicted of sex offences and violent offences. Group programmes are primarily run by the Psychology Service but are sometimes run in partnership with other agencies such as the Probation Service and the Addiction Counselling Service. In addition to the BBL programmes, other groups cover a wide range of important topics. The table on the next page gives details of all group programmes run by the Psychology Service in 2009.

The Psychology Service Case Tracking System (PCTS) became fully operational with effect from 1 January 2009. This system allows for the organisation and monitoring of offenders from waitlists through assessment to intervention and case closure. It acts as a considerable aid to service management and development, as well as providing a considerable database for research purposes.

At the end of 2009, there were 21 psychologists working in prisons. In addition, four psychologists, sponsored by the IPS, were undergoing the doctoral training programme in clinical psychology at Trinity College.

Table 4.2: Group Programmes run by Psychology Service 2009

Groups 2009	Programme Name	Number of Sessions	Number of Participants
Arbour Hill	Exploring Better Lives	88	37
	Practicing Better Lives	51	15
	Maintaining Better Lives	2	5
	Managing Distress	2	8
	Managing Feelings	2	5
	Managing Relationships	2	7
Dochas Centre	Managing Sleep	1	4
	Managing Upset	2	5
Mountjoy	Motivational Enhancement Therapy (MET)	18	30
	MET Relapse Prevention	8	10
	Anger Management	12	8
	Stress Management	6	7
	Sleep Seminar	1	8
	Stress Seminar	1	10
Shelton Abbey	Anger Management	18	24
	Emotional Awareness	6	7
	Drugs and Alcohol	6	14
	Managing Feelings	1	3
	Managing Relationships	2	7
	Managing Upset and Distress	2	9
St Patrick's Institution	Anger Management	12	11
	Stress Management	6	14
Training Unit	Enhanced Thinking Skills	54	27
	Stress Management	8	9
Wheatfield	Exploring Better Lives	6	6
	Sleep Seminar	1	8
	Coping with Long Sentence	2	10
	Anger Seminar	2	14
Total		325	322

Programmes for Sex Offenders

During 2009, considerable progress was made in increasing the range and availability of therapeutic options for sex offenders, with the Building Better Lives (BBL) programme becoming operational in January. In line with the Irish Prison Service's Sex Offender Management Policy Document, published in April 2009, Arbour Hill was designated as a national centre for the treatment of sex offenders.

The BBL uses a strengths-based psychology approach and comprises three components, namely the Exploring Better Lives (EBL) programme, the Practising Better Lives (PBL) programme and the Maintaining Better Lives (MBL) programme. The EBL group aims to develop motivation and confidence about positive change; the PBL group focuses on obtaining a more detailed understanding of past offending and developing positive offence-free self management plans for the future; the MBL group aims to support ongoing progress and development for men who are serving longer sentences in prison and to ensure a through-care plan from prison to community-based supports. The new approach allows for interventions to take greater account of individual risk, needs and capacity.

Higher risk offenders, for example, can spend longer on offence-based work, if necessary. Delivery of the interventions is consistent with Integrated Sentence Management and takes place under the aegis of a Governor-led multi-disciplinary team.

Take-up of the BBL programme in Arbour Hill has been encouraging, with a consistent flow of individuals through the various stages. By the end of the year, 52 men had completed the pre-group assessment, 23 the EBL group and 7 the PBL group while 27 offenders were currently participating in all three BBL groups. The focus in 2010 will be on maintaining this positive development and full implementation of the Sex Offender Management Policy.

In addition to the BBL, the IPS is currently engaged in a partnership with two community-based groups (supported by Dormant Accounts funding), to enhance services for those serving sentences for sexual offences. In Arbour Hill, the Granada Institute, in conjunction with the IPS Psychology Service, is involved in the provision of additional services, particularly targeted at those who have recently been transferred to the national centre. In St Patrick's Institution, the Northside Inter-Agency Project (NIAP) is involved, again in conjunction with the IPS Psychology Service, in the provision of services to those who have exhibited sexually harmful behaviours and to their carers. These creative initiatives allow for in-reach services and potential linkage to community-based therapeutic support post-release.

Prevention of Self-Harm

The Irish Prison Service Steering Group on Prevention of Self-harm and Death in the Prisoner Population met on four occasions in 2009. The Group promotes best practice in preventing and, where necessary, responding to self-harm and death in the prisoner population. The circumstances of every death in custody are also examined by multi-disciplinary groups in each institution and the Steering Group provides a forum for collating their reports and disseminating significant findings throughout the prison system.

There were 9 deaths in custody in 2009. At the end of the year, an inquest was held in 1 case where a verdict of death by misadventure was returned. Inquests were pending in the remaining cases. Verdicts were reached in 9 inquests held in 2009 in relation to incidents in previous years. A verdict of death due to natural causes was recorded at 3 inquests and the remaining deaths were attributed to misadventure (3), narrative verdict (2), open verdict and suicide (1 each).

Chaplains

There are 20 full-time and 9 part-time chaplains from the Roman Catholic, Church of Ireland and Methodist denominations. The chaplains are responsible for the pastoral and spiritual care of the entire prison community, regardless of denomination, and they carry out their brief in a holistic way. Chaplains of other churches can also attend the prisons on a visiting basis. Local Muslim religious leaders meet the needs of Muslim prisoners.

While conscious of their independent role, the chaplains work within the multi-disciplinary framework of the prison and attend meetings and case conferences organised within the prisons. The confidential nature of their role is respected at all times and this contributes to the unique nature of their work. On a day-to-day basis, the chaplains visit prisoners in all parts of the prison. They try to meet all prisoners as soon as possible after committal and to support those about to be released. They spend time with people at times of bereavement and loss and liaise with families through phone calls, meetings and home visits.

Chapter 5

Healthcare Services for Prisoners

The aim of the healthcare service is to provide prisoners with access to the same quality and range of health services as that available to those entitled to General Medical Services in the community and which are appropriate to the prison setting.

IPS healthcare policy is to treat all prisoners, irrespective of background or offence, with the same dignity and respect as afforded to all patients in the community.

The provision of healthcare is a statutory obligation on the Irish Prison Service as defined in the Prison Rules 2007.

Research and practice has identified three main care domains in the prison context:

- Primary care and chronic disease management
- Drug treatment and addiction issues
- Mental Health Issues

The healthcare focus has been on improved quality of care made possible through a number of initiatives including: implementation of Healthcare Standards, the introduction of nurse managers and of nurse led initiatives such as health screening, diabetic and vaccination clinics, the further development of in-reach services, the establishment of clinical multi-disciplinary teams and providing enhanced throughcare processes back to community services.

The IPS Healthcare Directorate has achieved many of its stated objectives and will continue to build on the work done to develop the range and quality of healthcare services available to prisoners. This ongoing development is consistent with our objective of achieving equivalence of care to that available in the community and we are committed to realising this in the most innovative, efficient and cost effective ways.

2009 was a challenging year in terms of resources both human and financial along with the additional challenge of the advent of Pandemic (H1N1)2009.

Pandemic (H1N1) 2009

The IPS worked closely with health agencies implementing measures to help limit the spread of the pandemic. The IPS was involved in preparedness planning which had two elements, one at national level linking with other relevant agencies and developing the National Contingency Plan, and the other at local level through prison based Pandemic Flu Committees.

The low infectivity rates among the prison population can be attributed to the vigilance of healthcare staff at committal stage, the continuous education of prisoners and staff, infection prevention measures implemented by the nursing staff and the care management of ill prisoners by medical and nursing staff. The containment of suspected and confirmed cases in 2009 witnessed exemplary collaborative working across institutions.

Primary Care

Primary care is the model of care through which healthcare is delivered; it is the linchpin of the prison healthcare system. The effectiveness of this system is crucial to the provision of secondary and tertiary care. The aim is to provide a service that is structured and organised in a way that delivers maximum outcomes for those in custody.

The service is currently provided by a mix of part-time and fulltime doctors who attend the various prisons for varying periods of time. The service is provided using a multi-disciplinary model and intra- disciplinary working processes.

Delivery of quality primary care interventions is a central tenet of the IPS Healthcare strategy. Critical to this service is the initial health assessment and from this, care interventions are developed, in addition a medical assessment of need is carried out. The initial health screen is used as an opportunity to offer advice on general health, hepatitis vaccination, sexually transmitted diseases, infectious diseases and carrying out of a mental health assessment, all of which can be used in devising a care plan. The primary care service strives to provide proactive healthcare with a focus on health awareness and preventative medicine.

Nursing

The Irish Prison Service's objective of targeting nursing interventions based on evidence of need continued to be realised through the course of 2009.

Health Promotion among prisoners is a key priority and nearly all prisons now offer a nurse led vaccination programme for prisoners. Amongst the initiatives introduced in 2009 was a pilot of nurse led diabetic clinics in Mountjoy Prison which is proving beneficial to prisoners in increasing awareness of conditions associated and improving compliance with medications, similar nurse led initiatives have taken place there in the area of HIV, again improving compliance and documentation. A nurse led 'lifers' screening programme continued to be rolled out across the prison system.

In 2009 the nursing staff in Shelton Abbey initiated a Men's Health programme, based on the Men's Health Policy 2009, using approaches based on Social Determinants, Health Promotion Prevention. This model has proved successful and the uptake was very good. Similarly in Cork Prison the healthcare staff initiated a health promotion model which marries health screening with positive life style changes.

In Wheatfield Prison the Nurse Manager in partnership with the VEC and Irish Red Cross initiated a programme that trained a group of prisoners to act as Red Cross Volunteers. The benefits of this peer led approach were multiple, prisoners accepted information more readily from their peers and were more likely to act on it; the group themselves exhibited increased self esteem and eagerness to be useful and helpful to their peers and staff in the prison community. This prison programme was presented at a world conference in Budapest, as a first in the world for the Red Cross. It was well received and great interest was shown by many member states in replicating this initiative.

A critical component of care is community links to nursing and other services, we continue to strive to improve these linkages as they are essential in providing effective throughcare and discharge planning as prisoners will at some stage return to the communities from which they came.

Pharmacy Services

Professional pharmacy services are now in place in all prisons. The introduction of these contracts ensures that all prisoners in these institutions now have access to professional pharmacy services, on an equivalent basis to that available in the community, taking into consideration the constraints that custody imposes. Both the technical (supply) and Professional (pharmaceutical care) elements of pharmacy service provision are now provided in prisons.

While ensuring that all prescriptions are now monitored and checked by a pharmacist, and dispensed on an individual patient-basis, the introduction of pharmacy services also supports more effective through-care, as each prisoner's dispensed medicines are now sent with him/her on transfer to another prison, thus ensuring continuity of essential treatment. Similarly, where appropriate, a prisoner's dispensed medicines can be given to him/her on full or temporary release again supporting the continuity of necessary treatment until the prisoner can engage with the community healthcare services.

Arising from a tender competition for Mountjoy/Dochas in 2008, Pharmacists are now responsible for all aspects of drug treatment (mainly methadone) dispensing, administration, recording, ordering, storage etc thus ensuring that drug treatment is provided on an equivalent basis to that available in the community while meeting all legal and professional requirements.

Professional In-reach Services

Specialist tertiary services continue to be provided using an in-reach model of care. There are a number of Service Level Agreements in place with the Health Service Executive or other relevant provider. Examples of such beneficial arrangements are the Service Level Agreement to provide a Consultant led addiction service and arrangements are in place with the HSE to provide in-reach addiction services to Cloverhill, Wheatfield and the Mountjoy Complex.

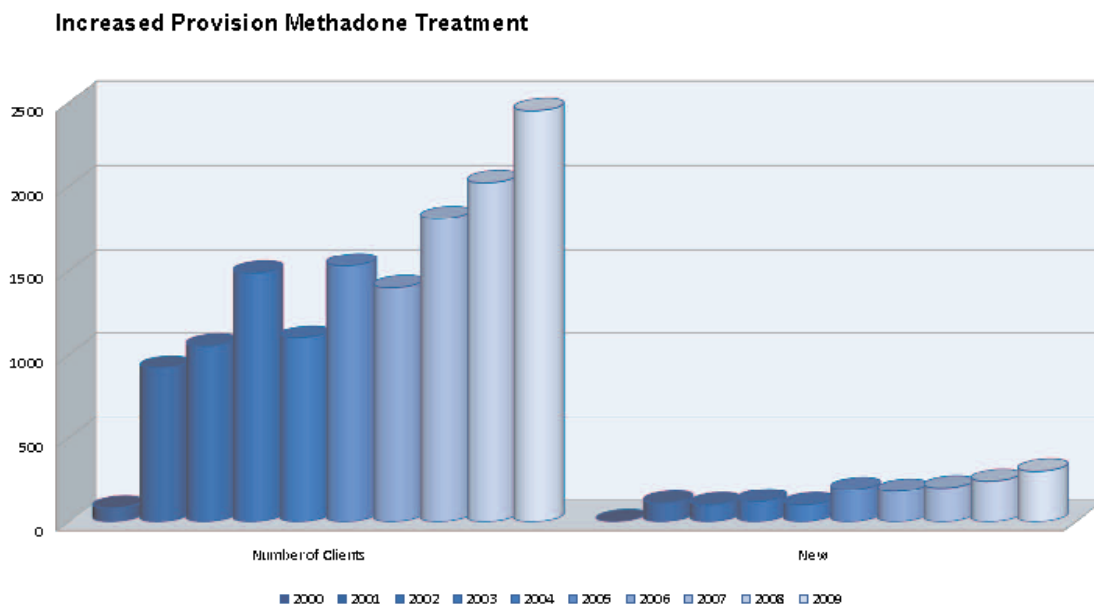
A consultant-led Infectious Disease Service has been contracted from St. James Hospital to provide treatment to prisoners who suffer from infectious diseases, including Hep C and HIV. The development of this service has demonstrably decreased the number of prisoners transferred to St. James Hospital Guide Clinics for screening and treatment. It has also been effective in increasing compliance with complicated drug regimes and improving patient outcomes. The IPS in collaboration with St. James's Hospital are finalising arrangements to introduce a Hepatitis C Virus treatment service to selected Dublin prisons.

The development of such in-reach services has reduced direct costs incurred in escorting prisoners to external healthcare services, minimising disruption to HSE outpatient services (indirect cost saving to HSE) and critically important reduction in litigation costs as a consequence of delay in provision or poor quality of care. This initiative has also been successful in facilitating a more integrated care pathway with community and statutory services. Other specific examples include the Dublin Dental Hospital (DDH) which provides in-reach dental services in the seven prisons in the Dublin area. The Central Mental Hospital Forensic Mental Health Service provides 21 consultant led in-reach sessions weekly at all Dublin prisons and also at Portlaoise and the Midlands prisons.

Drug Treatment

The primary objective of the Irish Prison Service (IPS) through its Healthcare Directorate is to ensure that the provision of healthcare to prisoners is of a standard consistent with that which applies in the general community. Given the large number of prisoners requiring drug treatment services, the IPS endeavours to provide a comprehensive range of such services tiered to meet the particular needs of the presenting population in each closed prison.

Provision of drug treatment services continues to be one of the biggest and most resource intensive challenges for healthcare in the prisons setting. The Irish Prison Service Drugs Policy & Strategy, entitled “Keeping Drugs Out of Prisons”, continues to be implemented. The aim of the strategy is to eliminate in as far as possible, supply and reduce the demand for drugs within the prison system through education, treatment and rehabilitation services for drug addicted prisoners. Through the course of 2009 provision of methadone treatment increased to 2424 an increase of over 20% in overall numbers on 2008 and a 10.4% increase in the numbers of new entries to treatment to 266. (Fig 1.)



The IPS, in the national context of drug treatment provision, has cared for over 20% of the total numbers on methadone nationally. It is of note that the IPS has identified and treated almost 31% of all new entrants to the Central Treatment list in 2009. Cloverhill prison shows the highest throughput of drug using prisoners both new and established (142 & 808 respectively) with Mountjoy following a close second (with 43 & 794 respectively). 1130 prisoners requiring detoxification received that treatment.

Addiction counselling services are available in all prisons and places of detention where prisoners require such a service. Merchants Quay Ireland commenced the roll out of this service to the IPS in 2007. The service offers structured assessments and evidence-based counselling interventions with clearly defined treatment plans and goals. This occurs within the context of care planning within multidisciplinary teams.

Counselling is available to prisoners who have a history of drug use including opiates, cocaine, ecstasy, amphetamines, LSD, anxiolitics, hypnotics, alcohol, cannabis and other illicit and licit drugs.

The addiction counselling service delivers approximately 1,500 prisoner contacts per month.

The situation still prevails whereby any person entering prison giving a history of opiate use and testing positive for opioids on committal are offered a medically assisted symptomatic detoxification if clinically indicated. Patients can, as part of the assessment process, discuss with healthcare staff other treatment options which may include stabilization on methadone maintenance for persons who wish to continue on maintenance while in prison and when they return to the community on release. However as treatment places in the community contract, arranging access to these community places is a challenge. It is IPS policy that prisoners who, on committal, are engaged in a Methadone substitution programme in the community will, have their Methadone substitution treatment continued while in custody.

The complexity of problems drug using prisoners presented with has not diminished in 2009, the multidisciplinary approach employed in Mountjoy, to effectively care for this group and that maintenance of a personalised therapeutic relationship has proved positive.

Mental Health

The prevalence of severe mental illness is significantly worse among prisoners compared to the general population.

A study undertaken in 2003 by the National Forensic Mental Health Service found that there is an excess of those with severe mental illness in all parts of the Irish prison population. The report estimated that 3.7% of male committals, 7.5% of men on remand, 2.7% of sentenced men and 5.4% of female prisoners should be diverted to psychiatric services, while as many as 20% of male committals and 32% of female committals needed to be seen by a psychiatrist.

We continue to work towards integrating and further developing services, with statutory and voluntary partners. In view of the limitations of the prison environment it is desirable that prisoners with a severe and enduring mental illness are afforded care in the most appropriate settings. In-reach services are in place through collaboration with the Central Mental Hospital (CMH) to provide forensic mental health sessions weekly in prisons across all Dublin prisons and Midlands and Portlaoise prisons. CMH also provide an assessment and liaison service for all other prisons. In relation to mental health provision in Cork, Limerick and Castlerea, specialist in-reach services are in place for Consultant led mental health sessions to provide appropriate services to prisoners in these prisons.

In late 2008/early 2009 ten additional beds were made available at the CMH. The availability of the additional beds has been of considerable assistance to prison management and healthcare staff in tackling waiting lists for prisoners who require admission to the CMH in providing appropriate mental healthcare to treat acutely mentally ill prisoners.

The Psychiatric In-Reach and Court Liaison Service (PICLS) is focused on Cloverhill prison, the largest remand prison in the State. This service recently won prizes at the Irish Health Care Awards 2009 for the Best Hospital Project. The diversion system ensures as far as possible that those people presenting before the courts, or indeed at an earlier stage of the criminal justice system, where the infraction is a reflection of an underlying mental illness are referred and treated appropriately.

In 2008, ninety one patients were diverted (sixty seven to community health facilities, twenty four to general psychiatric hospitals.) During 2009, 103 patients were diverted (62 to community health facilities, 41 to general psychiatric hospitals.)

Chapter 6

The Prison Estate

Significant progress was made during 2009 on the implementation of the prison building programme which will, when complete, replace approximately 40% of the prison estate in accordance with commitments in the Programme for Government. The most ambitious project in this programme is, of course, the replacement of the four prisons on the Mountjoy Campus with a new prison at Thornton Hall in North County Dublin.

An overview of major developments in respect of the capital programme is detailed below.

Thornton Hall Prison Project

The Thornton Prison project continues to be the cornerstone of the Irish Prison Service programme of capital works to modernise the prison estate.

The new prison campus at Thornton will provide accommodation for 1,400 adults in a range of security settings with operational flexibility to accommodate up to 2,200 adults. The design of the prison will incorporate advanced technologies in terms of security and building control system designed to deliver operational efficiencies when benchmarked against international norms.

Negotiations with the preferred bidder for the design, construction, finance and maintenance came to a head in May when the consortium was formally requested to submit its final financial offer for the project. Following a detailed evaluation of this final offer by the Irish Prison Service and its advisers including the National Development Finance Agency, it was deemed unaffordable at the price being quoted by the consortium. The original tender competition was then abandoned as it did not offer the opportunity to obtain the best value for money for the Exchequer.

In June, the Government re-affirmed its commitment to developing a new prison campus at Thornton Hall and approved the launching of a new tendering process for the construction of a more affordable prison and better value prison campus at Thornton. The objective is to provide good quality, regime focussed accommodation with appropriate support and rehabilitation facilities to prepare prisoners for re-integration back into society.

The development is now proceeding on a phased basis with phase one comprising essential basic preliminary works required for the development including the construction of the access route, perimeter wall and off-site works. A tender competition to engage the technical consultants for the project was launched in December. While phase one is in progress, the procurement process for the buildings and other facilities that will make up the prison campus will be examined and finalised. The objective is to complete the design and procurement process for the main prison complex while the construction of the phase one is underway. This approach will help expedite the construction of the main prison complex.

Munster Region Prison Project

This project envisages the replacement of Cork Prison with a modern prison complex at Kilworth, County Cork on a site previously owned by the Department of Defence. While the project has not advanced to detailed design stage, it is anticipated that the capacity of the new prison will be in the region of 450.

A preliminary site suitability report was conducted which included, archaeology, flora and fauna, road/infrastructure, topography etc. These preliminary surveys confirmed that there are no significant constraints to the development of the site.

The next step in the appraisal process is the preparation of a detailed business case in relation to the project. The business case will examine the various procurement options including a public private partnership option. The advice of the National Development Finance Agency will also be sought in relation to the project.

Additional Prison Spaces and Facilities

A number of major projects were completed during 2009.

Castlerea

The Harristown Wing - a new block of 123 spaces was completed and commissioned.

A feature of the design is a larger type cell equipped with full sanitation and shower facilities.

Extensive educational and recreational facilities, including new exercise yards and an all-weather football pitch to meet the needs of the greatly increased prisoner population were completed. A major upgrade of the Prison's security features and control networks coupled with the provision of a new services infrastructure were delivered.

Portlaoise – 'C' Block

The new C Block was completed and occupied in late 2009. The new block contains 138 spaces. Each cell is in excess of 12sq meters, and includes full in-cell sanitation and shower facilities and a new prisoner reception suite, medical centre, dentistry and an impressive complement of education and related facilities. The new "C" Block represents the first new prisoner accommodation provided at Portlaoise Prison in over 100 years.

Wheatfield - New Wing

Construction and commissioning of the new wing to accommodate 200 prisoners continued and was substantially completed by the year's end. The cells are of a larger design with full in-cell sanitation and shower units. In addition to the new block, work also commenced on a new Visits building and an extension to the prison kitchen to provide for the future increase in prisoner numbers.

Mobile Phone inhibition

In the course of 2009 the Irish Prison Service continued to test technology for the inhibition of mobile phone signals within prisons. Trials were undertaken at Mountjoy, Limerick and Portlaoise prisons with varying degrees of success. Evaluation is still ongoing and whilst the ever changing mobile phone technology presents a real challenge, the Irish Prison Service remains committed to finding a solution to the illicit use of mobile phones.

TETRA Digital Radio Service

The Prison Service is a participant in the National Digital Radio Scheme for the States security and emergency services - known as TETRA. The scheme replaces old and outdated analogue technology with an efficient, high quality encrypted radio service within the prisons. Roll out to the prison estate commenced in September 2009 and was completed by year's end. Early feedback indicates that the new system has been very well received by the end- users and that communications facilities within and, where appropriate, between, prisons has been greatly improved.

Video-link

A New video-link suite was constructed at Limerick Prison in late 2008 and was commissioned in early 2009. During the course of 2009 the video link to Limerick District Court was used on 139 occasions representing a significant saving to both the Prison Service and the Gardaí in terms of prisoner transport costs and associated security costs and risks. In view of the success of the video link suite at Limerick, planning commenced at the end of 2009 for the provision of a video link facility suite at up to 8 prisons during 2010.

Official Openings during 2009

Loughan House, New Residential, Education & Recreation Units on 20 April by Mr. Dermot Ahern, T.D., Minister for Justice, Equality and Law Reform.

Shelton Abbey, New Residential Unit, Avoca House on 29 May by Mr. Dick Roche, T.D., Minister for European Affairs,

Castlerea, Harristown Wing Accommodation Block on 15 September by Mr. Dermot Ahern, T.D., Minister for Justice, Equality and Law Reform.

Portlaoise, New 'C' Block on 23 November by Mr. Dermot Ahern, T.D., Minister for Justice, Equality and Law Reform.

Information & Communications Technology

In 2009 the Irish Prison Service continued with an ongoing and significant programme of investment in Information & Communications Technology as a supporting pillar to the administrative and operational needs within a modern Prison Service.

Significant achievements in 2009 included:

* A comprehensive upgrade to the Prisoner Records Information System (PRIS) that was first introduced in 2001. The upgrade has realised significantly enhanced end user functionality and greater efficiencies.

* The Time & Attendance system has been integrated with the payroll system since 2005. System enhancements during 2009 are working well and have allowed for the T&A system to embrace all of the amended attendance arrangements initiated under the Agreement for Organisational Change.

* ICT support continued to be provided in part through an outsourced ICT System Support Team. A new contract for outsourced support was placed in 2009 under the framework approach as recommended by the Department of Finance. The terms of the new contract have already delivered significant cost savings in 2009 and these will be replicated throughout the lifetime of the contract.

Environmental Matters

In 2009 the Environmental Office (Building Services Division) has worked closely with Sustainable Energy Ireland (SEI) to develop an energy awareness package for IPS staff. To achieve the site specific information required to develop the training package an energy audit was conducted in 7 prisons. The information gleaned from the audits will form the platform for the development of a comprehensive energy efficiency programme throughout the prison estate.

The Prison Service has also worked to develop a BREEAM standard to assess the environmental performance of new build or building refurbishment projects across the estate. This methodology will ensure that future projects meet the environmental commitments of the Irish Prison Service.

Under the guidance of the Environmental office, considerable progress has been made in the management of waste streams generated within our prisons. Close cooperation with waste service providers has allowed us to compile waste trends for the individual institutions and extrapolating from the data will facilitate the setting of attainable waste reduction targets for the future.

Health and Safety

Under the direction of the Health and Safety Executive Management Team (EMT), the internationally accredited safety management system OHSAS 18001 was piloted at a number of sites in the prison service in 2009. An integral part of the system implementation at each location included the completion of a comprehensive hazard identification and risk assessment process, the review and updating of fire emergency plans and a new site specific safety management manual.

The EMT in 2009 also oversaw the replacement of short duration breathing apparatus (SDBA) with equipment specifically designed for prison cell snatch rescue (CSRE).

The Irish Prison Service strove through innovation, research and new learning to replace a system that was labour intensive, complex to use and costly in man hours with a system that is evidence based and delivered to international standards with the value added of it being more efficient to use and delivering ongoing cost savings.

Chapter 7

Finance

The Finance 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;
- Administering, operating and maintaining the 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;
- Procurement;
- Compensation claims initiated against the Irish Prison Service.

Dáil Éireann voted a gross total of €379.319 million for the Irish Prison Service in the Prisons Vote 2009 (Vote 21).

Finance Review

The total gross expenditure by the Irish Prison Service in 2009 was €374.12 million, some €5.199 million within budget. Pay accounted for approximately 69% of all spending by the Irish Prison Service in 2009. Particulars of the 2009 Provisions and Expenditure are set out in Table 7.1.

Apart from pay, the most significant area of expenditure is capital spending. Capital investment during 2009 was significant, with the provision of improved accommodation and facilities across the prison estate and in particular, the provision of additional spaces at Castlerea and Portlaoise and substantial completion of a new wing at Wheatfield. Particulars of the Irish Prison Service 2009 building programme are given in the chapter on the Prison Estate.

Irish Prison Service 2009 Expenditure and Income

Table 7.1: Prison Service 2009 Budget Provision and Actual Expenditure

	2008 Actual Exp €000	2009 Provision €000	2009 Actual Exp €000
Administration			
A.1 - Salaries, Wages and Allowances	271,932	283,151	259,895
A.2 - Travel and Subsistence	3,471	2,619	2,715
A.3 – Incidental Expenses	17,045	8,357	8,111
A.4 - Postal and Telecommunications Services	3,775	3,005	3,640
A.5 - Office Machinery & Other Office Supplies	997	2,923	5,165
A.6 - Consultancy Services	215	209	189
A.7 – Value for Money & Policy Reviews	0	50	0

	2008 Actual Exp	2009 Provision	2009 Actual Exp
Other Services			
B - Buildings and Equipment	69,644	48,335	49,788
C - Prison Services, etc.	32,557	24,507	38,206
D - Manufacturing Department & Farm	529	629	648
E – Probation Service – Services to Offenders	30	53	10
F - Educational Services	1,694	1,400	1,320
G - Prison Officers, Medical Aid Society (Grant-in-Aid)	0	548	0
H - Compensation	2,213	2,783	4,013
I – Social Disadvantage Measures (Dormant Accounts)	273	750	420
Total Gross Expenditure	404,375	379,319	374,120
J - Appropriation in Aid (Receipts)	2,057	15,733	16,293
Total Net Expenditure	402,318	363,586	357,827

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

Financial Management

Cost per Available, Staffed Prison Space

The average cost of an available, staffed prison space during the calendar year 2009 was €77,222 (€92,717 in 2008), a decrease on the 2008 cost of €15,495 or 16.7%. The decrease in average cost is attributed to the following two factors:

- a decrease in total costs of €17.7 million (of which €15.5 million relates to pay costs); and
- an increase in bed capacity of 495 from 3,611 as at 31st December 2008 to 4,106 as at 31st December 2009.

Particulars in relation to new accommodation provided during 2009 and the impact on staffing numbers of retirements and the recruitment/promotion moratorium are provided in the chapters on the Prison Estate and Human Resource Management respectively.

Consistent with calculations in previous years, costs which are not under the direct control of the Irish Prison Service have been excluded. Therefore, the teachers' salary costs are excluded from this exercise as these costs are not provided for under the Prisons budget allocation. Similarly, capital expenditure, including building/equipment assets and small works, is excluded from the calculations in the interest of facilitating comparison between prison types.

The following tables show the figures for 2009 and the comparative figures for 2008.

The following costs are included in the calculations:

- Accommodation-Related Variable Costs – maintenance & repairs; light, heat & power; service contracts; cleaning & waste disposal; water charges; environmental and health & safety costs.

- Prisoner-Related Variable Costs – catering; healthcare; prisoner gratuities; work training (excluding building/equipment assets and small works); clothing, bedding, etc.; educational materials; motor vehicles (maintenance & fuel, etc.); recreational facilities; laundry; drug detection and visiting clergy.
- Prisoner-Related Fixed Costs – custodial pay; travel; telecommunications; uniforms and office supplies, etc.
- Non-Custodial Costs (incl. Prisoner Escorts) – non-custodial pay; non-custodial operations and administration costs and compensation payments.

Cost per Available, Staffed Prison Space – All Prisons

EXPENDITURE TYPE	2008 Cost/Space (3,611 Spaces)	2009 Cost/Space (4,106 Spaces)
Accommodation-Related Variable Costs	4,981	3,900
Prisoner-Related Variable Costs	6,364	5,748
Prisoner-Related Fixed Costs	66,756	53,139
Non-Custodial Costs (incl. Prisoner Escorts)	14,616	14,436
TOTAL	92,717	77,222

Cost per Available, Staffed Prison Space – Open Prisons

EXPENDITURE TYPE	2008 Cost/Space (220 Spaces)	2009 Cost/Space (250 Spaces)
Accommodation-Related Variable Costs	5,747	3,892
Prisoner-Related Variable Costs	5,847	4,940
Prisoner-Related Fixed Costs	38,790	31,896
Non-Custodial Costs (incl. Prisoner Escorts)	9,766	9,793
TOTAL	60,150	50,521

Cost per Available, Staffed Prison Space – Closed Prisons

EXPENDITURE TYPE	2008 Cost/Space (3,181 Spaces)	2009 Cost/Space (3,457 Spaces)
Accommodation-Related Variable Costs	4,448	3,746
Prisoner-Related Variable Costs	6,466	6,149
Prisoner-Related Fixed Costs	65,173	54,358
Non-Custodial Costs (incl. Prisoner Escorts)	14,750	15,054
TOTAL	90,837	79,307

Cost per Available, Staffed Prison Space – High Security Prison

EXPENDITURE TYPE	2008 Cost/Space (210 Spaces)	2009 Cost/Space (399 Spaces)
Accommodation-Related Variable Costs	12,256	5,234
Prisoner-Related Variable Costs	5,356	2,773
Prisoner-Related Fixed Costs	120,029	55,894
Non-Custodial Costs (incl. Prisoner Escorts)	17,665	11,989
TOTAL	155,306	75,890

The figures for available, staffed prison spaces are based on the bed capacity in each institution as at 31st December.

Implementation of Management Information Framework (MIF) within the Irish Prison Service. The Irish Prison Service continues to enhance reporting under the MIF to bring about improved financial management and control. The intention is to have a more strategically driven organisation that meets the demands of a modern justice system and does so in a cost effective manner. During 2009, the Irish Prison Service continued to produce monthly financial reports for Directors and Prison Governors and provided further training to key staff in the generation and interpretation of financial information.

In support of MIF, budgets have been devolved to senior management in areas of discretionary expenditure to assist decision-making in the allocation and management of resources.

Central Procurement Unit (CPU)

The CPU is responsible for procurement matters and ensuring that reporting practices outlined in Department of Finance guidelines are implemented. The Irish Prison Service Procurement Policy, published in September 2008, outlines how the organisation will purchase its supplies and services and is available on the website www.irishprisons.ie.

The CPU provides a central resource to consolidate the purchasing of commonly used goods and services and achieve best value. This procurement approach resulted in the following services being tendered and contracts placed during 2009:

- Facilities Management (Mechanical)
- Contract Cleaning Services
- Telephone Management System
- Electricity
- Construction Consultancy
- Pharmacy Services
- ICT Network Administration, System and Support Services

The Irish Prison Service supports the Government Policy on centralised procurement by availing of centralised contracts wherever feasible and the CPU continuously monitors the range of goods on offer to ensure this approach is adopted where possible. The CPU works in tandem with the Government Supplies Agency in drawing up the specifications and the evaluating of these contracts.

In addition, the Irish Prison Service continuously reviews the potential for cost savings in all areas, including where possible, the options of re-tendering and renegotiation with suppliers.

Prompt Payment of Accounts Act 1997

The following information is provided in accordance with the Act within the guidelines issued by the Department of Enterprise, Trade and Employment.

The Irish Prisons Service has procedures in place to ensure that all invoices are paid within the statutory time limit. While the procedures have been designed to ensure compliance with the Act, they only provide reasonable and not absolute assurance against material non compliance with the Act. These procedures were in operation in the financial period under review and, in the case of late payments, the relevant suppliers were notified and the interest due was paid to them.

In accordance with the Prompt Payment of Account Act 1997, the following information is provided in respect of the financial period ending December 31st, 2009:

(a) Payment Practices

The Irish Prison Service makes payment to suppliers in accordance with the terms specified in the respective invoices or conditions specified in individual contracts, if appropriate. Since 2002 the standard terms are 30 days.

(b) Late Payments

Invoice Amount	No. of Invoices	Amount of Interest Paid
		€
Under €317	10	104.79
Over €317	159	4,387.15
Total	169	4,491.94

(c) Overall percentage of late payments to total payments and total interest paid.

The overall percentage of the value of late payments to the value of total payments was 0.2%.
The total amount of interest paid with respect to late payments was €4,491.94.

(d) Irish Prison Service Initiatives to Reduce Prompt Payment Interest

Since July 2008, the Irish Prison Service has undertaken a monthly detailed analysis of all instances of prompt payment interest, with the aim of identifying and eliminating the common reasons for payment delays. As a result of the control measures introduced, the total amount of prompt payment interest paid in 2009 shows a 76% decrease on the equivalent figure for 2008.

Chapter 8

Human Resource Management

The Human Resources Directorate is responsible for the provision of the full range of HR services to circa 3,500 prison grade staff within the Irish Prison Service. Key areas of responsibility include recruitment and deployment of staff, processing pay, allowances and pensions, absence management, review and development of policies and procedures and ensuring engagement with performance management and development system which was implemented in 2009.

In addition to the provision of day-to-day Human Resources services, significant challenges which faced HR during the past year were the announcement by Government of the moratorium on recruitment and promotion at a time when the prisoner population was increasing, requiring the opening and staffing of new prison accommodation in Castlerea and Portlaoise prisons. The opening of the new Criminal Courts complex in Smithfield also had implications for staffing of the Prison Service Escort Corp.

In relation to some of the specific HR functions, the following was the situation at the end of 2009:-

Recruitment and Competitions

The Minister for Finance sanctioned the recruitment of 122 Recruit Prison Officers (RPOs) during 2009. Of these, 80 completed their training and entered service during the year. This was a greatly reduced level of recruitment compared to previous years.

Competitions were held during 2009 for the positions of Deputy Governor (Maintenance), Environmental Manager, Senior Psychologist, Governor 1 Thornton/Kilworth, Deputy Governor, Governor 2, Governor 3, Governor 1 HR/Sort, Governor 1 Cloverhill, Governor 1 Wheatfield, Prison Officer in MDT. 148 staff applied for these positions and 44 candidates were placed on competition panels. 16 staff were appointed to their new positions in 2009. The moratorium on recruitment and promotion prevented a large number of appointments to vacancies that occurred as a result of increased retirements.

Organisational Change

The Change Agreement reached in the Prison Service in August 2005, known as the Proposal for Organisational Change, has been in operation for more than four years. The core element of the Agreement involved the elimination of overtime working through the introduction of an 'annualised hours' system. There is ongoing monitoring of this working arrangement at both local and national level using structure set out in the Agreement. A joint review of the operation of the system by management and the staff side is in progress. When completed, a joint report will issue which will form the basis for discussion between the sides on any changes to the Agreement that may be required.

Training and Development

A total of 122 Recruit Prison Officers (RPO's) commenced Year 1 of the Higher Certificate in Custodial Care (HCCC) during 2009. This brings the total to 479 students enrolled on the HCCC by end 2009 with approximately 140 RPOs due to graduate from the programme in early 2010.

The HCCC, a two year Higher Education and Training Awards Council (HETAC) accredited Level 6 National Certificate programme, is delivered in partnership between the Irish Prison Service Training and Development Centre (IPSTDC) and the Institute of Technology Sligo, to all RPOs. The programme has attracted interest from many other Prison Services and firmly places Irish Prison Service recruit training to the forefront of international best practice.

306 of the RPO's enrolled in the HCCC undertook their work place visit during 2009. This unique approach to learning involved IPSTDC staff and IT Sligo lecturers visiting each RPO's workplace to facilitate a meeting with each student in semester 3. This allowed the IPSTDC staff to discuss each RPO's professional development, to discuss any issues arising from the HCCC and gave IPSTDC staff a unique insight into each RPO's learning process. This will contribute to the overall development of the programme as well as being an excellent exercise in measuring each RPO's professional development in the workplace.

The IPSTDC continued to design, develop and deliver training courses to assist the Operational Support Group (OSG). Critical Incident training was provided in 2009 for all relevant Prison Staff. The Employee Assistance Programme (EAP) provided four days training for all EAP representatives in 2009. In addition, IPSTDC staff facilitated professional development courses to include PMDS training, Clockwise/Cognos training, suicide awareness, anti bullying and harassment training and drug awareness programmes in many prisons.

A range of Health and Safety courses were developed, organised and delivered to IPS staff as required to meet the health and safety needs of the Irish Prison Service in 2009. Much of this training was associated with the introduction of the OHSAS 18001 Safety Management System in some prisons in 2009 and which is due to be concluded across the service in 2010. These courses were either delivered in the Irish Prison Service Training and Development Centre or on site in the prisons.

Training Liaison Officers (TLOs) in each prison, who are trained to a professional level, certified by the Irish Institute of Training and Development, continued to deliver ongoing operational training based on individual prison needs. The IPSTDC have continued to update and develop training resource packs to assist the TLOs. Training programmes provided in 2009 included drug awareness, security theory and awareness and performance management development system training.

Performance Management Development System

The Integrated model of Performance Management Development System (PMDS) was rolled out across the service for all prison grades in 2009. Following extensive training and an awareness campaign, all staff in the Irish Prison Service took part in the process from 1 January 2009. PMDS is linked to the awarding of increments and the ability to go forward for promotion.

Cessation of Service

During 2009 the Irish Prison Service lost 204 staff members. This represents an increase of 98% when compared with the number of staff who left the Irish Prison Service in the previous year. During the year, 170 staff retired on age grounds, 22 retired on ill-health grounds while 10 staff members were dismissed. Regretfully 2 staff members died in 2009 while still in the employ of the Irish Prison Service.

Included in the numbers retiring in 2009 were 7 Governors and 4 Deputy Governors which represented 26% of the total employed in these key prison management posts.

Absence Management

There has been a significant decrease in the level of sickness absence in the Irish Prison Service since 2005 as illustrated in the table below.

The sick leave trend for 2009 when compared to 2008 is downward. There were 6,669 less sick leave days availed of (both certified and uncertified) with 34 less staff. Staff complement as at 31 December 2008 was 3,426 as compared to 3,392 at 31 December 2009. Crucially, at the end of 2009, the sick days “per capita” has decreased from 19.84 to 17.25 (see table below). This is an improvement of 13%.

Year	Days	Staff	Per Capita
2004	77,925	3,119	24.98
2005	81,503	3,077	26.49
2006	82,580	3,143	26.27
2007	71,651	3,311	21.64
2008	65,184	3,426	19.84
2009	58,515	3,392	17.25

