
Irish Prison Service
Annual Report
2004

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



Contents

	Board Members	3
	Prisoners Authority Interim Board - Chairman' Report	4
	Overview - 2004 at a glance	7
	Introduction	8
	Custody of Prisoners	10
	Care and Rehabilitation	20
	The Institutions	38
	Human Resources	67
	Estate Management	72
	Finance and Information Systems	74
	Corporate Development	79
Appendix 1	Statistical Tables 2004	85
Appendix 2	Statistical Tables 3 December 2004	89
Appendix 3	Counting Rules	96

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.

Board Members



Brian McCarthy
Chairman



Mairead Ahern



Brian Purcell



Patricia Casey



Anne Counihan



Tom Hoare



Jerry Kiersey



Frank McCarthy



Kathleen O'Neill



Michael O'Shea



Michael Whelan



Chairman's Report on activities during 2004

The year 2004 was a most important one for the Irish Prison Service. The negotiations on organisational change concluded with agreement on the operational aspects of change and referral of the financial aspects to arbitration. Hopefully, 2005 will see implementation of change. There was also important progress made in 2004 in capping prison costs and taking important first steps in a major capital programme to deliver much-needed accommodation to replace outdated prisons at the Mountjoy Complex, Cork and Portlaoise.

I am pleased to present this report on the activities of the Prisons Authority Interim Board during the year.

Board Meetings

The Interim Board met on six occasions during the year. Board members continued to be briefed on important developments and events in the Irish Prison Service and contributed actively to policy formulation. The delay in putting the Interim Board on a statutory footing, however, remained a matter of continuing concern to Board members.

Resignations and Appointments

There were a number of personnel changes on the Board in 2004. The former Director General and ex-officio Board member, Mr Seán Aylward, was appointed Secretary General at the Department of Justice, Equality and Law Reform and was replaced by Mr Brian Purcell. On behalf of the Board, I would like to thank Mr Aylward for his contribution to the development of the Irish

Prison Service, to wish him well in his new role and to welcome Mr Purcell as the new Director General.

Members were pleased to welcome to the Board Mr Jimmy Martin, Assistant Secretary in the Department of Justice, Equality and Law Reform with responsibility for prisons and probation and welfare policy. Mr Martin's contributions to the work of the Board in 2004 were much appreciated. I also wish to record the Board's appreciation of the work of Professor Patricia Casey, who resigned from the Board during the year. Professor Casey had contributed not only as a member of the Board but as Chair of the Prisoner Research Ethics Group since its inception. At the time of writing, Mr Jim O'Hanrahan has been appointed to the Board to replace Professor Patricia Casey. I would like, on behalf of the Board, to welcome Jim and to

say that Board members look forward to working with him.

Change Programme

The Interim Board maintained a watching brief on developments in the negotiations between IPS management and the Prison Officers' Association (POA) on the programme for organisational change. Board members were supportive of all efforts to bring the negotiations to a successful conclusion in the interest of achieving a more responsive and cost effective prison service. Board meetings were important opportunities for review and re-focus in relation to the discussions at the Labour Relations Commission and hearings before the Civil Service Arbitration Board.

The Interim Board were also supportive of measures taken on foot of the Government decision of 11 November 2003 to control prison costs, i.e.



capping of staffing numbers and prison overtime, closure of Fort Mitchel and the Curragh Places of Detention and the publication of a notice in the EU Journal of the intention to outsource prisoner escorts.

Capital Projects

The Interim Board welcomed Government approval in principle to replace the existing Mountjoy Complex. At the end of 2004, the process of acquiring a site for the new Complex was well underway. This will be the largest infrastructural project undertaken by the Irish Prison Service and will require significant planning and management to ensure its success.

The Board noted that progress continued to be made on the replacement of the existing outdated prisons at Portlaoise (construction of replacement accommodation to commence in 2005) and Cork (new prison being planned for Spike Island).

Successful conclusion of these major projects would not only provide much-needed decent, modern accommodation for prisoners and staff but would allow for much greater use of technology with consequent benefits in terms of efficiency and lower running costs.

Financial Management

The financial allocation for the Irish Prison Service for 2004 was €305.8m. Expenditure for the year was €290.6m - representing a decrease of 4%

on the corresponding figure for 2003. The Board notes that this saving was achieved mainly through a reduction of 25% on overtime spending (down to €45.5m from €58.8m in 2003). The Board commends the efforts of all concerned in achieving this significant reduction, especially given that the daily average numbers of persons in custody actually increased slightly in 2004.

Decentralisation

The target date for the relocation of the Irish Prison Service Headquarters to Longford is December 2006. Early in 2004, the Board decided that the progress of decentralisation should be monitored closely and that the matter should be a standing agenda item for each Board meeting.

The Board is satisfied that the Irish Prison Service is making good progress towards decentralisation to Longford. A site was identified in 2004 and planning permission obtained. Staff were consulted on the proposed layout of the new building and a Decentralisation Implementation Plan was put in place. The Board has concerns about the possible impact of high staff turnover at Headquarters in preparing for decentralisation and will wish to be continually re-assured as to measures to minimise potential disruption to services.

Remuneration Subcommittee

The Remuneration Subcommittee of the Interim Board met to review progress

made by the Director General in achieving the targets for 2004 set under the scheme for Performance Pay Awards for Chief Executives of State Bodies. While significant progress was recorded in this regard, no performance award was made. This was because the former Director General, Mr. Sean Aylward declined to be considered for an award following on his appointment as Secretary General. In accordance with the terms of the scheme, Mr. Brian Purcell will be eligible for a single award covering the period from his appointment in July 2004 to 31 December 2005.

Other Issues Considered

Among the other more important issues considered at Board meetings in 2004 were:

Slopping Out Claims

The Board noted that almost 400 personal injury claims were received by the Irish Prison Service in 2004 from prisoners alleging that their human and constitutional rights were violated by the practice referred to as "slopping out". While wishing to bring an end to this practice as soon as possible, the Board welcomes the commitment of the Minister and the Irish Prison Service to contest each claim vigorously.

Provision of Psychiatric Care

The Board is very concerned at the delays experienced by some prisoners in accessing care at the Central Mental Hospital. This appears to arise



from a lack of resources on the part of the Hospital. The Board is strongly of the view that prisoners must be able to access in-patient psychiatric care at the Hospital without unreasonable delay. The Board would wish to see the additional resources approved for the Hospital put in place as soon as possible.

New Supervision and Observation Cells

The Board welcomes the introduction of the new Close Supervision and Special Observation Cells in Cloverhill and Wheatfield Prisons following an earlier commitment by the Minister to abolish the use of existing padded cells in prisons. The Board understands that these cells will be extended, on a phased basis, to other Institutions in 2005. The introduction of the new cells represents a further step forward in managing disturbed prisoners in a way which preserves their dignity and self respect while also providing for their safety.

Sustaining Progress

The Board noted the progress made by the Irish Prison Service in working towards its modernisation commitments under Sustaining Progress and was pleased that progress achieved in 2004 was deemed sufficient by the independent Performance Verification Group to warrant payment of the salary increases due to all staff.

Doctors Dispute

The Board was disappointed that Prison Doctors took strike action on 4 May 2004 without making adequate provision for emergency medical cover for vulnerable prisoners. The Board would like to express its appreciation of the tremendous efforts of all those involved, mainly Nurse Officers, Medical Orderlies and Doctors from the Defence Forces, during the 12-week strike. Hopefully, the balance achieved in the terms of settlement of the strike will preclude future such actions.

Finally, I would like to record my appreciation and thanks to all Board members for their continued commitment, support and dedication to the work of the Board during the year.

Brian McCarthy Chairman

Prisons Authority Interim Board

Overview

2004 statistics at a glance

8,820 persons were sent to prison - down 10% on 2003

5,064 committals under sentence, a decrease of 6.4% on 2003

Persons under 21 years of age accounted for 944 committals under sentence, a decrease of 76 on the previous year.

Average daily prisoner population was 3,199 - an increase of almost 1% on 2003



2004

The average cost of keeping an offender in prison in 2004 was €83,800. This represents a decrease of 4,150 (4.7%) on the 2003 figure

Persons sentenced to two years or more accounted for 11% of all committals under sentence, compared to 10% in 2003. Almost 65% in custody at any given time in 2004 were serving sentences of two years or more.

946 non-nationals were detained under immigration laws - a reduction of nearly 50% on the 2003 figure.

Approximately, 46% of persons in custody on 2nd December 2004 (1,216 prisoners) were sentenced in respect of offences against the person or against property with violence

Introduction



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

Minister,

I am pleased to transmit to you the Irish Prison Service Annual Report 2004 which is my first Annual Report since taking up office in July 2004. The report sets out the key developments in our Service during the year.

Prisoner numbers

The year 2004 saw a continuation of the increasing demand for prison places. The daily average number of 3,199 persons in custody in 2004 represented an increase of almost 1% on the equivalent number in the previous year. The increase is attributable to the 'silting-up' effect of increasing numbers of long-term sentences being handed down in recent years to persons convicted on serious criminal charges. The increase in the daily average number of persons in custody would have been higher but for the reduction of 1,125 in the number of committals to prison in 2004, mostly because of the reduction in the number of short term immigration detainees consequent on the fall in the numbers of persons arriving in the state seeking asylum.

Operating

The average cost of keeping an offender in prison in 2004 was €83,800 a decrease of €4,150 on the previous year. This

reflects implementation of the package of measures decided by Government in November 2003, to bring prison costs, in particular Prison officer overtime costs, under control. The measures taken included the adoption of a strict overtime budget and closure of the Curragh and Fort Mitchel Prisons.

Organisational Change

Discussions at the Labour Relations Commission with the Prison Officers Association (POA) on a package of organisational change proposals concluded in September 2004 with agreement on the operational aspects of change and referral of outstanding financial matters to the Civil Service Arbitration Board. I want to record the sincere appreciation of the Irish Prison Service to the Labour Relations Commission for skilled and professional assistance provided at all times in helping to bring the negotiations to an agreed conclusion. At

the time of writing, the change proposals have been endorsed by a ballot of the POA membership and are being implemented on a phased basis. I look forward to continuing co-operation of all concerned as the change programme is implemented in all prisons in the coming months.

Decentralisation

The Irish Prison Service will be one of the first organisations to relocate its headquarters as part of the Deentralisation Programme. It is a priority of the Service to ensure a smooth transition during decentralisation, through active communication with all involved, fair and transparent processes for the management of staff movements and active management of induction and training processes to facilitate the integration of new staff.

While the number of staff expressing a wish to transfer to Longford was low initially, there is now increasing inter-



est. A shortfall in numbers of applicants for middle management posts in Longford is being addressed.

Replacement of Mountjoy Prison

The outdated and unacceptable conditions at Mountjoy Prison have long been a concern. I am happy that the proposed replacement is the best way forward. At the end of 2004, the process of acquiring a site for the new Complex was well underway. This will be the largest infrastructural project undertaken by the Irish Prison Service and will require significant planning and management time to ensure its success. The new prison complex will bring about very significant improvements in conditions for both prisoners and staff.

Retirements and Resignations during the year

A total of 77 Prison Service staff retired during the year. Among those who retired were Denis O'Neill, Director of Estates who made a major contribution to the prison building programme since the mid - 1990's and Governors Finbarr O'Leary, Martin Corrigan, John Quigley and John O'Hara, who gave distinguished service over many years in a number of our custodial institutions. I would like to pay tribute to these and all our colleagues who retired from the Service in 2004 and to wish every one of them good health and happiness in the years ahead.

Brian Purcell
Director General

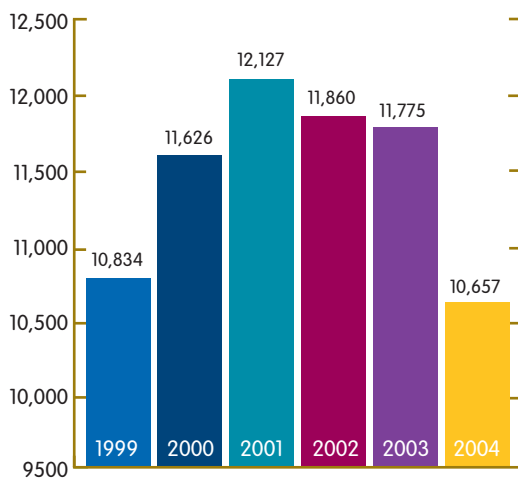
Custody of Prisoners

Committals

There were 10,657 committals to prison in 2004, down 1,125 or 9.55% as compared with 2003. Most of this substantial fall is accounted for by the sharp reduction in the number of persons detained on immigration matters, down by almost half from 1,852 in 2003 to 946 in 2004. There was also a smaller reduction of 346 in the number of committals to prison under sentence, down from 5,410 in 2003 to 5,064.

While it appears significant at first glance, the fall in committal numbers had little impact on daily numbers of persons in custody because the reduction in committals was confined mainly to short-stay immigration detainees.

Figure 1: Committals to prison 1997-2004



Persons committed in 2004

A total of 8,820 persons accounted for the 10,657 committals to prison in 2004. This compares with 9,814 persons who entered the prison system in 2003, a reduction of 10%.

Some 7,914 (89%) of persons entering prison in 2004 were male and 906 (11%) female. Nearly two-thirds of the males and about three-quarters of the females were aged between 21 and 40 years.

Table 1: Age and gender of persons committed to prison in 2004

Age	Female	Male	Grand Total
15 to <17	3	136	139
17 to <21	127	1,333	1,460
21 to <24	201	1,683	1,884
25 to <30	221	1,582	1,803
30 to <40	240	1,916	2,156
40 to <50	87	858	945
50+	27	406	433
Grand Total	906	7914	8820

County and country of origin

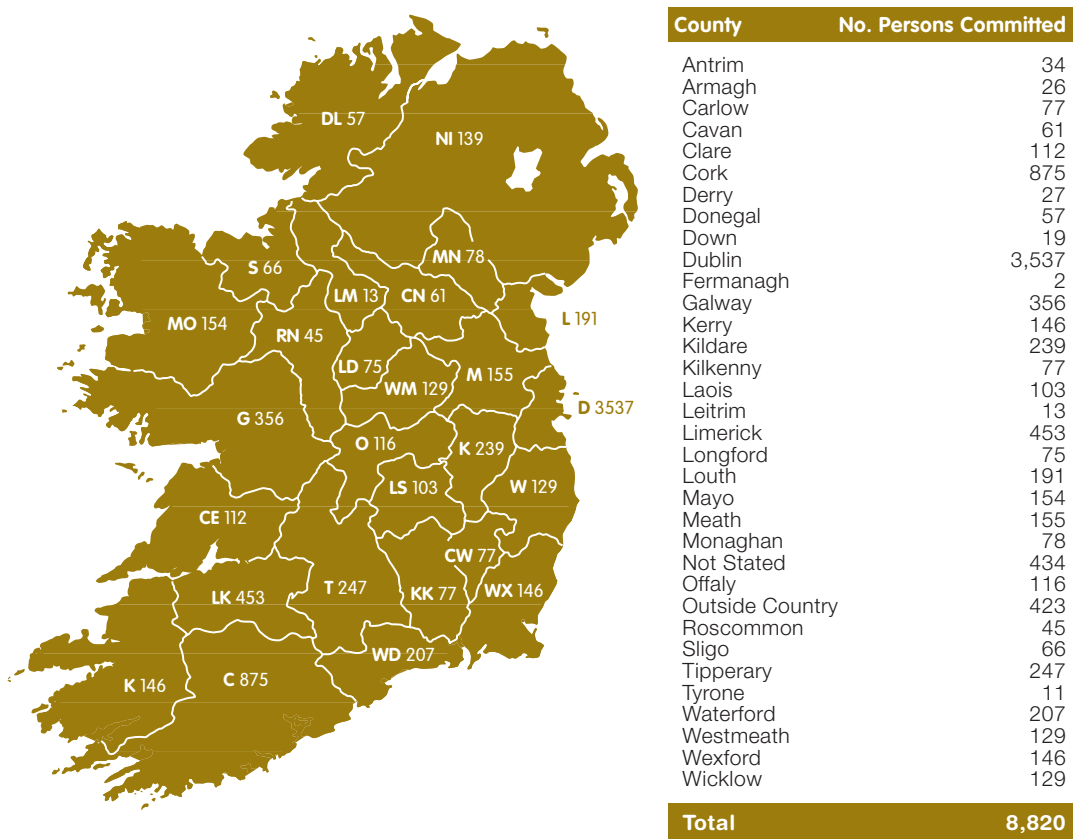
The wide geographical spread of addresses given by persons on entering prison in 2004 is similar to previous years. The number of persons who gave a Dublin address on committal was down 9.3% to 3,505. Cork and Limerick addresses were given by 8.3% and 4.9% of persons respectively.

A total of 1,804 persons (20.4%) sent to prison in 2004 indicated that they were non-nationals. This compares with 25.6% in 2003 and reflects the reduction in the number of persons detained on immigration matters. Some 115 different countries of origin were indicated.

Table 2: Nationality as given by persons committed in 2004

Irish	7016
Other E.U.	215
Other European	845
Asian	217
African	374
North American	17
Central/South American	78
Austral/Asian	1
Not Recorded	57
Total	8820

Fig 2: Home Addresses by county given by persons committed in 2004



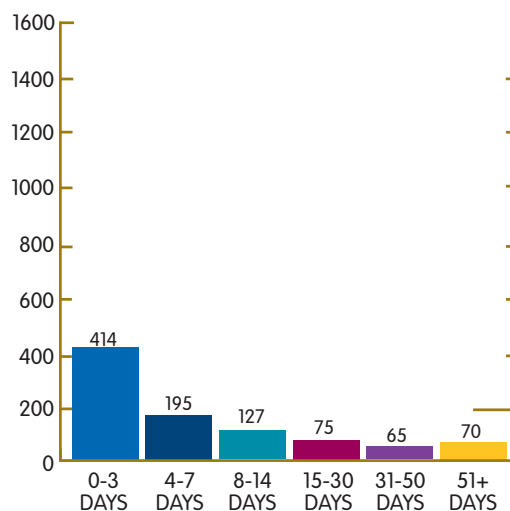
Persons detained under immigration laws

In 2004, 946 persons or 11% of all persons who entered the prison system were immigration detainees, a reduction of almost half as compared with 2003 (1,852). The reduction was concentrated among detainees who spent only one to three days in custody and reflects the sizeable reduction in the number of asylum applications received in the State last year. (Statistics published by the Refugee Applications Commissioner indicate that the number of asylum applications in 2004 was down 40% (4,766 as compared with 7,900 in 2003). The indications are that the reduced level is likely to be maintained or possibly fall further in future years.

The reduction in the number of immigration detainees who entered the system, while significant, did not impact substantially on the average daily prisoner population because the reduction

was concentrated among detainees who spent only a short time in custody.

Figure 3: Persons held under Immigration Acts



Committals under sentence

There were 5,064 committals under sentence in 2004, compared with 5,410 in 2003. Males accounted for 4,659 (92%) committals in 2004. The increase of one-third in the number of females committed under sentence in 2003 (413) was maintained in 2004 (405). This continued to result in pressure on female prisoner accommodation.

Table 3 profiles the age of offenders classified by sentence length. Table 4 profiles the principal offence that gave rise to each committal, classified by sentence length. Table 5 profiles the principal offence classified by age of offender. Further profiles, by gender, are included in the Appendix to this report.

All of the aforementioned Tables include revised committal statistics in respect of 2003. These revised figures have emerged from a recent detailed review of long-term committal numbers during which it became apparent that some ninety-six committals in 2003 had not been included in statistics given in the 2003 Annual Report. The committals in question involved prisoners convicted in 2003 who had been remanded in continuing custody since 2002 or earlier and whose sentences had been made effective from the date of initial committal on remand. It was also necessary to revise sentence length statistics in respect of committals in 2003 because of incorrect classification. This related mainly to the 6-12 months and 1-2 years categories, with the former being revised downwards by 215 committals and the latter being revised upwards by 232. The Irish Prison Service regrets the need for these revisions to its 2003 Annual report and is glad to have this opportunity to publish corrected figures.

Sentence length

The overall pattern of sentence lengths in respect of prisoners committed on conviction in 2004 was similar to previous years. About three-fifths of all committals under sentence were for less than six months and four-fifths for less than one year. There were, however, some interesting trends meriting comment.

A total of 29 persons were committed for life in 2004, down 5 on 2003 but still more than double the number of life sentence committals in previous years. This reflects both the increased number of murder cases coming before the Central Criminal Court in

recent years and the expansion in the number of Central Criminal Courts in the interest of reducing the backlog of cases before the Court. It is not expected that the number of life sentence committals will remain at 2003/4 levels, but the indications are that some increase above pre-2003 levels is likely to be sustained. It will be seen from the Appendix that there were 193 persons serving life sentences on 3 December, 2004 as compared with 118 on 1st June, 2001.

Table 4 shows that the fall in the number of sentenced committals in 2004 was distributed across the various sentence-length categories. The most significant reduction is in the category of one to two-year sentences where there is a pattern of reducing committal numbers since 2001 (518 in 2001, 514 in 2002, 402 in 2003 and 283 in 2004). The reductions in that category over the past four years are, however, offset by fluctuations in the numbers of two to three-year sentences and six to twelve-month sentences. Overall, it would be premature to draw any particular conclusion in regard to trends in sentence lengths since publication of annual prison statistics resumed in 2001 other than to say that the overall predominance of shorter sentences i.e. less than 12 months, has remained stable.

Committals by age group

As in previous years, persons aged between 21 and 40 years (3,286 or 65%) accounted for the majority of committals under sentence in 2004. Of these, 3,009 were male.

The number of persons under 21 years of age committed under sentence in 2004 was 944. While up on 2003, this maintains the reduction in the number of committals of young people in recent years, reflecting in part at least, the greater variety of alternatives to custody that are now available. Specific detailed research is, however, needed to establish the relative importance of all of the factors contributing to this very welcome development. Persons aged over 40 years of age accounted for 834 committals under sentence, a marginal increase on 2003 (817).

Committals by offence group

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

There were 970 committals in 2004 in respect of Group 1 offences (Offences against the Person).

This was up significantly on 2003 (746) because of an increase in the number of short-term sentences for assault. As already stated, the increase in 2003 in the number of life sentence committals – 34 as compared with 13 in 2002 - was maintained in 2004 with 29 committals for life.

The total number of committals under sentence for crimes against property (1,312) is marginally up on 2003 (1202). Just over 86% of those committals were for Group 3 offences (Offences against Property without Violence). The balance of 14% is included as Group 2 offences (Offences against Property with Violence).

Once again the largest proportion of committals under sentence in 2004 (55%) was in respect of Group 4 offences (Other Offences). Of these 1,296 were committals for road traffic offences, more than half of which were for terms of less than three months. There were 278 committals for drug offences, fourteen of which were for 10 years or more.

Average Daily Prisoner Population

Most prisons operated at or near full capacity in 2004. The daily average number of persons in custody was 3,199, a slight increase on 2003. The daily average number of female prisoners was 97. Table 6 (overleaf) shows the average number of prisoners in custody by institution.

In the early part of 2004, operational capacity was reduced by the temporary closure of Fort Mitchel and the Curragh Places of Detention following on

Government decision of 11 November, 2003 that measures would proceed on a rolling basis from 1 January, 2004 in the absence of agreement on new working arrangements in the prisons. The Curragh Place of Detention closed on 20 January, 2004 and the majority of prisoners were transferred to the Midlands Prison. Fort Mitchel closed on 10 February, 2004 and most of the prisoners were moved from there to Limerick Prison. A census of the prisoner population was carried out on 2 December 2004. The total number in custody on that date was 3174 comprising 3077 men and 97 women. Most of the prisoners in custody had been committed under sentence (2660). A further 171 prisoners were on remand, 202 for trial and 42 were committed under immigration laws.

Of the 2660 sentenced prisoners in custody on 2 December 2004:

- 66% (1766) were serving sentences of two years or more;
- 35%(925) were sentenced in respect of offences against the person
- 11% (291) were sentenced in respect of offences against property with violence;
- 13% (343) were under 21 years of age, 42% (1109) were aged between 21 and 30; and 45% (1208) were over 30 years of age.

A detailed profile of the prisoner population on the day is in the Appendix to the Report.

Table 3: Sentence length by age of offender in 2004 (Revised 2003 figures in parenthesis)

Age Group	<3Mths <6Mths	3Mths to <1Yr	6Mths to <2Yrs	1Yr to <3Yrs	2Yrs to <5Yrs	3Yrs to <10Yrs	5Yrs to	10 Yrs+	Life	Total
15 to <17	9 [2]	21 [5]	22 [9]	4 [6]	2 [3]		3		2	63 [25]
17 to <21	226 [218]	261 [171]	242 [279]	76 [79]	28 [37]	24 [38]	15 [16]	3 [5]	6 [9]	881 [852]
21 to <25	391 [411]	275 [246]	268 [352]	66 [123]	43 [42]	49 [65]	11 [29]	2 [3]	7 [4]	1112 [1275]
25 to <30	365 [391]	238 [239]	206 [223]	70 [84]	45 [41]	46 [62]	23 [33]	3 [5]	5 [6]	1001 [1084]
30 to <40	547 [525]	255 [261]	187 [240]	38 [67]	40 [46]	52 [65]	34 [46]	15 [10]	5 [9]	1173 [1270]
40 to <50	296 [298]	104 [106]	73 [96]	18 [30]	13 [8]	17 [25]	14 [15]	6 [2]	3 [3]	544 [583]
50+	166 [173]	42 [54]	25 [33]	11 [13]	16 [12]	12 [14]	16 [14]	1 [5]	1 [3]	290 [321]
Grand Total	2000 [2018]	1196 [1083]	1023 [1232]	283 [402]	187 [189]	200 [269]	116 [153]	30 [30]	29 [34]	5064 [5410]

Table 4: Offence by Sentence length of offender in 2004
(Revised 2003 figures in parenthesis)

Sentence Length	<3 Mths	3 to <6Mths	6Mths to <1yr	1Yr to <2Yrs	2Yrs to <3Yrs	3Yrs to <5Yrs	5Yrs to <10Yrs	10Yrs+	Life	Total
Group 1										
Offences against the person										
Murder	1					[1]		1	28	30
								[32]	[33]	
Manslaughter				[1]	[6]	[7]	[5]	6	10	3
										[19]
Sexual Offences	1	1	12	13	15	20	23	5	1	91
	[2]	[6]	[12]	[26]	[12]	[28]	[24]	[10]	[1]	[121]
Other Offences against the person	123	280	229	84	43	52	19			830
	[83]	[146]	[180]	[64]	[40]	[32]	[21]	[6]	[1]	[573]
Total Group 1	125	281	241	97	58	78	52	9	29	970
	[85]	[152]	[192]	[90]	[53]	[66]	[53]	[21]	[34]	[746]
Group 2										
Offences against property with violence										
	21	21	59	23	26	19	9	4		182
	[6]	[26]	[51]	[40]	[27]	[47]	[34]	[2]		[233]
Group 3										
Offences against property without violence										
	257	290	392	95	47	36	10	3		1130
	[148]	[276]	[403]	[81]	[37]	[46]	[8]	[2]		[1001]
Group 4										
Other Offences										
Drug Offences	44	45	56	15	29	40	35	14		278
	[52]	[33]	[61]	[36]	[27]	[60]	[35]	[2]		[306]
	726	361	176	23	5	4	1			1296
	[762]	[283]	[313]	[75]	[14]	[14]	[2]			[1463]
Other	827	198	99	30	22	23	9			1208
	[965]	[313]	[212]	[80]	[36]	[31]	[21]	[3]		[1661]
Total Group 4	1597	604	331	68	56	67	45	14		2782
	[1779]	[629]	[586]	[191]	[77]	[105]	[58]	[5]		[3430]
Grand Total	2000	1196	1023	283	187	200	116	30	29	5064
	[2018]	[1083]	[1232]	[402]	[189]	[269]	[153]	[30]	[34]	[5410]

**Table 5: Offence by Sentence length of offender in 2004
(Revised 2003 figures in parenthesis)**

Age	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50+	Total
Group 1 Offences against the person								
Murder	2	6 [8]	7 [4]	5 [6]	7 [10]	2 [3]	1 [2]	30 [33]
Manslaughter		5 [3]	2 [3]	1 [3]	5 [4]	3 [3]	3 [3]	19 [19]
Sexual Offences	3 [1]	5 [6]	8 [13]	7 [11]	17 [29]	13 [35]	38 [26]	91 [121]
Other Offences against the person	22 [7]	207 [112]	201 [142]	165 [112]	155 [132]	60 [41]	20 [27]	830 [573]
Total Group 1	27 [8]	223 [129]	218 [162]	178 [132]	184 [175]	78 [82]	62 [58]	970 [746]
Group 2 Offences against property with violence								
	4	42 [40]	36 [70]	49 [60]	37 [48]	10 [9]	4 [6]	182 [233]
Group 3 Offences against property without violence								
	21 [7]	256 [194]	267 [262]	260 [204]	223 [221]	76 [81]	27 [34]	1130 [1003]
Group 4 Other Offences								
Drug Offences	37 [40]	72 [90]	69 [79]	74 [69]	19 [18]	7 [10]	278 [306]	
Road Traffic Offences	9 [8]	169 [250]	288 [363]	265 [324]	319 [306]	171 [149]	75 [63]	1296 [1463]
Other	2 [2]	154 [199]	231 [328]	180 [285]	336 [451]	190 [244]	115 [150]	1208 [1659]
Total Group 4	11 [10]	360 [489]	591 [781]	514 [688]	729 [826]	380 [411]	197 [223]	2782 [3428]
Grand Total	63 [25]	881 [852]	1112 [1275]	1001 [1084]	1173 [1270]	544 [583]	290 [321]	5064 [5410]

Table 6: Bed Capacity and Average Daily Numbers, by institution

DAILY AVERAGE NUMBER OF PRISONERS PER INSTITUTION (2004)

Institution	Bed Capacity Custody	Average Number in	% of Bed capacity	Number on TR	Non Nationals (Imig. Warrant)	Total No. in system
Mountjoy (m)	454	485	107%	102	0	587
Dochas	81	84	104%	35	3	119
St Patrick's	212	198	94%	11	0	209
Cork	271	274	101%	31	1	305
Limerick (m)	257	247	96%	10	1	257
Limerick (f)	20	13	65%	8	0	21
Castlereagh	208	210	101%	4	0	214
Cloverhill	428	392	91%	4	17	396
Wheatfield	377	374	99%	15	0	389
Portlaoise	192	123	64%	1	0	124
Arbour Hill	139	138	99%	1	0	139
Fort Mitchel	13	6	46%	1	0	7
Training Unit	90	87	97%	19	0	106
Curragh	9	8	88%	0	0	8
Midlands	475	439	93%	12	0	451
Loughan House	81	72	89%	14	0	86
Shelton Abbey	56	49	87%	22	0	71
DAILY AVERAGE FOR ALL INSTITUTIONS*	3363	3199	95%	290	22	3489
Female prisoners only						
Mountjoy	81	84	104%	35	3	119
Limerick	20	13	66%	8	0	22
DAILY AVERAGE FOR FEMALE PRISONERS	101	97	96%	43	3	141
The daily average figures quoted below for Fort Mitchel and the Curragh Place of Detention reflect the temporary closure of both institutions (i.e. it is an average taken over the period that both institutions were open during 2004). In the case of Fort Mitchel, the operational capacity had been reduced in the preceding months leading up to the closure.						
Fort Mitchel	102	45	44%	6	0	51
Curragh	102	93	91%	1	0	94

Temporary Release

In 2004 the daily average proportion of sentenced persons on temporary release was 286, an increase of 10% on the previous year (260).

Prisoners may be granted temporary release on one or more grounds. Some may be on a structured temporary release programme, often under the direct supervision of the Probation and Welfare Service. Others may be in receipt of a short period of temporary release on compas-

sionate grounds such as ill health or following the death of a family member. The judicious use of temporary release remains an important instrument in the rehabilitation process. It is also used from time to time to help relieve overcrowding at particular prisons through early release of low-risk prisoners nearing the end of their sentence.

The Criminal Justice (Temporary Release) Act, 2003 was signed into law by the President on 29 October 2003 and a commencement order was

subsequently made by the Minister for Justice, Equality and Law Reform. Both the Act and the Prisoners (Temporary Release) Rules 2004 came into effect on 12 November, 2004. The main purpose of the Act is to provide a clearer legislative basis for the exercise of the power of temporary release by the Minister for Justice, Equality and Law Reform by setting down principles which apply. In this way, the Act provides a clear and transparent basis, as well as important safeguards, for the operation of the system of temporary release.

Escapes

There was no escape from a prison in 2004. Seven prisoners escaped from the custody of Prison Officers while either attending court or receiving medical treatment. A number of attempted escapes during the year were prevented largely by the vigilance of escort staff.

A total of 66 prisoners absconded from custody i.e. from an open centre or while on an accompanied outing with a Prison Officer, the Prison Chaplain or a member of a support service, such as a Probation and Welfare Officer.

Table 7: Escapes and Absconds from custody

	Escapes	Absconds	Total	Still at large (31.12.04)
Arbour Hill	0	0	0	0
Castlerea	1	0	1	1
Cloverhill	0	0	0	0
Cork	0	0	0	0
Curragh	0	0	0	0
Dochas Centre	0	2	2	0
Fort Mitchel	0	0	0	0
Limerick (Male)	1	0	1	1
Limerick (Female)	2	1	3	1
Loughan House	0	30	30	12
Midlands	0	1	1	0
Mountjoy	2	2	4	1
Portlaoise	0	0	0	0
St. Patrick's Institution	1	0	1	1
Shelton Abbey	0	29	29	4
Training Unit	0	1	1	1
Wheatfield	0	0	0	0

Suicides/Deaths in Custody

There were seven deaths in custody in 2004. While inquest verdicts are outstanding, the indications are that only three deaths may have been from natural causes. A Garda investigation was launched into the death of a prisoner who was found lying face down in his cell at Mountjoy Prison on 27 January, 2004.

There were also instances of attempted suicide in which prison staff intervened successfully.

Interim Parole Board

The Minister for Justice, Equality and Law Reform established an Interim Parole Board on an administrative basis in April, 2001. The function of the Board which consists of 9 members and which replaced the former Sentence Review Group, is to advise the Minister on the administration of long term sentences. The Board, by way of recommendation to the Minister, advises of the prisoner's progress to date, the degree to which he or she has engaged with the various therapeutic services and how best to proceed with the future

administration of this sentence. The decision making authority remains with the Minister. The Board is fully independent of the Prison Service.

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

A Prisoner may, through the Governor, write to the Interim Parole Board setting out any points which he/she wishes the Board to take into account. In addition, members of the Interim Parole Board would, generally, meet with individual prisoners before completing a review. A period of not more than 3 years may elapse between one review and the next.

The Board does not review the case of any offender who indicates that he/she does not want their case considered by the Board.

The number of cases dealt with by the Board will be provided in the report of the Interim Parole Board.

Convention on the Transfer of Sentenced Persons

Applications were received from eleven prisoners in Irish institutions in 2004 who wished to transfer to other jurisdictions. Outward transfers were facilitated in four cases.

Applications to transfer to an Irish prison were received in 2004 from seventeen prisoners serving sentences in other jurisdictions. Fifteen were new applications and two were re-submitted having been refused previously. (The latter two applications are not included in Table 8.) Inward transfers were facilitated for seven prisoners.

Table 8: Prisoner applications for transfer and transfers effected to other jurisdictions in 2001, 2002, 2003 and 2004

Inward transfers:

Applications received from	2001	2002	2003	2004	Totals
United Kingdom	26	20	14	11	71
USA			1	1	2
Isle of Man		1			1
Italy		1			1
Holland			1		1
Panama		1			1
Japan				1	1
Australia				1	1
Trinidad & Tobago				1	1
Total	26	23	16	15	80
Inward transfers effected from:					
United Kingdom	4	8	8	5	25
USA				1	1
Panama				1	1
Total	4	8	8	7	27

Applications for Outward Transfer to:	2001	2002	2003	2004	Totals
United Kingdom	11	9	12	10	42
Northern Ireland	9	6	2		17
Scotland	2	2	2		6
Germany	1				1
Netherlands	1		4		5
Spain	1				1
Portugal			1		1
Italy		1	1		2
Albania				1	1
Total	25	18	22		76
Outward transfers Effected to:					
United Kingdom	5	4	7	4	20
Northern Ireland	1				1
Germany	1				1
Scotland			1		1
Total	7	4	8	4	23

Care and Rehabilitation of Prisoners

Services for Prisoners

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

The Regimes Directorate is the key institutional driver in meeting the Service's commitment to re-balancing its custodial and care/re-integration functions. The Directorate, which is multi-disciplinary, seeks to support and facilitate all staff and services in helping prisoners develop their sense of responsibility and cultivate attitudes and skills which offer them the best chance of leading law abiding and self-supporting lives after release.

The budgetary restraint measures introduced in 2004, in the absence of agreement with the Prisoner Officers' Association on the Change Programme, unavoidably restricted the level of some services to prisoners even though every effort was made by the prison authorities, and the providers of the services concerned, to minimise the difficulties involved. While the impact on services varied from institution to institution it typically involved more limited access to libraries, gyms and workshops and revised visiting arrangements. In-reach services also experienced some disruption in their services to prisoners as a result of increased waiting times in gaining access to prisoner areas.

Prison Education

The Prison Education Service consists of a partnership between the Irish Prison Service and a range of educational agencies from the community. Vocational Education Committees and Public

Library Services make the largest contribution to, and are the mainstay of, the Prison Education Service. Policy is drawn largely from the Council of Europe Recommendation and Report, Education in Prison (1990) and the Strategy Statement for the Prison Education Service for 2003-2007.

The Department of Education and Science provided an allocation of 214 whole-time teacher equivalents to the prisons through the VECs in the academic year 2003/4 and again in 2004/5. This included provision for the summer months and also enabled special teaching arrangements where the prisoners are segregated (e.g. Portlaoise, Mountjoy, Wheatfield, Limerick and Cork). Some 209 full-time equivalent posts were activated, as the proposed new Education Unit at Cloverhill was not in a position to open in 2004. In addition, four full-time librarians, employed by Dublin Public Libraries, work in prisons in the Dublin area.

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

- The Open University, which caters for about 75 prisoners annually on degree-level distance education courses;
- The Arts Council, which provides writers' workshops and artists' workshops;
- Other third-level colleges, such as the National College of Art and Design, which is involved in Portlaoise, Midlands and Training Unit prisons.

The Curriculum

Objectives, methods and course content are largely those of adult education. Set courses and examination work are but a part of prison education because of a high level of turnover in the population of most prisons, and because of prisoners' special needs and interests. The emergence of FETAC accreditation has opened



up new possibilities which are now widely used in prison education. A high degree of curriculum and teaching material development is essential in prison education. This is facilitated through extensive in-service support, covering internal and external courses for teachers and via a range of structures, including the Prison Education Council and "development workers" in areas such as the Arts and Physical Education.

Full details of what is taught in prisons may be found in the Directory of Prison Education (see below). In broad terms, courses may be classified as follows:

- Basic Education, including Literacy and Numeracy
- General subjects, e.g. English, History, Geography, Mathematics, Languages, Computers
- Physical Education, Home Economics and Health Education
- The Arts, e.g. Visual arts, Music, Drama, Creative Writing, Photography
- Practical subjects, e.g. Woodwork, Metalwork, Horticulture

- Courses that address particular problems or needs of prisoners, e.g. Pre-Release courses, Addiction Awareness, Childcare, Group Skills, Anger Management.

Participation in Education in Prison

Participation in education generally varies with factors such as facilities, turnover of population and segregation. At the end of 2004, 51% (as compared with 54% in 2003) of all prisoners were involved at some level. Almost half of these, (i.e. 24% of the total prison population), were intensively involved, i.e. for more than 10 hours of classes per week, so that education was almost certainly their main activity in prison (this figure was 27% in 2003). Such an overall level of involvement in education whilst in prison is very high by international standards. The pattern of participation for each particular prison may be seen in Table 10:

Table 10: Participation in Education

Prison	(a) Participation	(b) Population (24/11/04)	(a)÷(b) Percentage Participation	(c) Intensive Participation:	(c) ÷ (b) Rate of Intensive
No. involved for Participation 10 hours or more per week					
Arbour Hill	108	135	80%	50	37%
Castlerea	109	214	51%	43	20%
Cloverhill	-	406	-%	-	-%
Cork	174	271	64%	64	24%
Dochas	78	95	82%	55	58%
Limerick (M&F)	134	286	47%	95	33%
Loughan House	35	58	60%	10	17%
Midlands	237	443	53%	61	14%
Mountjoy (Male)	210	468	45%	120	26%
Portlaoise	85	117	73%	16	14%
Shelton Abbey	41	54	76%	25	46%
St. Patrick's	92	187	49%	53	28%
Training Unit	58	96	60%	25	26%
Wheatfield	263	372	71%	159	43%
TOTAL	1,624	3,202	51%	776	24%

% Participation excluding Cloverhill = 58%

% Intensive Participation excluding Cloverhill = 28%

% participation overall = 51%

Participation in education is counted as involvement in at least one structured class in a sample week. However, most of those taking part in education do so on a daily basis, as may be gauged by the measure of "intensive participation." As may also be seen from Table A, the figure for overall participation (58%) would have been considerably higher (62% in 2003) if Cloverhill Prison was excluded from calculations, as an Education Unit for that sizeable prison has not yet been opened. A very extensive library, which includes a wide range of material in the various languages and cultures of that prison's population, is, however, available in Cloverhill.

The reduction in the figure for overall participation in education by just over 100 (from 1,731 in 2003, to 1,624 in 2004), as well as the other falls in the various rates given above, would appear to arise largely from the temporary closure of Fort Mitchel and The Curragh prisons in the early part of 2004. As will be seen from last year's Annual Report,

these locations had been among those with the highest levels of participation. In the past year, other Education Units did increase the involvement of prisoners in their programmes to some extent (from 1,557 to 1,624).

Literacy work in prisons

A significant number of prisoners have virtually no literacy skills. There is also a large number of prisoners who have limited skills to enable them to meet the challenges of modern living. Overall, more than twice as many prisoners are at the lowest level of literacy skills compared to the general population.

Literacy work continues to be a priority element of the Prison Education Service curriculum. Every effort is made to publicise literacy classes and encourage as many prisoners as possible to avail of the classes. Depending on the degree of difficulty, classes may initially consist of one-to-one

tuition although most literacy classes take the form of small groups of 3 to 6 students where the material is student-centred and based on everyday experiences.

In 2004, the Prison Education Service commenced the implementation of the "Guidelines for Adult Literacy Work in Prisons" (2003) which include a 10-point framework for redressing the poor literacy levels of prisoners. It is envisaged that the implementation of the good practice guidelines will enable prison education units to reach and help progress an ever larger number of prisoners with literacy problems.

Library Services

The quality of library services available in prison varies. In some prisons, a high-quality and dynamic professional service in good facilities is available, while only a limited service is available in other prisons. Generally, one of the critical factors now is whether, and to what extent, professional input and guidance is available from public library services. In 2000, a structural plan was agreed between the Irish Prison Service and the City and County Librarians in regard to services in prisons in their areas. This sought to build, in the rest of the country, on models that are already deemed to work well, e.g. the involvement of full-time qualified librarians in the larger Dublin prisons and of a part-time library assistant from Co. Cavan Library Service in Loughan House, a relatively small location. Financial constraints affecting the Prison Service, which are linked to the long-standing industrial relations situation in the prisons, have inhibited the roll-out of this plan but provision was made at end-2004 to commence funding of the plan in 2005. The financial constraints in question also resulted in an unavoidable curtailment of library services to prisoners during 2004.

Publications

In 2003, two key documents for prison education were completed by working groups. A Strategy Statement for the Prison Education Service for 2003 to 2007 was finalised. In tandem with this, a detailed description of the curriculum that has developed within prison education, entitled Prison

Education in Ireland: a Review of the Curriculum, was written. Both of these are now printed and available from the Co-ordinator of Education (see address below)

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

- The Directory of Prison Education, 2005
- The Prison Adult Literacy Survey: Results and Implications, a report on comprehensive research by Mark Morgan and Mary Kett (Irish Prison Service, 2003) and Guidelines for Quality Literacy Work in Prisons (Prison Education Service, 2002)
- Physical Education in the Irish Prison System: The Challenges Ahead, a report of the - Physical Education Development Group (2000)
- Another Place: A First Anthology of Creative Writing from Irish Prisons, edited by Jane Meally and Bernadette Butler (2001)
- Four articles on aspects of Irish prison education published in 2001 and 2002 in the North American quarterly Journal of Correctional Education

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

Work and Training

The Irish Prison Service places strong emphasis on the provision of vocational training for prisoners. Training activities are chosen to give as much employment as possible for those in prison and to give opportunities to acquire skills which will help them secure employment on their release. Courses include welding, machining, general engineering, electronics, introduction to industry, catering, industrial cleaning, printing and construction. Specialised industrial training is provided at a number of prisons. Work and training activities are organised in diverse areas such as laundries, kitchens, workshops and farming/horticulture.

Training is paced to suit individual needs and structured in such a way as to be comple-

mentary with education courses and self-development programmes. Some activities are also chosen with a view to providing products and services for the prisons. Prison workshops also engage in projects for the community. Workshop products include Braille publications, playground equipment, furnishings and computerised indices of heritage material. Community Assistance Programmes and community project work continued throughout 2004. Several prisons raised funds and provided a wide range of materials for charitable organisations. Beneficiaries included the Barretstown Gang Camp, Limelight (the association of friends of the adult mentally handicapped at Peamount Hospital) C.A.R.I. (Children at Risk in Ireland) and To Russia with Love (an organisation that helps orphaned Russian children). Arbour Hill Prison continued to provide its valuable Braille productions and other community supports.

A group comprising representatives from Regimes Directorate, the Probation and Welfare Service, FAS, the Linkage Programme and Area Development Management (ADM) met on a number of occasions during 2004 with a view to enhancing the partnership arrangements between the organisations in the interest of improving prisoners' prospects of employability on their return to the community. The engagement of FAS in this

process in particular, is an essential step towards ensuring the provision of effective and relevant vocational training to prisoners in custody and co-ordinated throughcare into further training and employment opportunities on their release. Closer co-operation with FAS Training Services and the FAS Skills Labour Market Research Unit informed the internal review of work and training facilities and activities which continued in 2004.

Towards the end of 2004, work commenced on the development of a new database which will assist in the monitoring and evaluation of the effectiveness of work and training services to prisoners. The database will facilitate the tracking of prisoners' participation and progress in work and training activities and courses during their time in custody. It is envisaged that the new database will be rolled out to all institutions in 2005.

Quality Assurance

The development of Quality Assurance continued in the areas of prison catering, training and production in which prisoners are actively involved. Wheatfield Prison maintained its status as being the only achiever of both ISO 9001:2000 and I.S.343:2000 for the management of food safety and food hygiene. Work began on a quality assurance programme for goods produced in prison



workshops. This work resulted in a number of recommended design changes in garden furniture and equipment.

Fáilte Ireland was responsible for the independent auditing of the catering function at each prison and in every case standards were reported as being high. Twelve prisons are now formally registered with the Excellence Ireland Hygiene Award programme and Wheatfield Prison was the outright winner in 2004 of their Supreme Award for Hygiene. The 28-day menu cycle was reviewed and upgraded and new Hazard Analysis and Critical Control Points (HACCP) and hygiene control documents were published and circulated.

Drug Treatment

The Irish Prison Service, like many other services, encounters the problem of drug abuse among the 11,000 or so persons who are committed to our care each year. In caring for prisoners with a history of drug abuse, the Irish Prison Service is conscious of the commitment in our Mission Statement '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'. People who take drugs need help if they are to successfully tackle their addiction. In many cases, that help must come in different forms, some of which will be welcomed by the addict and - initially at any rate, some which may not. Meeting the individual needs of drug abusers requires a variety of different interventions which are tailored to address both their particular circumstances and the circumstances of the environment in which intervention takes place.

Supply Reduction

In 2004, measures to reduce the supply of drugs to prisoners were reinforced by means of improved facilities, equipment, and procedures. To discourage drugs and other contraband material being propelled over perimeter walls, new netting was installed over the recreation yards in a number of our closed prisons and, where necessary, existing netting was serviced and upgraded. Future prison designs will seek to locate recreation yards away from perimeter walls

as part of further efforts to frustrate the supply of illicit drugs.

CCTV cameras and recording facilities are an important tool in reducing the supply of contraband material into prisons. An EU tendering procedure was carried out in late 2004 for the introduction of digital recording facilities at closed prisons. Installation of the new recording facilities is due to be completed by the end of 2006. The new facilities will result in faster retrieval of images and enhanced CCTV image quality, as further aids in the prevention and detection of efforts to supply drugs to prisoners.

New visiting arrangements were introduced at St. Patrick's Institution in 2004 requiring prisoners to identify in advance four people from whom they wish to accept visits. Similar arrangements had previously been introduced at Mountjoy Prison and it is hoped to extend these arrangements to other prisons on a phased basis.

Demand Reduction

The Irish Prison Service seeks to reduce the demand for drugs within the prison system through education, treatment and rehabilitation services for drug-addicted offenders. Prisoners are provided with a range of opportunities that encourage them to aspire to adopt a substance-free lifestyle, before and after release, thereby reducing demand for illicit substances. Demand reduction continues to involve a combination of detoxification, methadone maintenance and reduction programmes, education and awareness programmes, addiction counselling, drug therapy programmes and psycho-social support. These programmes continue to be run in co-operation with statutory and voluntary services to the maximum extent possible subject to available resources.

During 2004, demand reduction programmes in the prison system were running at a level far exceeding the level envisaged when these programmes were initially put in place. The continued operation of these programmes at current levels is a tribute to the commitment and dedication of staff of all services and disciplines involved in their delivery. Some resourcing, pro-



to col, confidentiality and other service delivery issues were addressed with a view to ensuring that the programmes are enhanced in line with best practice.

A growing number of persons being sent to prison are stabilised on methadone maintenance prior to their committal and wish to continue on maintenance while in prison and on return to the community on release. During 2004, a methadone maintenance audit system was established in order to improve prisoner release arrangements between prisons and community clinics.

Staffing

The recommendations in the report of the Steering Group on Prison Based Drug Treatment Services (July, 2000) focused on the identification of specific expertise and resources to be provided by the Irish Prison Service and the health authorities as part of a cross-agency, multi-disciplinary approach aimed at delivering effective treatment and harm reduction measures while still maintaining and, where possible, enhancing supply reduction measures. In the past three years, there has been significant progress in implementing the recommendations of the Steering Group through bringing the required expertise and resources into operation. During 2004, a new service came into operation with the appointment of a Consultant Psychiatrist in Addictions by the Northern Area Health Board to provide sessions at the Mountjoy Complex. A similar appointment in the South Western Area Health Board to provide sessions at Cloverhill and Wheatfield Prisons will be finalised in 2005.

The Training Officer (Drug Treatment), who specialises in the area of drug awareness, provided induction training to recruit officers during 2004. He also continued to deliver drug information to prison grade staff in Dublin prisons and provided advice and information to external agencies regarding Irish Prison Service policy in relation to drug treatment and drug reduction measures.

The Co-ordinator of Drug Treatment Services (Prisons) who was appointed by the Eastern Regional Health Authority in 2002, continued to act as a bridge between the area health authori-

ties and the Irish Prison Service. He facilitated the Ana Liffey Drug Project in undertaking a prisoner peer drug education programme.

Community Liaison

Voluntary drug treatment organisations based in communities where many offenders normally reside, are central to the throughcare and after-care arrangements for prisoners in receipt of drug treatment in prison. The special linkages group, the Prison and Community Liaison Group, which was established in 2001, met quarterly during 2004, and issues addressed included visiting procedures.

Psychology Service

The Psychology Service fulfils various responsibilities within the prison service. As well as maintaining a commitment to the provision of a generic mental health care service to offenders, the Service participates in the development of group programmes for particular offender groups; contributes to a variety of training initiatives with Prison Officers aimed at enhancing the role of the Officer and is involved in the development of strategy, policy and protocols in areas significant to the operation of the prison system. The Service also supports and facilitates research projects, including the evaluation of interventions with offenders.

During 2004, interim proposals from the Steering Group reviewing the operation of the Psychology Service were pursued. Most significantly the recommendation to diversify the recruitment base of the Psychology Service was implemented and a competition to recruit clinical, counselling and forensic psychologists was undertaken in June. Panels in each of these psychology specialisms were established from which vacancies will be filled. By the end of 2004, one clinical psychologist and one counselling psychologist had been appointed, bringing the number of serving psychologists to eight. A number of further new psychologists are due to take up their appointments in early 2005, with the aim of growing the service to fifteen psychologists by the end of 2005. Ensuring the establishment and bedding-in of a diversified and expanded psychology service,



geared to addressing the diverse and complex needs of the Irish Prison Service, will be a key target for the Psychology Service in 2005.

Distribution of Work

An overview of the distribution of work for the Psychology Service in 2004 is presented in Table 11.

Table 11: Distribution of work, Psychology Service 2004

Generic Therapeutic Services for Offenders	43.6%
Programmes for Offender Groups	9.8%
Work with Prison Officers	5.2%
Operational, Strategic and Policy Development Work	12.3%
Psychology Service Work	13.3%
Continuing Professional Development and Further Training	9.6%
Research	0.8%
Administration and Service Management	5.4%

The majority of the Service's work involved direct contact with offenders, either in individual case-work or in the running of group programmes for offenders. This accounted for 53.3% of the work of the service undertaken in 2004 and is very much in line with the figure from previous years. There was an increase in the percentage of time spent in individual sessions with offenders and a decrease in the amount of time spent running group programmes. This is primarily accounted for by the fact that again only one Sex Offender Programme ran in 2004 (in Arbour Hill Prison), while no Enhanced Thinking Skills Programmes ran in 2004. However, the Service was involved in running two Anger Management Programmes in 2004 (one in Mountjoy Prison and one in Cork Prison). The increase in Psychology Service Work is accounted for by the preparation required for diversifying the recruitment base of the service to include Counselling and Forensic Psychologists.

The two institutions that were mothballed in early 2004 - Fort Mitchel, which catered for juvenile offenders and Curragh Prison, which catered for sex offenders - remained closed throughout the year. The dispersal of their inmate populations to other locations impacted on the capacity of the psychology service to respond effectively to the needs of these two special categories within the prison population. It is important that the long term needs of both of these groups be reviewed in terms of their location within the prison population and the provision of dedicated regimes geared to meeting their particular needs.

Sex Offender Programme

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

Eligible offenders from any prison in the country may apply to take part in the Sex Offender



Programme (SOP). The SOP is a cognitive-behavioural, offence-focused programme which aims to reduce, to the greatest extent possible, the risk of re-offending. This is achieved through enabling offenders gain increased control over their offending behaviour.

In 2004, as in 2003, only one Sex Offender Programme was undertaken. This programme ran in Arbour Hill. The problem of low numbers of suitably motivated offenders coming forward for the sex offender programme continues and is a cause for concern. The Psychology Service and Probation and Welfare Service, who deliver this programme, continued during 2004 to input into the Irish Prison Service's examination of this situation to determine what measures may be taken to increase the number of offenders participating on the programme. As outlined elsewhere in this Report, a number of additional psychologists were appointed to the Irish Prison Service during 2004 and further appointments will be made in 2005. These new psychologists will play an important role in working with offenders to address their offending behaviour, including work with sex offenders aimed at enhancing their preparedness for possible participation on the Sex Offender Programme. This will help to address factors which may be influencing the decline in the number of motivated applicants for the programme, which are believed to include a lack of sufficient personal motivation, limited resources to deliver preparatory one-to-one work and other

motivational inputs to sex offenders throughout the prison system and the absence of extrinsic incentives for programme participation. If the one existing sex offender programmes is to be maintained, let alone expanded (through rolling out the proposed new multi-disciplinary delivery of the programme, based on the project completed by Dr. Francesca Lundstrom in 2003), those factors leading to the current paucity of motivation among imprisoned sex offenders to participate in the programme will require continual monitoring and addressing.

The Department of Justice, Equality and Law Reform contracted the Clinical Psychology Department at University College Dublin to carry out a research project evaluating the Sex Offender Programme. The Report, 'An Independent Evaluation of the Irish Prison Service Sexual Offender Intervention Programme', provides a scientific evaluation of the Irish Prison Service Sex Offender Programme. The Report found that the Sex Offender Programme complied with the highest international standards of programme delivery and that the programme achieved significant positive changes in the psychological risk factors for sex offending in men who had successfully completed the programme. The Report makes a number of recommendations as to how the Programme can be further developed and enhanced which are currently being examined by the Irish Prison Service and will contribute to future development of the current Sex Offender Programme. This report was completed in 2004 and runs to over 500 pages in length. Because of its size, the IPS asked the main author of the report, Dr. Gary O'Reilly, to prepare an abridged report for publication in 2005.

Chaplaincy

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

or visiting basis as appropriate. Local Muslim religious leaders meet the needs of Muslim prisoners. The Chaplains experience of meeting offenders face to face on a daily basis gives them a privileged insight into the difficulties and struggles experienced in prison. Chaplains regularly attend prisoner review meetings.

The Chaplains submit an annual report, with recommendations, to the Minister for Justice, Equality and Law Reform. The issues highlighted in the National Prison Chaplains Annual Report 2004 include human rights issues for prisoners in relation to such matters as living conditions, padded cells, mentally ill prisoners, compassionate temporary release and deportation and in the area of rehabilitation of prisoners, for example: drug and alcohol addictions, sex offending and open prisons.

Probation and Welfare Service

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

During 2004 the Service conducted initial interviews with prisoners including risk, need and offence-related assessment and provided one-to-one advice and counselling for prisoners in relation to personal, offending-related and family issues. The Probation and Welfare Service also delivered a broad range of group programmes addressing offending behaviour, addiction, anger management, group skills and life sentence orientation programmes in many prisons and has continued the development of multi-disciplinary and inter-agency initiatives. In 2004 the Probation and Welfare Service, in partnership with the Psychology Service of the Irish Prison Service, continued in the delivery of the sex offender programme at Arbour Hill Prison, now in its twelfth year. The Lighthouse Programme, the community-based sex offender programme, developed in partnership by the Probation and Welfare Service and the Granada Institute has taken sex offenders on their release from prison on its programme. Both programmes are fully funded



by the Department of Justice, Equality and Law Reform.

The Sex Offender Act 2001 empowers Courts to impose, in sentencing offenders convicted of scheduled offences under the Act, a period of supervision by the Probation and Welfare Service on completion of a term of imprisonment. The Probation and Welfare Service has, in 2004, developed protocols for the management of these offenders on post-release supervision orders. The multi-disciplinary throughcare planning and interventions in prisons with these offenders requires considerable co-operation and team working. There have now been over fifty such post release orders involving Probation and Welfare Service post-release supervision in the community.

The partnership initiative between the Probation and Welfare Service and the Northern Area Health Board Homeless Person's Unit, supported by the Irish Prison Service, to provide a pilot In-reach Service at Mountjoy Prison expanded during 2004. It is now an established model of cross-agency practice to be considered for development in other prisons. The In-reach Service is delivered by the Homeless Persons Unit and the Northern Area Health Board on behalf of the three Health Boards within the Eastern Region Health Authority. The In-reach Service at Mountjoy Prison resulted in 295 prisoners during 2004 receiving direct assistance and advice from the Homeless Persons Unit while still in custody and supported throughcare following release.

In October 2004 the Mountjoy Prison In-reach Service was a finalist in the Eastern Regional Health Authority's Derek Dockery Innovations Awards under the section 'Equality Promoting Initiatives'. The nomination of the In-reach Service for this award acknowledged the innovation and effectiveness of this cross-agency initiative in addressing needs among a difficult and hard to reach population.

During 2004 a new pilot initiative co-ordinated through the Homeless Offender Strategy Team (HOST) to tackle the issue of homelessness was initiated in Mountjoy Prison. This cross-agency, multi-disciplinary initiative works with the Access Housing Unit, (a section within Threshold) to

access private rented accommodation for prisoners while they are in custody and to provide post-release support in sustaining the tenancy. As well as the Access Housing Unit, the partners in this project include the Irish Prison Service, Homeless Person's Unit, Dublin City Council and the Probation and Welfare Service. The initiative aims to prevent prisoners from entering the homeless cycle on release, an identified goal under the Homeless Agency's Action Plan on Homelessness in Dublin 2004-2006.

Funding under the National Development Plan, 2000-2006, was again provided in 2004 for the delivery of Methadone Support Programmes in Mountjoy Prison and the Dochas Centre. A total of three programmes were delivered by the Probation and Welfare Service Drugs Team in partnership with Merchant's Quay Project and Ana Liffey Project. At Castlerea Prison a successful drugs education programme was delivered during 2004 in partnership with the Marist Rehabilitation Centre funded through the National Development Plan, 2000-2006.

The Probation and Welfare Service Drugs team at Mountjoy Prison complex delivered Drug Awareness and Alcohol Awareness Groupwork Programmes and Drug-related Offending Programmes (DROP) with the Probation and Welfare Service in St. Patrick's Institution in addition to the team's work in Dochas Centre and Mountjoy Prison. The Probation and Welfare Service Drugs team also played a major role in the co-ordination and delivery, with the Governor, of the multi-agency and multi-disciplinary Mountjoy Prison Drug programme which has been running at the Prison since 1996. Fifty prisoners successfully completed the seven-week programme in 2004.

During 2004 four multi-disciplinary Drug Awareness courses in Wheatfield Prison, devised by the Probation and Welfare Service, the Psychology Service, the Wheatfield Education Unit and South West Area Health Board, were delivered in partnership by the Probation and Welfare Service, Irish Prison Service personnel and the education service. Similar drug education and awareness programmes were delivered in other prisons including Midlands Prison.



Pre-release programmes have been delivered by the Probation and Welfare Service in partnership with education services and community organisations, such as Community Information Centres, in Castlereagh, Loughan House and other prisons. In 2004 the Probation and Welfare Service at Mountjoy Prison, with the education unit and the support of the Irish Prison Service, recognising the special circumstances of the increasing number of non-Irish prisoners, successfully introduced an international group programme to address specific needs of, and provide relevant support to, non-Irish prisoners. The initiative is being evaluated with a view to introducing a similar programme in other prisons.

During 2004 the Probation and Welfare Service and the Irish Prison Service with other agencies and community groups, contributed to the development of 'What Now?' an information guide published by the Department of Social and Family Affairs. It provides information for prisoners on preparation for release and on dealing with issues that arise in coping with the realities of life on the outside. The guide is now widely available in prisons and in the community.

The Linkage Programme is a joint project between Business in the Community and the Probation and Welfare Service and is one of over 70 community projects and initiatives funded by the Department of Justice, Equality and Law Reform through the Probation and Welfare Service. The objective of the Linkage Programme is to provide personalised support and access to training, education and employment for prisoners leaving custody or offenders on supervision. It provides opportunities for education, work experience, job placement including on the job training and where possible, apprenticeships. Prisoners are referred through prison-based Probation and Welfare Officers to Linkage Training and Employment Officers assigned to prisons. Since its beginning in 2000 Linkage has successfully placed and supported 1,589 people, over 30% of whom were referred to Linkage from prisons. Linkage now has 13 Training and Employment Officers and is available in every prison in the country.

The Probation and Welfare Service Information Technology network expanded during 2004

to integrate the Probation and Welfare Service personnel in Prisons into the Probation and Welfare Service network. Up to then Probation and Welfare Service personnel in prisons were accommodated on Irish Prison Service e-mail network only. The Probation and Welfare Service personnel in prisons will continue to be facilitated by the Irish Prison Service Information Technology Services to support their work in prisons. By the end of 2004 almost all Probation and Welfare Service offices in the community have been integrated into the Service network which will enhance communication, practice and management effectiveness.

Prison Healthcare Prison Health Working Group

During 2004 the Prison Health Working Group (PHWG) met on further occasions to continue work on seeking to implement the agreed recommendations of the Report on the Structure and Organisation of Prison Health Care. Unfortunately the work of this group has been hampered due to the uncertainty and disruption consequent on the significant re-organisation of health service management structures currently in process. This has brought about a situation whereby health service input to the work of the PHWG has been inconsistent.

Nevertheless, the group completed the following pieces of work which have been submitted for consideration -

- a) Health Needs Assessment of the Irish Prison Population;
- b) Meeting the Mental Health Needs of Prisoners;
- c) A draft best practice protocol in relation to the management of prisoners attending Acute Hospital Services.

These documents were prepared and drafted arising from a co-operative effort by both IPS and local prison staff and relevant health services agencies and staff.

A core matter for consideration in the context of prisoners being members of the overall Irish community is the feasibility of having the prison

population formally incorporated within General Medical Service (GMS) structures so as to facilitate treatment structures while in custody and, particularly, in the period immediately following release. Progress in this matter will require, in the first instance, a formal acceptance that prisoners should be covered within the same administrative structures as other citizens covered by the GMS system. Based on acceptance of the core principle it will be necessary to agree structures to cope with the various operational issues which would arise, including change of address (for health coverage) inherent in the process of imprisonment.

Healthcare Standards

Following on a lengthy process of preparation and consultation a definitive Irish Prison Service Health Care Standards manual was published and issued to all interested parties during September 2004.

This document is available electronically both internally and on the IPS website (www.irishprisons.ie/files/pdf/Healthcare_standards.pdf). The overall purpose of such a set of standards is outlined in the Introduction to the document but is essentially to provide Governors and other managers with clear guidance regarding the health services to be provided and the facilities required to provide them. For various health care staff - Doctors, Nurses, Dentists, etc., the standards provide guidance regarding the range of health care services to be provided in accordance with good practice guidelines. Similarly, prisoners are provided with an outline of the level of service that they may expect to receive.

These Standards are not a static document but will evolve as new policy need emerges. Such policy guidance may arise depending on needs and experience and on the basis of the revision of targets in light of new developments. As outlined in the document the implementation of these standards on a best practice basis will require audit which should be undertaken by a competent external body. The findings which emerge from this audit procedure will assist in promoting further improvement on an on-going basis.

Doctors Strike

The failure, in spite of lengthy negotiations, to resolve a pay claim made on behalf of Prison Doctors by the Irish Medical Organisation led to a strike by prison doctors which began on 5 May. This strike, which lasted until 10 August, resulted in a lack of routine access by prisoners to medical services. Basic health access was maintained by the efforts of Prison Nurses and Medical Orderlies in assessing needs and making arrangements for referral to local A& E services where necessary. Input from Army Medical Officers greatly assisted in addressing the most acute needs in a small number of locations. The overall effect of this action was to cause great discomfort and potential health risk to vulnerable prisoners.

The resolution of the strike resulted in a new contract which significantly improves the pay and conditions for Prison Doctors with the requirement for greater involvement in local healthcare management and an input based on actual hours of attendance. This contract specifies and requires a greater input from doctors in relation to a range of both clinical and medical administrative tasks which are in line with the specifications in the IPS Healthcare Standards and necessary for the effective and co-ordinated provision of healthcare within a custodial environment. The effective implementation of this contract will require a review mechanism.

While there can be no argument that the provision of healthcare within a custodial environment, where priority is given to custody and security, poses difficulties and challenges for health staff, meeting this challenge will increasingly require input from motivated and highly qualified staff. It is to be hoped that this new contract will facilitate the recruitment and retention of such medical staff where required.

General issues

It has been noticeable that the level of demand on the present limited healthcare Directorate resources has increased very significantly in recent years. This is partly related to increased demands in the healthcare field generally which is mirrored by prisoners. Increased demands for

professional accountability, comparable standards of provision, etc., all place increased demand on management resources. Compared to previously there is increased involvement and demand by prisoners, their families, and their legal advisors regarding access and provision of healthcare. Demand for access to information under provisions of the Freedom of Information Act has also increased significantly.

Given the increased demands across the prison healthcare area which, in many cases, have been addressed without prior provision of additional resources there is a need for development of an appropriate clinical risk management culture to 1) place special emphasis on identifying circumstances that put patients at risk of harm, and 2) act to prevent or control those risks in a 'no blame' cultural environment.

During 2004 the Healthcare Directorate continued to engage in contact with both national and international agencies tasked with co-ordinating and expediting the provision of healthcare to prisoners. We have continued to actively support the WHO co-ordinated Health in Prisons Project (HIPP) which seeks to foster good practice and the sharing of information relevant to the provision of prison healthcare across the European region. More locally a forum involving senior Healthcare management across the neighbouring jurisdictions (England, Wales, Scotland, Northern Ireland, and Ireland) has been established. Given the similar healthcare issues, business structures, etc., across these jurisdictions this forum would intend to foster communication on healthcare issues between the neighbouring jurisdictions.

In light of the core recommendation of the Report on the Structure and Organisation of Prison Health Care that formal partnerships should be developed between the IPS and statutory community health providers to ensure that prison based healthcare is of an equivalent standard to that available in the general community considerable groundwork was undertaken during the year to develop formal service level agreements in a number of areas. It is intended that during 2005 agreements in the area of consultant-led Infectious Disease and STI services to the Cloverhill/Wheatfield complex and for Drug

Treatment services to the same complex will both improve healthcare in-reach and co-ordination and lessen the need for external referral. The effective development of these services will require the availability of adequate and appropriate internal support structures (clinical and administrative). It is hoped that experience gained from the roll-out of these services will facilitate similar developments across the prison estate.

Nursing

Nursing as a service for prisoners is now established for 5 years. There are 79.5 whole time equivalents Nurse Officers, providing nursing services in 11 of our prisons. There are also 62 medical orderlies providing medical support services in 13 of our prisons.

Medical support is provided exclusively by nurses in four institutions, a mix of medical orderlies and nurses service seven institutions while the service, in the remaining five institutions, is provided exclusively by medical orderlies.

(Table 12)

In the context of the protracted strike by Prison Doctors (see above) recognition must be given to all the healthcare staff (both nurses and medical orderlies) in each prison, who through unstinting efforts, ensured that the healthcare needs of prisoners were met in as safe a manner as could possible be managed, given the absence of their medical colleagues. It is to the credit of staff that no prisoner was left unattended and a very effective triage system was employed. This was supported by members of the Army Medical Corps together with local Accident and Emergency services.

Drug Treatment

The provision of drug treatment services continues to place a significant drain on healthcare resources. Table 13 outlines the total number of prisoners reported to the Central Treatment List as being prescribed methadone while in prison.

In spite of increasing activity level in the area of drug treatment, which has occurred without appropriate additional staff resources, this very

important element of care - particularly within the prison environment - continues to be provided. In view of the dramatic increase in service provision and the consequential increasing demands for a range of drug treatment services within the prisons, review of the structures for delivery of this service needs to take place.

Certain developments have taken place; a pilot programme in Wheatfield has identified two nurses whose main responsibility is delivery of drug treatment services. This has done much to improve community liaison and effective through care to the clients using that service. The drug treatment specialist in that area has also reported satisfaction with that system, as she is better able to manage her work load through effective triage and consultation. Consideration is being given to replicating this model of care.

A similar pilot has also been run in the area of mental health, whereby two nurses have specific responsibility for mental health issues within Wheatfield Prison. This has had a beneficial effect in terms of overall service co-ordination, including patient satisfaction and appropriateness of referrals.

Table 12: Distribution of Nurses and Medical Orderlies.

Institution	Nurse Officers	Medical Orderlies
Mountjoy	8	17 (inc. 1 on secondment)
Dóchas	4	1
Wheatfield	10.5	3
Cloverhill	17 (inc. 2 jobsharers)	-
Midlands	15 (inc. 4 jobsharers)	-
St. Pat's	3	3
Arbour Hill	3 (inc. 1 temp)	3
Castlerea	8 (inc. 2 temp)	-
Curragh	5 (inc. 1 jobsharer)	-
Training Unit	-	1
Cork	-	8
Fort Mitchel	-	6
Shelton Abbey	-	1
Limerick	2 (inc. 1 temp)	5
Loughan House	-	2 (inc. 1 relief)
Portlaoise	4	5
TOTAL	79.5	55

Table 13: Central Treatment List Summary Report for period 01/01/04 to 31/12/04

Prison Clinics	Total number of Patients during period	New (1st time patient on CTL)
Cloverhill Prison	528	71
Dochas Centre	211	12
Limerick Prison	3	0
Mountjoy Main Prison	353	4
Mountjoy Medical Unit	41	2
Midlands	6	0
Portlaoise Prison	6	0
St. Patrick's Institution	3	0
Wheatfield Prison	158	7
TOTALS for 8 Areas	1309	96

Recruitment and Retention

At year end, plans to run a recruitment competition for nurses were at an advanced stage in order to fill vacancies so as to relieve pressures on nursing services. The absence of a nursing management structure at prison level continues to be a problem, particularly in terms of role expansion and was cited on exit interview with staff as a contributing factor in their leaving. This matter is being addressed in the context of the Proposal for Organisational Change (see Human Resources Chapter).

Various difficulties, some of which are highlighted here, associated with the development of a nursing ethos in a custodial environment indicate that it may be appropriate to undertake a review of appropriate nursing roles and needs within this environment, including the development of appropriate supervision and support needs, appropriate skill mix, etc. Such review would need to be undertaken by a competent authority in association with the Irish Prison Service.

Continuing Professional Development

The Irish Prison Service remains committed to providing nurses with continuing professional development and life-long learning opportunities. A number of nurses completed the Diploma in Practice Nursing in the Royal College of Surgeons, and one of them achieved an award for the highest achievement on that course. A further three nurses have been accepted for this highly sought after course. Plans were at an advanced stage to have all healthcare staff trained to 'First responder' level early in 2005, but industrial relations issues have hampered progress on this matter.

Some progress was made in implementing the recommendations that emerged from a review of the Resuscitation Equipment in the prison service, which was carried out in 2003. The Irish Prison Service now has a stock of standard First Responder Packs, including Automatic External Defibrillators (AED). Unfortunately, distribution of the AEDs has been delayed pending staff training which is dependent on resolution of the on-going industrial relations situation in the prisons.

Plans are also well under way to realise the objective set out in the Olden Report- to examine the setting up of a Diploma in Prison Nursing. Partnerships arrangements have been made with DCU in this respect and a curriculum development team has been set up to examine feasibility etc.

Links with nursing bodies continue to be forged in an effort to reduce the isolation that can develop for nurses working outside a dedicated healthcare complex. A number of joint training initiatives have taken place with the nursing staff of the Northern Area Health Board, supported by the Nursing and Planning and Development Unit of the ERHA. Funding was secured from the National Council for Professional Development of Nursing and Midwifery to conduct a review of Professional Development needs of nurses in the prison service. This work will be carried out in partnership with the Nursing and Planning and Development Unit of the ERHA.

The nursing service continues to develop despite the many conflicts it faces and will through continued review contribute in a more meaningful way with appropriate structures in place.

Pharmacy Services

An Implementation Group was established in May 2004, chaired by the Co-ordinator of Pharmacy Services, to oversee the implementation of the recommendations of the Healthcare Expenditure Review 1997 -2002 relating to prison pharmacy services. These recommendations included the appointment of pharmacists and pharmacy technicians, to ensure that pharmacy services meet all legal and professional requirements. As it is only possible to fully implement all the recommendations by providing a professional pharmacist-led service, the group considered how a pharmacy service could be provided to prisoners in a safe, efficient and cost-effective manner.

The group carried out considerable market research, including review of pharmacy services in both Scotland and Northern Ireland, meetings with interested pharmacists and pharmacy companies and prison visits, in addition to considering the review of the pilot projects, to inform the final recommendations of the group.

In December 2004 the group submitted proposals for tendering processes, which were scheduled to commence early in 2005, for the provision of prison pharmacy services, including technical (supply) and professional (pharmaceutical care) elements. The first of the new services was expected to be in place in July 2005. Introduction of these new contractual arrangements will ensure that prisoners have access to professional pharmacy services, on an equivalent basis to that available in the wider community, taking into account the constraints that custody imposes.

The Implementation Group also recommended piloting of in-possession medication i.e. that following a comprehensive risk assessment, selected prisoners would be allowed have possession of their own supply of certain medicines. This would allow prisoners take some responsibility for their own healthcare and also result in considerable staff time savings.

Finally, the Implementation Group recommended that where medicines have been dispensed for prisoners, such medicines should be transferred with the prisoner to another prison, or where appropriate, be given to the prisoner on full or temporary release, to ensure continuity of treatment until the prisoner attends community healthcare services.

Expenditure on pharmaceuticals

The overall expenditure on pharmaceuticals in 2004 was ?2,432,277, which was a decrease of ?165,609 (6.4%) from the 2003 figure of ?2,597,886 (see Table 15). This was due in part to the reduced prescribing of medication during the 13-week long strike by Prison Doctors in 2004, and also to reduced local purchasing, increased use of generic medication and a decrease in use in one very expensive medication.

The average cost per prisoner was ?763, ranging from ?235 to ?2,116, which was less than the 2003 average cost of ?821, notwithstanding increases in the average daily prisoner (up 24 to 3189) and general price increases. It should be noted that expenditure on medication is constantly reviewed, to ensure that purchasing is as

cost-effective as possible. Special prices have been agreed with the manufacturers for a number of medicines, particularly generic medicines.

The level of local purchasing of medication has greatly reduced, from ?80,044 in 2003 (3.08% of total expenditure) to ?41,440 in 2004 (1.7% of total), a decrease of 48% and is constantly monitored. With the introduction of a professional pharmacy service, there would be no requirement to purchase medicines locally and so this expensive method of medicine procurement would cease altogether.

Towards the end of 2004, work in relation to the preparation of a joint EHSS/IPS contract for the supply of methadone commenced and it was anticipated that a new contract would be in place early in 2005. This would enable the IPS to avail of the same terms for the supply of methadone as the community, and would result in considerable cost savings, while ensuring continuity of care for patients.

Medication protocols

Protocols were developed and introduced for the use of a number of non-prescription medications, to assist in the care and treatment of patients, in particular during the industrial action by the doctors. Such protocols are continually being reviewed and updated as necessary.

Professional matters

Regular contact was maintained with the Pharmaceutical Society of Ireland and the Department of Health and Children, to ensure that prison pharmacy services meet all legal and professional requirements. In addition submissions were made in relation to the inclusion of prison pharmacy services in the proposed new Pharmacy Act and under the terms of the IPHA agreement.

Links were maintained with pharmacist colleagues in other jurisdictions, which have been very beneficial especially in terms of assisting in plans for development of pharmacy services.

IPS TOTAL EXPENDITURE ON PHARMACEUTICALS IN 2004

Prison	23510	23610	24010	24110	TOTAL	ADP	ACPPPY
Mountjoy	€461,894.82	€2,685.45	€2,719.82	€46,167.79	€513,467.88	484	€1,060.88
Dochas	€163,033.00	€0.00	€121.54	€14,631.54	€177,786.08	84	€2,116.50
St. Patrick's	€31,864.49	€171.64	€1,493.26	€13,095.36	€46,624.75	198	€235.48
Training Unit	€45,360.03	€3,375.23	€382.61	€2,730.78	€51,848.65	87	€595.96
Arbour Hill	€140,456.50	€1,439.89	€7,410.82	€2,816.76	€152,123.97	138	€1,102.35
Portlaoise	€82,598.79	€11,509.66	€564.49	€13,522.59	€108,195.53	122	€886.85
Midlands	€222,420.83	€8,678.25	€8,903.39	€29,012.15	€269,014.62	441	€610.01
Curragh	€7,846.41	€1,430.27	€0.00	€0.00	€9,276.68	4	€2,319.17
Cloverhill	€340,140.69	€0.00	€0.00	€28,562.79	€368,703.48	391	€942.98
Wheatfield	€342,229.67	€1,430.41	€18,122.66	€14,154.19	€375,936.93	374	€1,005.18
Cork	€72,343.01	€4,789.99	€3,632.39	€5,088.52	€85,853.91	272	€315.64
F Mitchel	€920.73	€287.47	€0.00	€0.00	€1,208.20	4	€302.05
Limerick	€103,630.05	€326.41	€0.00	€2,056.11	€106,012.57	261	€406.18
Loughan	€26,678.56	€0.00	€0.00	€542.09	€27,220.65	72	€378.06
Shelton	€12,293.22	€1,477.52	€0.00	€986.55	€14,757.29	48	€307.44
Castlerea	€104,571.91	€3,838.70	€436.30	€15,399.57	€124,246.48	209	€594.48
TOTAL	€2,158,282.71	€41,440.89	€43,787.28	€188,766.79	€2,432,277.67	3189	€763

ADP – Average Daily Population ACPPPY – Average Cost Per Prisoner Per Year

Drug treatment

To support patients requiring drug treatment, considerable work was undertaken, particularly at Christmas time, to ensure that appropriate arrangements were in place between prisons and community-based services, to allow patients continue their methadone treatment in a safe manner while on temporary release from prison.

Arbour Hill



Governor
Tom Sommers

Location
Arbour Hill, Dublin 7

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

Prisoner Profile

There were 63 committals to Arbour Hill during 2004. The average number in custody was 139 and the highest number in custody was 140. The average number of foreign nationals in custody was 15.

Participation in educational activities

Numbers sitting for subjects in:	Junior Cert.	Leaving Cert.	Open University	Other Accredited Courses
	15	7	12	50
Basic Numeracy & Literacy	IT Skills Courses.			
40	70 (FETAC courses)			

*FETAC = Further Education Training Awards Council.

Educational involvement at Arbour Hill has involved approximately 80% of the prison population throughout the school year. This high level of interest and attendance by offenders is indicative of the commitment and enthusiasm of the prison's teaching staff.

Prisoner programmes

Title of programme	Throughput in 2004
Thinking Skills	10
Group Skills	10
Sex Offenders Treatment Programme.	8
Pre-release	12
Lifers	10

Vocational training

Difficulties continue to be experienced in finding sufficient suitable candidates for the sex offender programme. The absence of incentives for those who successfully complete the course may be a factor in this regard. A review was in progress in 2004 to identify means of increasing the number of potential candidates for the course.

Thinking Skills

This course is designed to improve a range of skills essential for effective problem solving and interpersonal competence. It is delivered by multi-disciplinary teams consisting of a Psychologist, Welfare and Teachers and Prison Officers. There has been a very positive response from offenders to this programme however we continue to experience some difficulty in sourcing suitably qualified delivery staff. As in previous years this course was fully subscribed and received to the complete satisfaction of the facilitators.



Arbour Hill

Vocational training

The Industrial Unit continued to provide work and training to all offenders in the prison. The individual units provide a range of products in Woodwork, Print, Fabric and Braille. These end products were supplied to a variety of areas throughout the public service, prisons and private bodies. The Catering Unit continued to provide nutritional, well balanced meals to the prison population whilst achieving variety in the daily fare. During 2004 a new 28 day (cycle) menu was successfully introduced. The highest standards of hygiene are maintained, and continually monitored, reviewed and amended as necessary.

Apart from the production capability of the industrial area, its ability to provide employment to every offender is significant with the additional benefit of work training and experience to those so employed. We are actively seeking certification on a modular basis for some of the workshop based training. To date we have received approval for the Leonardo programme in catering, FETAC certification for woodwork and Desktop Publishing in Printing Area. We have experienced some difficulty in filling some industrial posts and this has had implications for the efficient and economical management of the prison.

Tackling drug abuse

Arbour Hill Prison has less of a problem with regard to drug misuse than other prison populations. There are no prisoners on methadone maintenance. Constant vigilance, together with increased use of random urinalysis testing has helped to keep the level of drug-related activity to a minimum.

Interaction with the local community and voluntary groups

The prison continued to be well served throughout the year by the various agencies who provided support and counselling for offenders who wished to avail of these services. The involvement in prison life of these bodies, The Guild of St Philip Neri, Alcoholics and Narcotics Anonymous and the Samaritans, to name but a few who give so freely of their time in a voluntary capacity, is admirable. The benefit of these services to offenders in this prison cannot be overstated and is acknowledged with sincere appreciation.

Castlerea Prison



Governor

Mr. Daniel Scannell

Location

Harristown, Castlerea,
Co. Roscommon

Profile

Castlerea Prison is designated as a committal prison for prisoners aged 15 years and upwards for the geographical region of Connacht and also counties Longford, Cavan and Donegal

There were 1,610 committals to Castlerea Prison in 2004. The average number of persons in custody was 209. The average number of foreign nationals in custody was 17.

Participation in Educational activities

The education unit attracts up to 40% of the prison population and prisoners speak positively about the courses which are available. There are 5 permanent teachers and 21 part time teachers with an allocation of 10,670 teaching hours in 2004.

In addition to usual academic courses there are pre-release courses, sexual health education, drama courses and computer studies. The Prison promotes joint working between the educational unit and workshops.

Many prisoners have achieved accredited vocational qualifications from introductory level to higher levels.

Work and Vocational Activities

Up to 80 % of the prison population of Castlerea prison are gainfully occupied. The main activities for prisoners are food preparation and presentation, general housekeeping, woodwork, contract fabric work, contract quality control in car components, general maintenance laundry and horticulture.

Vocational training courses include Safe Pass, power tool safety and driving courses. A Cert- approved Leonardo course in catering is available which greatly enhances employment opportunities for prisoners.

Other significant events and developments

- The Inspector of Prisons and Places of Detention, inspected Castlerea Prison on 2 - 9 June 2004. The Inspectors report is available on the website of the Department of Justice, Equality and Law Reform (www.justice.ie).
- One prisoner escaped from custody in 2004 while being treated as a hospital inpatient.
- Prisoners were responsible for 5 assaults on staff and 44 assaults on other prisoners in 2004.
- Thirty three prisoners were found in possession of drugs and forty four tested positive for drugs.
- There was a total of 20 incidents of prisoner self-harm including attempted suicides. One prisoner was responsible for 8 of these incidents and another for 3 incidents. Notwithstanding these incidents the Suicide Awareness Programme and Listener Scheme are helping reduce the risk of self harm in the prisoner population.

Cloverhill Prison



Governor

Mr. William Kane

Location

Cloverhill Road,
Clondalkin, Dublin 22

Profile

Cloverhill is a medium security prison mainly for male pre-trial adults. The prison had accommodation for 442 prisoners in a combination of single, double and triple cells.

Prisoner population

The daily average number of persons in custody was 429. A total of 2,974 prisoners were committed to Cloverhill Prison during the year.

Prisoner programmes

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

Tackling Drug Abuse

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

Measures taken in 2004 to tackle supply of drugs within the prison included screened visits, use of an x-ray machine at reception, random and general searches, upgrading of visiting boxes and visitor information.

Prisoners were also treated on committal for alcohol related illness .

Other significant events, initiatives and developments in 2004

- New/improved accommodation
- Safety awards
- Hygiene awards
- Q Mark and Excellence Award in Hygiene
- Suicide awareness
- Monthly Meeting
- Listener Scheme
- Introduction of further initiatives in D2 to help prevent Suicide
- Anti Ligature Sinks
- There was a large increase in the number of Prisoners held in Cloverhill awaiting Deportation.



Cloverhill Prison

- The continuing drafting of SOP for all posts and procedures in Cloverhill Prison
- Meeting with Cherry Orchard, St. James and Tallaght Hospital regarding mutual security issues.
- On going investigation into the introduction of Video Linking with Courts and Solicitors.
- Fire Evacuation Drills continued in all Divisions during the Year.
- The Training Courses in security awareness for C.M.H medical staff continued during the year
- Visiting speakers included Ms Jacinta Kitt on Bullying and Inappropriate Behaviour
- A booklet that was developed in Cloverhill Prison on Inappropriate Behaviour was distributed to all Staff and Prisoners
- Training of Prisoners in Leonardo continued throughout the year.
- A prisoner Information Leaflet is issued to all Committals.
- Listener Scheme continued. All committals are seen by a Listener and an information leaflet is issued.

Cork Prison



Governor

Sean Quigley

Location

Rathmore Road, Cork

Profile

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

Prisoner profile

The daily average number in custody in 2004 was 270. They included some difficult and disruptive prisoners transferred from other prisons and institutions.

Participation in educational activities

174 prisoners attended with 37% of these participating for 10 hours or more per week. The City of Cork Vocational Education Committee allocated 18 full-time equivalent teachers during 2004. A total of 15 prisoners sat for subjects in the Junior Certificate, 6 did Leaving Certificate subjects and 7 studied with the Open University. 27 prisoners did NCVA and FETEC accredited courses.

An expression of interest was made under Equal 11 European Initiative by Roscommon, Cork, Galway Partnership Companies and the Cork City V.E.C. in respect of a project for ex-prisoners in the Cork and Castlerea committal areas. Approval was granted in December. The components of the Project Plan were being put in place at the year end.

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

The Prison Library continued to operate seven days a week with 147 prisoners using the library on a weekly basis.

Cork Prison

Vocational Training

Title of Course	Throughput 2004
Prisoners received Induction Training of the following: <ul style="list-style-type: none"> • Hygiene matters • Care of Substances Hazardous to Health • Use of Chemicals • Health and Safety Statement 	43
Prisoners received Training on the safe use of equipment	20
Prisoners received Certificates from Environmental Health Officers on: <ul style="list-style-type: none"> • Primary course in Food Hygiene 	6
Prisoners participated in the following Health & Safety Programme: <ul style="list-style-type: none"> • Safe Pass Course 	96

Kitchen

Improvements to Kitchen facilities and practices merited a C+ Grade in the Hygiene and Food Safety Audit carried out by C.E.R.T. (Fáilte Ireland). The Kitchen was also awarded the “Sapphire Standard Hygiene Mark” on 30th September

Other significant events in 2004

- A FÁS Senior Recruitment Officer visited the Prison on a number of occasions. He dealt with specific individual queries and presented a group talk on training/apprenticeship opportunities;
- A Job Facilitator from the Department of Social and Family Affairs gave a group information session on how to access entitlements;
- An outreach officer from Citizens Information provided a monthly clinic;
- A Community Welfare Officer from the Homeless Unit, Drinan Street, provided regular clinics within the prison and took individual referrals from the Post Release and Probation and Welfare Services;
- The Outreach Housing Officer from Cork City Council provided regular clinics and also individual referrals.
- A Resettlement Officer from Cork Simon Community attended regularly to develop links with individual prisoners at risk of being homeless on release;
- Southern Health Board Social Workers attended to meet with prisoners who expressed anxiety regarding the care of their children;
- Churchfield Community Trust, a Community based Project. Which provides woodwork, Painting, Parenting, Horticulture, Computer and Outdoor Pursuit courses, interviewed prisoners prior to release to assess their suitability.

The Dochas Centre



Governor

Ms Kathleen McMahon

Location

North Circular Road,
Dublin 7

Profile

The Dochas Centre is a closed, medium security prison for women. It is a purpose built, modern prison, with accommodation for 81 women in seven separate houses within the complex.

Prisoner Profile

The daily average number in custody during 2004 was 82.50, with 96 being the highest daily number recorded during the course of the year. There were 911 new committals during the course of the year and a breakdown of these are as follows:

Remand Committal	503
Sentenced Committal	211
Committal under Emigration Laws	197

Participation in educational activities

During the course of the year 82% approx. of the women attended classes in the Education unit. Of these, 58% approx. attended for ten or more hours per week. Forty-nine women received a variety of certificates, including Leaving Certificate, Junior Certificate, ECDL, Fetac, NCVA, FAS, Pitmans Certificates, CDVEC Certificates, First Aid Certificates from the Irish Cross and Addiction Studies Certificates. Women also undertook courses with Cambridge University and the Open university.

Tackling drug abuse

Two houses are designated as drug free. Measures to tackle drug abuse include drug assessments, counselling, advice and referral to residential drug rehabilitation, community drug programmes or individual counselling. During the course of the year we organised for a Drugs Counsellor to attend for one afternoon session per week. Methadone maintenance and Detox programmes continue to be available within the centre.

Prisoner Programmes

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

Vocational training/employment

The following programmes were provided

Programme	Throughput
CONNECT	12
FAS Hairdressing course	15
Sewing/Fashion Design course	10
Kitchen Course	14

Other significant events and developments

- Successful Meetings were held with FAS early in the year with a view to opening up the Hairdressing and Industrial Sewing workshops.



The Dochas Centre

- In April a Consultant Psychiatrist in Addictions started to work in the Centre.
- The Dochas Centre achieved the Safety Award.
- International Womens' Day was celebrated with guests from Galway attending.
- The Dochas Centre formulated its own No Smoking Policy.
- A Visitors ID scheme was introduced from 1 May 2004.
- A Mini-marathon was held in the Dochas Centre on the 25th June, 2004 all money raised was donated to St. Frances Hospice in Raheny.
- A Conference on Women and Prison was presented by the Irish Penal Reform Trust on 30th June 2004.
- The Dochas Centre was awarded a Community Initiative Award in the Tidy Towns Competition in September 2004. In addition, the Centre was Highly Commended in the category for Community Development for the 2004 Guinness Living Dublin Awards.
- The Dochas Centre were Finalists in the Excellence Hygiene Mark, 2004.
- A play was preformed in the Gym at the end of November and was staged for two nights.
- A Fashion Show was held on Thursday 9th December, 2004.
- Childrens party was held on Sunday 12th December, 2004.
- President McAleese attended Christmas Dinner on the 17th December, 2004.
- Carol singers attended the Dochas Centre on the evening of the 20th December.
- Fourteen women participated in a project with the International Dance Festival staged in the Dochas Centre on 21st and 22nd of December 2004.

Limerick Prison



Prisoner Profile

There were 987 committals to Limerick Prison in 2004. The daily average number of persons in custody was 260.

Participation in educational activities

The average participation rate in educational activities was 52%, with 70% of prisoners participating for 10 hours or more per week. Five prisoners sat for subjects in the Junior Certificate, 3 did Leaving Certificate and 5 studied with the Open University. Thirty-nine prisoners did other accredited courses, 45 studied Information Technology and 76 prisoners did basic numeracy and literacy education. There were 1,800 visits to the library during the year.

Prisoner programmes

A number of prisoner programmes were provided, as follows:

Title of programme	Throughput in 2004
Safe Pass	15
Listowel Writers Week	2 Winners
Alcohol & Drug Awareness and STI's	10
Personal Effectiveness Fetax/Fas Introductory Skills	10
Parenting, FETAC Child Care and Caring for Children	15

Governor

Mr. Pat Laffan

Location

Mulgrave Street,
Limerick

Profile

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

Tackling drug abuse

Measures to tackle supply of drugs included provision of nets covering yards, CCTV, random searching and urinalysis, screened visits, monitoring and recording prisoner telephone calls, liaison with Gardai and staff vigilance. Methadone detoxification was made available to 45 prisoners in 2004.

Interaction with the community

Limerick Prison has well developed contacts with community groups and many are involved with the prison's multi-disciplinary group on sentence management.

Gate Lock

The gate lock project which began in 2001 provides for new Visitors Waiting Room, pedestrian access and Time Recording points, a Radio Communications Base, a Keys Office, an Operational Equipment storage area together with the remodelling of the existing Gate facilities. The project has involved remodelling of the front aspect of the Prison, including removal of temporary buildings from the front of the Prison, the landscaping of the grounds and the erection of a perimeter vehicle barrier in front of the Main Gate. Phase one of the project was well advanced by the end 2004 and was scheduled for completion in early 2005



Limerick Prison

The Prison Kitchen received the Excellence Ireland award for Hygiene.

Other significant developments and events in 2004

- Violence directed at Limerick Prison Staff has developed in a new direction since 2002. A number of Staff members reported maliciously damage to their homes and suspect devices were found in the front gardens of two officers homes. Officers also reported suspicious activity in the vicinity of their homes all off these matters have been brought to the attention of the Garda Síochána.
- During 2004 the local Fire Brigade continued their visits to the prison as part of the Fire and Emergency Plan.
- The Inspector of Prisons and places of detention, Judge Dermot Kinlan and his Team again visited Limerick Prison on 17/18th February 2004.
- During the course of 2004 the following were among matters developed and promoted as part of the Business Plan for Limerick Prison:
 - Review of Security with report being presented to Governor
 - New Computer System implemented for recording of assaults on prisoners
 - Emergency planning to cover Fire/ Riot emergencies.

Loughan House



Governor

Mr Derek Brennan

Location

Blacklion, Co. Cavan

Profile

Loughan House is an Open Centre for convicted male offenders aged 18 years and over, who are transferred from other institutions.

The bed capacity is 85 and sleeping accommodation is mainly single and double bedrooms.

Prisoner population

The daily average prison population in 2004 was 71, with an additional 16 prisoners on temporary release.

Participation in educational activities in 2004

The rate of participation in education was 70%, with over 350 enrolled in educational activities. Of these, 49% participated for 10 hours or more per week. A total of 394 prisoners availed of numeracy and literacy education and 251 participated in FETEC Foundation Level Computer Literacy courses.

Prisoner Programmes

In 2004 a multi-disciplinary regimes committee continued to co-ordinate and facilitate the delivery of programmes to prisoners. New Horizons Pre-release programme and outside agencies were involved in the delivery of the programmes and the modules included training in fork-lift driving, Safepass, first aid, men's health, debt management, alternatives to alcohol, HGV training and pre-driving test training.

Programme	Throughput
Pre-release New Horizons	51
Forklift Training	17
Safepass	91
First Aid	4
Driving Theory Test	5*

* 4 for car and 1 for HGV

Tackling Substance Abuse

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

Interaction with the local community

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



Loughan House

Other significant developments and events in 2004

- A new building project commenced on June 16th. That included refurbishment of all existing bedrooms, new additional bedrooms, a new Administration Block, Visiting area, workshops and control room. On completion this will increase capacity from 85 inmates to 110 inmates.
- Bishop Leo Reilly paid a pastoral visit to the prison on November 20th and celebrated mass which was broadcast on local radio Ocean F.M.
- A visit took place on April 15th from 2 Environmental Officers from Doncaster Prison in England and gave a presentation on Environmental Best Practice within a prison environment.
- A Sports and Fitness programme was run during the Summer school break, with trophies awarded to successful participants.
- The Visiting Committee continued to meet regularly.
- A coffee morning was hosted for staff and prisoners, with proceeds going to the Sligo Hospice Centre;
- An end of term concert was organised in July, with visiting performers from neighbouring counties.
- Guided tours were organised to the local Organic Centre and Sculpture Centre in Leitrim, Birds of Prey Sanctuary in Sligo and heritage sites as part of the summer education programme

Midlands Prison



Governor

Mr John O'Sullivan

Location

Dublin Road, Portlaoise,
Co. Laois

Profile

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

Prisoner Population

While the prisoner population increased during the year the projected targets for the intake of prisoners were not achieved due to staffing restrictions. A total of 948 prisoners were committed to the prison during the year. The daily average number in custody was 443. Temporary Release was approved for individual prisoners taking up full time employment or for family related reasons, etc.

Participation in work/training activities

The following courses were provided

Title of course	Throughput in 2003	Accredited Certificates
Metalwork	64	0
Carpentry	56	0
Horticulture	51	14
Building Skills	42	26
Catering	49	34
Computer Training	58	47
Craft Shop	39	No accredited programme in place to date
Laundry	72	No accredited programme in place to date

Throughput and certification were considerably down on the previous year due to financial restrictions imposed.

Education

Education at the Midlands has now completed its third academic year. Students who wished were entered for examinations accredited by the following bodies: FETAC, Department of Education & Science, Open University, Leinster School of Communication, Associated Board of the Royal School of Music.



Midlands Prison

Prisoner programmes

The following programmes were provided

Title of programme	Throughput in 2004
Parenting	10
Lifers Programme	14
Pre Release Programme	10
Drug Awareness (certificate)	16
Alternative to Violence	32

Other significant developments and events in 2003

- The Education Unit presented 3 drama productions during 2004.
- A book of short stories entitled “Streetwise - Stories of an Irish Prison” compiled by prisoners was published by Mainstream Publishing in the Spring of 2004. It was officially launched within the prison on 12/10/04 and later that day at Hughes and Hughes bookshop, Stephen’s Green, Dublin. All royalties from same were donated to children’s charities.

Mountjoy Prison



Governor

Mr John Lonergana

Location

North Circular Road,
Dublin 7

Profile

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

Prisoner Population

The average daily number of prisoners detained in 2004 was 462, with a maximum of 498 and a minimum of 421 at Christmas time.

Participation in educational activity

In 2004, fifty percent of the prisoner population participated in educational activities, 46% of those participating did so for 5-10 hours per week and 24% for more than 10 hours. Basic literacy and numeracy education was undertaken by 220 prisoners, 10 prisoners sat for subjects in the Junior Certificate, 10 did Leaving Certificate subjects, 6 studied with the Open University, 65 did other accredited courses and 65 did ECDL/Mous IT skills courses.

Mountjoy Prison Library

Initiatives are being pursued as to ways of facilitating access to various materials for prisoners with psychological problems including, literature on coping with depression, stress and overcoming drug and alcohol problems. It was decided to issue a number of relevant titles along with tapes and CD's on relaxation, meditation.

A multi-disciplinary (Governor's, Chief Officers's, Education Unit, Probation & Welfare) venture addressed the needs of the non-national prisoners. A survey of this group was undertaken and foreign language newspapers, books and English language learning materials were supplied to the Education Unit on a block basis.

As part of Library activities a "Thriller Writing Workshop" was organised in conjunction with Hodder & Stoughton Publishers and best selling author's Stephen Leather and Glenn Meade. The workshop was held in the prison's auditorium and was well received.

Mountjoy Prison

Prisoner programmes

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

Title of programme	Throughput in 2004
Connect Project	Nil
Parenting Course	34
Offending Behaviour	15
Anger Management	20
Pre-release	All prisoners due for release
Drug Treatment Programme	46
Drug Awareness Programme	28
Alcohol Awareness Programme	8
Lifer/Long-term Group	24
Re-integration/ homelessness	63
Medical Unit Drug Therapy Course	70

Vocational training and employment

The following accredited training courses were provided:

Title of course	Throughput in 2004
Industrial Sewing	6
Welding	10
Carpentry	6
Computers - ECDL	7
Equal Skills Course - Computers	12
Safe Pass	3
Computers - ECDL Advanced	8
FETAC Kitchen	6
Web Design	4

In the Computer Workshop 12 offenders were awarded Equal Skills Certificates. 7 Offenders were awarded ECDL Certificates, 20 offenders were at various stages of computer training were either transferred or discharged from Mountjoy Prison.

In the Main Kitchen 7 offenders were awarded FETAC Certificates on successful completion of the Elementary Cooking Skills course.

With the support of the Career Guidance Teacher the 'Safe Pass' course for prisoners was introduced in September and to date a total of 57 prisoners and 3 staff were issued with 'Safe Pass' cards.

In addition to the vocational training courses provided, the prison also responded to requests for assistance from community and charitable organisations. The Fabric Workshops undertook projects in aid of the Chernobyl Children's Project, Celbridge Community and various Christmas charities. The Metal



Workshop completed a number of in-house projects such as replacing security fencing refurbishment of toilets on the 'C' Division.

The Carpentry workshop continued to assist with the maintenance demands of Mountjoy Prison and also to provide training for offenders.

The Concrete Workshop supplied Peamount Hospital with garden furniture for sale as part of their open day. This workshop also completed work for the Christmas sale for Temple Street Children's Hospital.

The Industrial Work Party engaged in various projects for the Autism Centre at Griffith Avenue and the St. Vincent de Paul at Christchurch. The Garden Project for the Elderly at Blanchardstown Hospital was maintained to high standards and small projects for the Special Olympics Project at Park House were completed.

Tackling drug abuse

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

"Operation Remedy" was organised as part of continuous measures to tackle the drug problem. The aim was to target individuals thought to be trafficking drugs by way of visits or over the boundary walls. Three operations of this type were conducted in 2004 resulting in quantities of cannabis and cocaine being seized.

The Probation & Welfare Service Drug Team continued to co-ordinate the delivery of the Drug Treatment Programme in the Medical Unit with the support of the Governor and prison staff as well as community drug treatment agencies. During 2004 a total of seven drug treatment programmes were run in the Medical Unit with fifty two prisoners successfully completing the programmes. On-going individual support and counselling were provided for prisoners to help them address addiction problems, related-offending behaviour and pre-release planning.

The Probation Drug Team also provided alcohol and drug awareness and drug-related offending programmes in the Mountjoy complex.

In partnership with Merchant's Quay and the Ana Liffey Projects, the Probation & Welfare Service successfully delivered four methadone support programmes in the Mountjoy Complex. The delivery of these programmes by community projects was funded under the National Development Plan.'

Other Significant developments and events in 2004

- Mountjoy was awarded the "Q" Mark from Excellence Ireland in the main kitchen and the Medical Unit kitchen
- Training Excellence Award from the Institute of Cleaning Science was obtained for a 3rd year
- Weekly Alcoholics Anonymous and Narcotics Anonymous meetings were held in the prison
- The Computer Workshop designed and printed 1500 copies of the Mountjoy Prison Calendar all monies raised went to Temple Street Children's Hospital.

Portlaoise Prison



Governor
T.J. Walsh

Location
Portlaoise, Co. Laois.

Profile of Prison
Portlaoise Prison is a high security, closed prison for males aged 18 years and over, services sentence up to life. The Prison has a bed capacity of 188 but operates below capacity for security operational reasons.

Prison population and profile, committals and foreign nationals

The daily average number in custody in 2004 was 123. A total of 21 prisoners were committed to the prison during the year.

A number of prisoners were convicted for subversive type offences.

Participation in Education and other activities

The Prison Education Programme is continuously evolving and developing. The following are examples of some new ideas, which came to fruition this year.

- 2004 Calendar of Student Writings,
- Entries and winners in Dunamaise Amateur Art Competition,
- Drama Production,
- Listowel Writers Week ,
- Pre Release Programmes,
- Education Trust Links,
- Art Murals,
- New Craft Developments - Slate and parchwork.

A survey conducted in May 2004 showed a participation rate of 80% and in November 2004 showed participation at 69% - an average of 74.5%.

The following provides an outline of the number of students who were entered for and completed accredited examinations. The subjects for FETAC included Horticulture, Health Related Fitness, Food and Nutrition, Communications, Computer Applications, Computer Literacy, ESI, Personal and Interpersonal Development, Personal Effectiveness and Information Technology. Subjects for Leaving and Junior Certificates included Spanish, History, English, Irish, Business Studies, Mathematics, Accounting, German and French.

• Leaving Certificate	6
• Junior Certificate	9
• FETAC Foundation Level	25
• FETAC Level 1	9
• FETAC Level 2	2
• Open University	10
• Open College for the Arts	1
• Other correspondence courses (Oscail, ACCA)	2
• Leinster School of Communications	4

Portlaoise Prison

• ESOL and TEFL	7
• Safe Pass Course	19
• Scrudu Ceol Tíre Comhaltas	3
• London Royal School of Music	1
• ECDL	3
• First Aid/CPR	7

Prisoner Programmes

A Pre-Release Programme established in 2003, conducted by a multi-disciplinary team comprising of Teachers, Probation and Welfare Services, Prison Chaplain and Medical and Education Officers, continued in 2004 with sessions included the following:

- Anger Management,
- Thinking out,
- Goal Setting,
- Confidence/Self Esteem,
- Hopes/Fears/Coping strategies,
- Family and Relationships,
- Hobbies/Socialising/Re-introduction,
- Alcohol Awareness,
- Job Preparation,
- Health and Medical Issues,
- Evaluation and Feedback.

The following special events were held during the year:

- French and Irish Cultural Weeks,
- Annual Writing Competition,
- Health Weeks,
- Activity Weeks,
- Visiting Writers,
- Visiting Speakers/Workshops,
- External Soccer and Gaelic Teams,
- Traditional Music Workshops,
- Visiting Bands.

Tackling Drug Abuse

Detox and Methadone Maintenance programmes are available.

Support Services

The Medical Officer (GP) in conjunction, with the medical team of nurses, medical orderlies, psychiatrist and psychologist, provided an excellent medical service for the prisoners throughout the year. Other backup services were chiropody and dental. The overall health of the prisoner population during the year was good.



Portlaoise Prison

The Chaplaincy

The Catholic Chaplain, Church of Ireland and visiting Minister of the Christian Churches took care of the spiritual needs of the prisoner community.

Other significant events and developments during the year -

- Planning of the new C Wing continued with the preparation of alternative locations for Educational facilities, Waste Management, Gyms and visits and the demolition of old buildings.
- Approx. 75 prisoners used the library on a weekly basis.
- Alcoholics Anonymous and Narcotics Anonymous visited the prison regularly.
- New Gatelock opened during 2004, including staff facilities and new reception area for visitors.
- Prison catering, including serveries on landings, were awarded the Q Mark by Excellence Ireland
- The Suicide Awareness Group continued to hold regular meetings during the year.
- Planning commenced for renovation of the Old Gatelock.
- Plans were advanced in the development of a purpose-built waste management facility, in co-operation with colleagues at the Midlands Prison.
- Planning of a new Trades Building commenced in co-operation with colleagues at the Midlands Prison.

Health & Safety

Health and Safety was an integral part of management plans during the year with adjustments in existing emergency plans to accommodate the new building programme included the operation of the New Gate Lock.

Security

The involvement in and co-operation of the Gardai and Defence Forces in the security operation of Portlaoise is recognised and appreciated by prison management.

Shelton Abbey



Governor

Mr. Martin Corrigan
(Retired)
Mr. Liam Dowling.
Mr. Seamus Cramer.

Location

Arklow, Co. Wicklow.

Profile

Shelton Abbey is an open detention centre for male offenders from 19 years of age upwards.

Prisoners are sent here from closed prisons to finish their sentence. Long term prisoners are sent to Shelton Abbey to prepare them for release. Sleeping accommodation is mainly in dormitories. The bed capacity was is 56.

Prisoner population

A total of 386 prisoners were transferred to Shelton in 2004. The daily average in custody was 47, with 27 on T.R.

Participation in educational activities in 2004

159 students enrolled for courses. Average number of students attending classes each week was 40-45. 85% of offenders participated at evening courses.

Achievements/events in 2004

Fund-raising projects

- 21st. May 04 - Telethon People In Need - €650.50 raised by students in cookery course with a "Bread `n Biscuit" sale.
- 15th Dec. 04 - Art/Craft Fair in aid of Vision charity for the children's eye clinic, Temple Street, in excess of €4,000 raised.
- **FETAC:** Awards to 16 students - CAD level 2, Personal & Interpersonal Skills, Food & Nutrition, Communications - Level 1.
- **Computer Studies:** 48 students participated in regular non accredited classes.
- **ECDL** courses were completed by 5 students.
- Commercial Examining Board Exams at intermediate level in word processing were taken by 2 students.
- **Alcohol & Drug Awareness Courses:** 24 participants.
- **Pre-Release Preparation:** Two courses for 16 individuals co-facilitated by Education and Probation & Welfare Staff.
- **Safe Pass Course:** 5 courses, 88 students achieved Fas Safe Pass Cards.
- **360 Degree Excavator Construction Skills:** 2 Students successfully completed same.
- **Driver Theory Courses:** 10 students completed same.

Tackling Drug Abuse

Offenders transferred to Shelton are required to undergo random urinalysis in order to maintain a drug free centre.

Other significant events

- The library was used by 160 offenders.
- Alcoholics Anonymous meetings took place at this centre every week and were well attended.
- Timber was prepared and distributed to local people in need on behalf of St. Vincent de Paul.
- The kitchen retained the Q Mark.

St. Patrick's



Governor

Mr. Sean Lennon

Profile

St. Patrick's Institution is a closed, medium security place of detention for males

Aged 16 to 21 years of age, serving sentences up to life.

In 2004 the Cell accommodation capacity in St Patrick's rose from 197 to 217 on the opening of the refurbished B2 Landing. The refurbished B Division is now being fully used for the general population. The B Division has the capacity 44 boys.

Prisoner Profile

The average daily number in custody was 197, the highest number in custody was 223 and the lowest number was 166. There was a total of 1,300 committals this Institution during the course of the year with 271 transfers out to various Institutions. Two minors aged under 16 were committed to the Institution.

Education

Participation in Educational Activities in 2004

	Junior Certificate	Leaving Certificate	Open University	Other Accredited Courses - Fetac
Numbers sitting for subjects in	24	3	Nil	40
No of subjects taken by Inmates	6	4	N/A	6
Basic numeracy and literacy	Throughput in 2004	IT skills courses (Introduction to Computers)	Title of course	Throughput in 2004 (Number availed of School Classes)
	153	56	N/A	

Library usage statistics 2004

Numbers using Library	Weekly	Monthly	Annually
	233	968	11,627

Prisoners' programmes

Title of Programmes in 2004	Throughput
Alcohol Awareness	42
Alcohol and Offending Behaviour	11
Drug Awareness	38
Drug and Offending Behaviour	19
Pre-release Relapse Prevention workshop for Christmas Release	24
Clondalkin Pre Release	8
School Pre-release Programme	32
Personal Effectiveness	1
Safe Pass	26

St. Patrick's

Title of courses	Throughput in 2004	Accredited Yes/No
Catering - Manual Handling	22	No
Catering - Primary Food Hygiene Course (E.H.O.A.)	18	Yes
Catering - Introduction to Food Hygiene	22	No
Safe Pass Course	26	Yes
Education Unit:	Throughput in 2004	Accredited Yes/No
Communications	11	Yes
Art and Design	4	Yes
Modular Art	44	No
Introduction to Computers	56	No
Preparation for Work	10	Yes
Basic Cookery	63	No
Health Related Fitness	5	Yes
Mathematics	9	Yes
Pre-release Course	32	No
Crafts	67	No
Basic Guitar Course	41	No
Personal Effectiveness	1	Yes

The Metal Fabrication & the Carpenters Shops were closed in January 2004 due to budgetary restraints.. This meant an increase in the numbers of offenders spending the day in the Exercise Yards, which in turn, led to increased disciplinary difficulties. It is hoped that this situation can be reversed in the context of agreement with prison staff generally on the proposed programme of organisational change.

Tackling Drug Abuse Measures to Tackle Supply

Drug Free 'D' Division

376 Inmates were housed on this Division during the year. The D Division has a cell accommodation capacity for 76 inmates and is a completely Drug Free Wing. Inmates are selected randomly twice a week for urine analysis to ensure they remain drug free. Other measures to deal with drug abuse include:

- One to one drug focus work with Probation and Welfare Officer which included 1530 Individual Counselling Sessions
- Protective nets over exercise yards - New upgraded nets were installed in 2004.
- Nominated Visiting arrangements introduced in November 2004
- Detoxification Programme 24
- Methadone Maintenance Programme 11

Interaction with the Local Community and Voluntary Groups

St. Patrick's is very conscious of the importance of developing and maintaining links with the community and voluntary organisations. The following groups visited the boys in 2004, resulting in some cases to successful placements on release from the Institution:



St. Patrick's

Alcoholics Anonymous, BOND Project, Bridge Project, Cabra Aftercare Project, Cabra Resources Centre, Guild of St. Philip, Coolmine Therapeutic Community, Crinan Youth Project, Deonach, Legion of Mary, Lionsville, Matt Talbot Trust, Merchants Quay Project, Narcotics Anonymous, PACE Workshop, Pathways, Priorswood House, Samaritans, Tabor House, Tower Project, Ballymun Youth Action Plan, Candle Community Trust, Clondalkin Youth Services, Clondalkin Addiction Support Programme, Community Addiction Response Programme, Community Addiction Service, Focus Island, Exchange House, Dublin Aids Alliance, Community Prison Link Workers, TARGET., Arts Council, Talbot Centre, Treo Project, Swan Project, Village Project, Youth Support and Training, Cabra Youth Services.

Significant Developments, Events, Initiatives, Incidents in 2004 St. Patrick's New School.

Three landings in B Division were refurbished in 2004 to provide separate accommodation for boys aged 16 and 17 years. Pending agreement with staff representatives on the operation of the new separate accommodation, the refurbished B Division is being used to accommodate boys of all ages.

The basement area of the B Division has also been refurbished to a high standard to cater for communal recreation, communal dining and a games area.

The New School Building was fitted out in 2004. It is intended that, in due course, it will cater exclusively for boys aged 16 and 17 years in the spirit of the Children Act 2001.

Other Significant developments and events in 2004

The Kitchen was awarded the 'Hygiene Mark' by Excellence Ireland for the second year in succession.

The Drug Free Division continues to pilot the Positive Sentence Management (PSM) Programme in St Patrick's Institution. A total of 210 Inmates took part in the Positive Sentence Management Programme in 2004.

Trades staff and completed three significant projects in 2004:

- Installation of Kitchen in the New School Staff Room
- Upgrade of the Main Prison Kitchen area. Including new floors in fridge and dry food store.
- Installation of a New Domestic Science Room in the old School Building.
- There were seven incidents of self injury during the year. The vigilance and professionalism of staff contributed to preventing a number of suicide attempts.
- The Services of a Psychiatrist from the Northern area specialising in addictions were made available, part-time in 2004.
- A sports week was held in November with a full programme of sporting events. A Number of Guest speakers attended.
- All boys including those on remands were interviewed on committal by the Probation and Welfare Service. 95% of Committals engaged with the Service.

Training Unit



Governor

Mr. John O'Brien

Location

Glengariff Parade,
Dublin 7

Profile

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

Prison population

A total of 181 prisoners were transferred to the Training Unit during 2004. The highest number in custody at any given time was 96.

Participation in educational activities

One prisoner sat for subjects in the Junior Certificate examination, 4 took subjects in the Leaving Certificate, 8 studied with the Open University and 34 prisoners studied other accredited courses. Seventy five prisoners received basic numeracy and literacy education, 80 undertook IT Skills courses. Library facilities were availed of by 22 prisoners on a weekly basis. Other courses included music (42) and Computer studies (55).

Approximately 110 prisoners used the library during 2004.

Tacking drug abuse

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



Training Unit

Prisoner Programmes

The following prisoner programmes were provided

Programme	Throughput in 2004
CONNECT Induction Programme	139
Individual Vocational Programme Planning (IVPP)	55 offenders to full time employment of further vocational training and Education
Driver Theory Test	7 offenders passed test

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

Course	Throughput in 2004	Accredited
Welding / Engineering	44	Yes
Electronics	20	Yes
Computer Skills	37	Yes

Significant developments and events in 2004

On 25 March the Sports and Cultural Council of Dublin VEC celebrated its 21st birthday of the Senior Public Speaking Final with 14 speakers vying for the Liam Arundel Cup. The event was attended by all the offenders in the Training Unit, 4 of whom were speakers and one of whom won the cup. The Secretary General of the Department of Justice, Equality and Law Reform and the Director General of the Irish Prison Service attended along with other invited guests.

On-going updating of equipment continued in the Industrial Training Workshop with welding plan purchased; all computers in the computer workshop were replaced in 2004.

As in previous years, temporary release played an invaluable role in allowing offenders re-establish links with families, commence employment, continue self-development courses in preparation for final release from custody.

Alcoholics Anonymous, Narcotics Anonymous and Gamblers Anonymous all visited the prison.

Wheatfield Prison



Governor

Mr Edward Whelan

Location

Cloverhill Road,
Clondalkin, Co. Dublin

Profile of institution

Wheatfield Prison is a closed, medium security prison for male prisoners on remand and serving sentences up to life. The design capacity of the prison is 320. The bed capacity was 378 on 31 December 2004.

Prisoner population

The daily average number in custody was full capacity of 378.

Participation in educational activities in 2004

Course	Number of students
Pre release course	56
Parenting Course X 2 courses	19
AVP	40

Work and Training

Work Area	Throughput 2004	Accredited Certificates
Catering	97	176
Metal Work / Welding	93	36
Joinery Shop	78	23
Computer Shop	69	44
Index Shop	67	41
Construction Skills	92	38
Paint & Decorating	77	31
Safe Pass	63	63
Laundry	40	No Certificate
Design	49	21

Other significant developments and events in 2004

- The Work & Training Area completed charity works for the Epilepsy Association, Spina Bifida and St. Vincent De Paul.
- A wide range of programmes and activities were undertaken by the Library Service which included Assertiveness Training and Personal Development courses, Smoking Cessation Clinics, Relaxation Through Yoga, Model Ship Making.



Wheatfield Prison

- The Education Unit provided a programme of extra curricular activities throughout 2004 and these included set dancing and traditional music for St. Patrick's Day, certificate presentations in June and December, a T'ai Chi workshop, a voice workshop with an opera singer, a multi media creative arts project, visiting speakers of various subjects, competitions, chess tournaments and a Christmas Drama and Carol session.
- An Arts day was held in June and members of the Listowel Writers Week Committee launched the day. The days programme included music performance, an art exhibition, a drama production, reading of student's writing and presentation of prizes. Students also produced a magazine, "Writings on the Wall" for the event.
- The Education Unit organised a sponsored run for People In Need, where students raised €2000.
- The Minister for Justice, Equality & Law Reform, Mr. Michael McDowell T.D. Visited the Prison on 12th November 2004.
- A remembrance Mass for Andy O'Riordan and a Staff Christmas for all deceased members and their families were held.

Human Resources

In pursuing attainment of its corporate aims now, and in the future, the Irish Prison Service is committed to attracting, retaining, motivating and developing talented people through effective human resource practices.

In keeping with the Civil Service Code of Standards and Behaviour of 2004, all of our people are expected to maintain high standards by

- maintaining high standards of service delivery
- always acting within the law
- performing their duties with efficiency, diligence and courtesy; and
- observing appropriate behaviour at work, including treating people with respect and maintaining the highest standards of probity.

Outlined below are the key achievements during 2004 in relation to Human Resources Administration as well as developments in relation to training, performance management, health and safety, equality, employee relations, decentralisation and modernisation of Human Resources.

Human Resources Administration

Key achievements in this area in 2004 included:

- Day-to-day management of the needs of approximately 3,200 staff
- Appointments to the senior management team at Headquarters and assignment of Headquarters staff at all levels as necessary
- Promotion appointments within the service to positions in the key grades of Governor 1, 2 and 3, Industrial Supervisor Catering, Deputy Governor Training, Assistant Governor Training, Chief Officer II Training and ACO Training. A notable senior posting in 2004 was the appointment of Ms Catherine Comerford as Governor of Loughan House, the first woman to be appointed

Governor of a male institution.

- Recruitment of two Industrial Training Instructors II and assignment of 57 Assistant Industrial Supervisors
- Recruitment of seventy-seven new Prison Officers
- Recruitment competition for Clinical, Counselling and Forensic Psychologists (Grade II) resulting in 14 candidates being placed on a panel from which appointments will be made.
- Issue of a personalised contract to all Chaplains and agreement on a new form of contract for Roman Catholic Chaplains with the Chaplains Representative Group. Three additional full-time Roman Catholic Chaplains were nominated to the Irish Prison Service during the year; and
- Settlement of a strike by Prison Doctors following on agreement of new terms and conditions of employment. (This is covered in the Healthcare section of the Care and Rehabilitation Chapter.) New contracts issued to all Prison Doctors.

Table 13: Staff Appointments

Grade	Number of Appointments
Director General	1
Director of Regimes	1
Governor 1	1
Governor 2	4
Governor 3	4
Deputy Governor	3
Deputy Governor Training	1
Deputy Manager	1
Assistant Governor	5
Assistant Governor Training	1
Fire Safety Officer	1
Chief Officer 1	1
Chief Officer II	5
Chief Officer II Training	1
Chief Trades Officer 2	2
ACO Training	2
Industrial Manager	2
IS Catering	1
Psychologist Grade 1	1

Retirements

Table 14 shows the distribution by grade of the seventy-seven members of staff who retired from the Prison Service during 2004. The Irish Prison Service wishes all concerned a long and healthy retirement.

Table 14: Staff retirements in 2004

Grade	Number
Governor 1	1
Governor 2	4
Deputy Governor	1
Assistant Governor (Works)	1
Chief Officer 1	1
Chief Officer 2	1
Chief Trades Officer 2	1
Industrial Supervisor	1
Clerk 1	2
Clerk 2	5
Assistant Chief Officer	11
Prison Officer (Trades)	2
Prison Officer (AIS)	1
Nurse Officer	1
Prison Officer	44
Total	77

Organisational Change

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

Following the rejection by the Prison Officers' Association (POA) of a composite proposal for the introduction of organisational change in the Irish Prison Service in July 2003 and the subsequent rejection of an improved proposal through a ballot of the POA membership, the Minister secured Government approval in November 2003 for the

progressive implementation of a range of measures to control prison costs, including restrictions of overtime spending, the mothballing of Fort Mitchel and the Curragh Place of Detention, and transformation of the open centres at Shelton Abbey and Loughan House into post-release centres for prisoners on temporary release.

It was against this background and the Minister's stated preference for a mutually advantageous agreement with the Prison Officer's Association that facilitated talks with the POA began at the Labour Relations Commission in December 2003. These talks continued into 2004. They were protracted and often quite difficult. It proved necessary, in the circumstances, to proceed in 2004 with roll out of the cost control measures approved by Government i.e. closure of Fort Mitchel and the Curragh and cutbacks in overtime working.

The discussions at the Labour Relations Commission eventually led to agreement being reached in September 2004 on the operational aspects of the change proposals. This was followed by referral of associated financial issues to the Civil Service Arbitration Board. Both sides attended hearings of Board on 22 October and 1 November, 2004 after which the Board withdrew to formulate its findings and recommendations. The Arbitration Board findings were still awaited at end-December 2004.

Training and Development

In keeping with the Framework for Civil Service Training and Development 2004-2008, the Irish Prison Service aims to develop a culture of continuous learning and improvement. Staff training and Development is the core business strategy and is provided in response to:

- Organisational needs e.g. induction training for recruit Prison Officers; promoting links between staff in different areas; preparing staff for change; training staff for new duties and positions; learning from external experts; informing staff of legislative requirements; and preparing staff to carry out more complex and demanding levels of responsibility within the Prison Service;



- Occupational needs e.g. providing training courses to develop the skills and knowledge required by staff to perform specific duties and maintaining expertise in specialist roles or disciplines;
- Individual needs e.g. focusing on job satisfaction, skills development and career paths.

A central aspect of our commitment to ensuring that every member of staff has the capability to contribute fully to meeting our business objectives in a changing environment is evidenced by the increased resources provided at the Prison Service Training and Development Centre in Portlaoise. In 2004, five additional training staffs were assigned to the centre and work commenced on a number of capital projects, including a new lecture building and replica cell block. A training needs analysis was carried out by the Prison Service Training and Development Centre to identify the training needs of senior prison grades, i.e. Governor, Deputy Governor and Assistant Governor. A training needs analysis of other Prison Service grades will be completed in 2005.

A Training and Development Strategy for staff in the Irish Prison Service, based on a framework launched by the Centre for Management and

Organisational Development (CMOD), was being finalised at year end, having particular regard to the Government's plan to decentralise the Irish Prison Service Headquarters to Longford by early 2007. As a first step, a training needs analysis for Headquarters staff was undertaken in 2004.

The Performance Management and Development System has a particular role to play in the identification of training needs. Following the introduction of PMDS in Headquarters in 2003, training needs in a number of key areas were identified. In response to this a number of courses were made available to staff, including I.T. Skills, Effective Writing Skills, Effective Communication Skills, Negotiation Skills, and Time Management. In addition, to meet the organisational and occupational needs of the Prison Service, the following training courses were provided by the Prison Service Training and Development Centre:

Recruit Induction training for 76 new recruits; Health and Safety training; Train the Trainer Certificate Course; Critical Incident Management training, including Hostage Negotiation and Awareness Training; Control and Restraint training; Breathing Apparatus training; Safe Food Handling; Thermal Arc Cutting re-certification and re-certification training in the National Certificate in Exercise and Fitness. In addition, a Chefs'



Workshop and a Catering Managers' Workshop were organised and information days held on Critical Incident Development Information. A total of 100 staff received IT training, including training in Oracle Financials.

A key aspect of our approach to furthering staff development is the refund of fees scheme and the provision of advice on courses, study leave and exam leave. Sixty-one staff availed of course refunds during 2004. In addition to supporting staff to acquire relevant qualifications pursued in the individual's own time, the Irish Prison Service is sponsoring a total of eight staff pursuing a Masters Degree in Public Service Management (Criminal Justice). There is a commitment to sponsor more places on this programme as resources permit. Specialist courses were also provided during 2004 for those members of staff requiring continuing professional development. Subscriptions were paid to relevant professional bodies for membership fees.

Performance Management and Development System

Performance Management and Development (PMDS) provides an opportunity for jobholders and their managers to identify together long-term goals, deliverables for the year ahead, the specific competencies needed to carry out their jobs and how colleagues on a team can help. Formal commitment to PMDS is included in the IPS Action Plan under Sustaining Progress.

Having introduced PMDS at Headquarters during 2003, the system was extended to Senior Prison Service Grades in 2004. Module 1 of PMDS training commenced in November, 2004 for approximately 177 Senior Prison Staff from Chief Officer upwards. Modules 2 and 3 are scheduled for January and April 2005 respectively. Training needs of all the staff concerned will be reviewed in mid-2005 and prioritised in light of the experience of the first cycle of PMDS.

Health and Safety

The Irish Prison Service is committed to maintaining a safe and healthy work environment in accordance with relevant legislation.

During 2004, three meetings were held for Health and Safety Co-ordinators and regular Safety Committee meetings were held at prison level. New responsibilities in relation to environmental matters were assigned to Health and Safety Co-ordinators. A Fire Officer was appointed in March. The Health and Safety Officer and staff from Human Resources attended a seminar in relation to the new Safety, Health and Welfare at Work Bill 2004 which is expected to be enacted in 2005.

The Irish Prison Service endeavours to minimise, as far as possible, the risks of staff injuries on duty and other risks relating to the work demands. The level of sick leave is actively monitored as part of this process. The level of sick leave in the Prison Service during 2004 showed a slight increase on the previous year and continues to represent a significant contributory factor to the Service's high cost base due to the need to replace such staff on overtime. The Irish Prison Service applies the appropriate agreed Civil Service policy and arrangements for the management of sick absences. This policy includes provision of necessary staff supports for incidences of sick absence, including paid leave and access to a confidential Employee Assistance Service. In addition, a systematic review process is now in place to identify cases where there may be resort to excessive sick absence without due course.

Equality

The Irish Prison Service is committed to providing a positive working environment for all its staff and to ensuring that the principle of equality underpins its human resource policies in accordance with:

- equality legislation - in relation to the nine grounds currently specified i.e. gender, marital status, family status, sexual orientation, age, disability, race, religion and membership of the traveller community, and

- Government Decisions such as these relating to gender equality, diversity etc.

The Service has a number of initiatives in place to support a diverse workforce, including job-sharing, the career break scheme, etc. A Working Group was established to review the representation of women at higher grades in the Prison Service and met a number of times in 2004. The work of this Group will continue in 2005, with a view to making appropriate policy recommendations.

Employee Relations

Whether through partnership, through the industrial relations processes or through day-to-day dealings with staff, the Irish Prison Service aims to foster and maintain stable and co-operative relationships with employees which minimise conflict, recognise employees stake in the organisation, emphasise fairness and transparency and achieve commitment through involvement and the development of mutual interests and values. The Human Resources Directorate met regularly with trade union representatives throughout 2004, including meetings of Departmental Council.

Decentralisation

One of the key Human Resources issues in relation to staff and skills management since the Government announcement in December 2003 is decentralisation. The Irish Prison Service will be one of the first organisations to relocate. A decentralisation implementation plan is posted on the Irish Prison Service website www.irishprisons.ie which outlines the proposed timeframe for the move to Longford and the plans to ensure the effective delivery of service at the expected level under the new circumstances. It is a priority of the Human Resources Directorate to ensure a smooth transition during this period, through active communication with all involved, fair and transparent processes for the management of staff movements and active management of induction and training processes to facilitate the integration of new staff.

Modernisation and Human Resources

The reorientation of the Human Resources Function from an administrative focus to a strategic focus has been identified as a key element of reform in civil service Human Resources Management. Implementation of a computerised Human Resource Management System is a key enabler of Human Resources reform and the re-orientation of the Human Resources Function. The Irish Prison Service, along with the rest of the Justice Group, adopted the People Soft Human Resources Management System (HRMS) in September 2003. In March 2004, the Irish Prison Service established a working group to examine how the HRMS might be improved, especially in a Prisons context. The working group made its recommendations to the Directors of Human Resources and Finance/IT in September 2004, and it is expected that these recommendations will be implemented in 2005. In addition, staff skills in the Human Resources Directorate were developed in 2004 to enable staff to meet the changes expected, including participation on the Certificate in Civil Service Human Resources organised by the Institute of Public Administration.

Estate Management

The year 2004 saw further progress in the programme of work to modernise the prison estate. This work, which is managed by the Estate Management office in the Prison Service, contributes to the achievement of the organisation's objectives (as described in its Mission Statement). In the year under review the following capital projects were commenced or completed:

Limerick Prison

Work on the provision of a new prison block, 'C' Wing, was completed. This work, which commenced in 2003 provides accommodation for over 100 prisoners as well improved administration and support facilities. The new block provides enhanced accommodation for prisoners with in-cell sanitation and a new window design which maximises natural light and also affords greater air circulation. The work included the provision of a new locking system which will strengthen security at the prison and allow for the more efficient deployment of prison staff.

A contract was awarded towards the end of the year for enabling works in preparation for the provision of a new recreation/educational/medical block at the prison. Construction work on this project is expected to get underway in the first quarter of 2005.

Portlaoise Prison

Work on the provision of a new gatelock facility at Portlaoise Prison, which commenced in 2003, was completed in November 2004. The new gatelock includes a modern visitors waiting and search area, a new control room and some additional staff facilities.

Planning for the new 'C' block which will replace some of the older cellular accommodation at the prison was completed during the year. The new block which will provide new purpose built accommodation for 150 prisoners also includes a new education unit and video link facilities. Work on the new block is expected to commence in 2005.

Training Unit

Upgrading of fire safety and additional security works were undertaken in the Training Unit during the year. This work included the installation of a modern sprinkler system designed to enhance the fire safety procedures already in place. Work on this project is expected to be completed in 2005.

Castlerea Prison

Work commenced in late 2004 on the provision of new administration facilities for staff. This project is scheduled for completion in early 2005.

Loughan House

A programme of refurbishment work commenced in Loughan House in June 2004. The project involved the following works:

- Workshops/administration/visitor facilities
- Refurbishment of bedrooms
- Refurbishment of the control room.

Midlands Prison

During 2004 work on the provision of a major extension to a gymnasium in the prison was completed. The extension of this facility is intended to improve the recreational opportunities available to prisoners.

Construction work on the provision of an extension to the Trades and Maintenance building at the prison also commenced in late 2004. The new facility will contribute to more cost effective facilities management of the prison complex.

Prison Service Training Centre

Work on the construction of a new lecture theatre and officers training unit commenced in 2004. The new lecture theatre was completed in 2004 and the officers training unit is scheduled for completion in mid 2005.

These works will provide substantial improvements in the educational and training experience for new Prison Officers joining the Prison Service as well as improving training facilities for staff.

Wheatfield Prison

A new laundry facility for the Wheatfield complex was completed in 2004. This project also included the provision of a new paint shop, metalwork shop at the prison. These new facilities will enhance the rehabilitation/training opportunities available to offenders.

Cloverhill Prison

New Safety Observation Cells and Close Supervision Cells were completed and commissioned in October 2004. These units, which replace the old “padded cells”, will result in more humane conditions for vulnerable prisoners. The prototype units developed in this project are to be rolled out to the other closed institutions over the next 18 months to replace all existing padded cells.

A programme of work involving the conversion of seven cells in F Block to soundproof booths for video conferencing commenced in June 2004 and is scheduled to be completed in early 2005. Five smaller soundproof booths are also being installed for this purpose. These booths are being built in preparation for prison to court and prison to solicitor / barrister video conferencing which is expected to commence during 2005.

CCTV

An EU wide tender process was carried out for the provision of digital CCTV recording facilities in all closed prisons. The contract is scheduled to be awarded in early 2005 and the programme is due for completion by end 2005. This equipment will assist in the more speedy detection and retrieval of CCTV footage evidence in relation to the attempted smuggling of contraband material and will reinforce security for prison staff.

Finance and Information Systems

Financial Review

Dáil Éireann voted a total of €345,726,000 for Prison and Probation and Welfare services in the Prisons Vote 2004 (Vote 21). Excluding the provisions in the Vote for the Probation and Welfare Services (subheads E and F of Vote 21), the voted provision in 2004 for the Irish Prison Service was €305,760,000.

The total spend by the Irish Prison Service in 2004 was €290,625,000, some €15,135,000 within budget. This was significant in that strict budgetary measures introduced in 2004 ensured that, unlike several previous years, the prison service did not need to have recourse to a supplementary estimate at year-end. Moreover, overall expenditure in 2004 represented a decrease of 4% over the equivalent expenditure in 2003 (€301,927,000) notwithstanding a small increase in daily average prisoner numbers and the effects of pay and price increases. Particulars of the 2004 Provisions and Expenditure are set out in Table 20.

Pay and overtime continue to account for approximately 71% of all spending by the Irish Prison Service. Spending on overtime decreased very significantly to €45.5m in 2004 from €58.8m in

2003. This reflects the strict financial management of overtime in the prisons following the Government Decision of November 2003 approving a programme of measures to tackle rising prison costs. An actual saving of €13.3m was achieved on overtime in cash terms when compared to 2003. A further saving of €14.3m was achieved on pay and allowances. This resulted in a total saving in 2004 of €27.6m on total Prison Service payroll costs.

Apart from pay, the most significant area of expenditure is capital spending. Capital investment has been significant in providing additional prison places in Limerick, significant refurbishment and modernisation of prison accommodation and the provision of enhanced IT infrastructure and systems. New financial regulations were introduced in 2004 to allow the carry forward of unspent capital allocations at year-end to a maximum of 10% of the capital budget. In accordance with these procedures the Prison Service carried forward €3,885,600 for the capital building programme and €707,200 for the IT investment programme. Particulars of the Prison Service 2004 building programme are given in the chapter on Estate Management. IT developments during 2004 are covered later in this chapter.

Table 20: 2004 Expenditure & Income

Prison Service 2004 Budget Provision and Actual Expenditure

	2003 Actual Expenditure €000	2004 Provision €000	2004 Actual Expenditure* €000
Current Expenditure			
Payroll costs (including overtime)	214,428	203,342	205,757
Travel and subsistence	3,332	3,663	3,239
Administrative expenses	9,247	10,083	7,558
Postal and telecommunications services	3,101	3,110	2,814
Office Supplies	435	422	434
Consultancy Services	218	701	1,073
Building Maintenance and Rental	7,578	8,957	8,207
General Prison Service Costs	22,392	24,606	21,910
Manufacturing and Farm Expenditure	523	1,001	379
Education Expenditure	1,351	1,532	1,179
Grant to Prison Officers Medical Aid Society	800	967	927
Compensation	2,907	2,815	1,775
Total Current Expenditure	266,312	261,199	255,252
Capital Expenditure			
Building & Capital Works	31,608	38,856	32,134
Computer & IT Equipment	4,007	7,076	3,239
Total Capital Expenditure	35,615	45,932	35,373
Total Gross Expenditure	301,927	307,131	290,625
Appropriation in Aid (Receipts)	1,469	1,371	1,258
Total Net Expenditure	300,458	305,760	289,367

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

Financial Management

Cost of keeping a Prisoner

The average cost of keeping a prisoner in custody during the calendar year 2004 was €83,800. The breakdown, by institution is shown in Table 21.

Table 21: Cost of Keeping a Prisoner and Cost of a Prisoner Place by Institution in 2004

Places of Detention	per prisoner €	prison place €
Arbour Hill	70,400	69,800
Castlerea	70,000	69,900
Cork	75,000	75,100
Cloverhill	76,100	70,500
Dóchas	82,800	85,500
Limerick	73,000	65,700
Loughan House	63,900	59,200
Midlands	75,900	70,000
Mountjoy	91,800	97,400
Portlaoise	225,200	144,300
Shelton Abbey	82,000	70,600
St Patrick's	79,800	74,600
Training Unit	72,300	68,400
Wheatfield	71,300	70,600
Overall	83,800	79,700

The cost per prisoner is based on the average daily number of offenders in those institutions during 2004. The number of prisoner places is based on the number of places in each institution at end November 2004. The operational cost of each institution is based on actual running costs (i.e. pay, overtime, food, light and heat, maintenance, etc.). These costs include certain items which are fixed no matter what the number of offenders in custody, e.g. staffing numbers, utilities, etc. All headquarters and central service costs are allocated over the prison establishments for the purpose of this calculation. Capital expenditure is excluded from the calculation.

No figures are provided for the Curragh and Fort

Mitchel prisons because, in accordance with the Government Decision of November 2003, these prisons were mothballed in January 2004 and February 2004 respectively and the prisoners transferred to other institutions.

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

The Irish Prison Service is implementing the Management Information Framework to bring about improved financial management and control within the Prison Service. The intention is to have a more strategically driven organisation that meets the demands of a modern justice system and does so in a cost effective manner. The Irish Prison Service has implemented many parts of MIF to date primarily relating to developing improved accounting systems and are pressing forward with financial training for key groups of staff. A pilot training course targeted at management grades across the service is planned for early 2005. It is planned that this pilot will be evaluated and the course tailored to meet the needs of the Prison Service.

Financial Management System

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

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

During 2004, the system was upgraded and rolled out to existing sites. The system will be rolled out to the remaining prison sites during 2005. The upgraded system has enhanced reporting facilities which will provide improved management information to institutions and headquarters.

The system meets the requirements of both cash and accrual accounting. It is used to produce the Appropriation accounts.

Management Information

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

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

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

Performance indicators

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

Expenditure Reviews

The first expenditure review covering four Healthcare areas has been completed. Four Implementation teams are overseeing the implementation of the recommendations:

Doctors

A new contract was put in place for Prison Doctors during 2004. The terms of the contract reflect the majority of the principal recommendations contained in the Healthcare Expenditure Review in regard to Medical Officers.

Dentists

This Group completed its consideration of the recommendations of the report during 2004. Consultation with the current dental service provider will take place in 2005 to discuss the implications for future service provision.

Pharmacy

A tender competition will be held in 2005 for the provision of professional pharmacy services and medicines to prisoners in all closed prisons.

Nurses

At year end, this Group had not completed its deliberations. It was considered, however, that a number of issues arising within and outside the Group point to need for a more fundamental review of the provision of nursing services in the prison system.

The second expenditure review will focus on the area of capital expenditure. Terms of reference have been agreed and this will be progressed in 2005.

Central Purchasing Unit (CPU)

During 2004, the main EU and national tender competitions run by the CPU were for the supply of foodstuffs, fabric for the manufacture of bedding, the supply of colour graphic printers, the provision of pre-retirement training, and the supply of Library books. In addition, the CPU was also heavily involved in liaison with GSA in relation to tenders for footwear, and janitorial supplies, as well as the ongoing management of centrally coordinated contracts. The CPU had a central coordinating role in establishing IPS requirements for all of the above items.

In June 2004, the IPS Procurement Project was amalgamated into the organisational change programme. Progress was restricted due to the dependency on successful conclusion of discussions at the LRC and publication of the findings of the Civil Service Arbitration Board. CPU will be responsible for implementing this project, play a key role on the Project Board and provide the Project Manager.



During 2004, CPU was involved with the implementation of the Medical Expenditure Review recommendations in relation to pharmacy services, already mentioned.

Payroll Functions

The Irish Prison Service payroll includes payment of basic pay, allowances and overtime. The Financial Shared Services Centre of the Department of Justice, Equality and Law Reform based in Killarney is responsible for the payment functions. An IT project to link the new time and attendance system in the prisons directly to the payroll system in Killarney continued during 2004. This will have obvious efficiency savings when completed.

Payments to members of the Prisons Authority Interim Board

The Chairman received gross remuneration of €15,237 in 2004 in respect of his chairmanship of the Prisons Authority Interim Board. Other Board members received gross remuneration of €10,784 in 2004 in respect of their membership of the Interim Board. As full-time, salaried public servants, two members of the Interim Board were not remunerated in respect of their membership of the Interim Board.

Compensation Awards and Criminal Injuries

The total expenditure on compensation payments was €1.78m in 2004. This included compensation awards made under the Criminal Injuries Compensation Tribunal Scheme and payments made on foot of civil compensation cases, including associated legal costs.

The Criminal Injuries Compensation Tribunal operates independently of the Irish Prison Service, however, the Irish prison Service funds any award made by the Tribunal to prison officers as a result of criminal injuries incurred in the course of duty. The total expenditure in respect of Criminal Injuries Compensation Tribunal cases in 2004 was €628,000.

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

The total expenditure in respect of Civil Compensation Claims cases in 2004 was €1.14 million of which €996,000 was in respect of SCA managed claims. The proactive approach taken by the Irish Prison Service Claims Unit, together with considerable assistance from local management and the active involvement of the SCA ensured that the level of expenditure was kept to a minimum.

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

The IPS has established a working group to review the requirements of the 'Mullarkey' Report. The group has established a risk register and will review internal controls and procedures in the Service. The group is considering the role of internal audit within the Prison Service and is working closely with the Internal Audit unit of the Department of Justice. Internal audits have been carried out on a number of prisons in 2004 and a planned programme of work is scheduled for 2005.

Corporate Development

New Management structures

Following his appointment in August, 2004, the Director General put in a place two new management structures to ensure effective senior-level consideration of policy and operational issues facing the Irish Prison Service.

The new Senior Management Team is chaired by the Director General and comprises Directors and senior Governors. The Team is advisory in nature and meets approximately every six weeks. Matters considered by the Team in 2004 included organisational change, contingency arrangements in the event of industrial action, draft new Prison Rules and options relating to meeting future needs for and use of prison accommodation, with particular regard to replacement of the Mountjoy Complex, Cork and Portlaoise Prisons.

The SORT Project Board, which is also chaired by the Director General, was specifically tasked with driving and overseeing implementation of the proposal for Organisational Change or alternative measures to control prison costs and achieve more flexible working arrangements. During 2004, concentration was on preparation for implementation of the Proposal for Organisational Change assuming that the Proposal would, in due course, be accepted by the POA membership. Eight sub-committees were formed to take forward preparatory work in relation to particular areas of change i.e.

- Annualised Hours
- Co-ordinated Prisoner escorts between prisons and between prisons and courts
- Introduction/expansion of automated gates and CCTV facilities
- New terms of Recruitment
- Revised Prison Stores arrangements
- Facilities management
- Information Technology; and
- Communications.

By end-2004, considerable progress had been achieved in identifying implementation strategies

and ensuring co-ordination across the different areas of change.

The respective contributions of both the Senior Management Team and the SORT Project Board were considerably enriched by periodic meetings of all Directors and Governors so as to ensure the fullest possible commitment and cohesion between central and local managers in pursuing implementation of change and other policies.

Partnership

The Central Prison Service Partnership Committee - chaired by the Director General and including representatives from all the Unions/Associations in the IPS - continued to meet in 2004. The Committee focused mainly on progress in implementing the IPS Action Plan under Sustaining Progress. In light of Progress Reports submitted, the Performance Verification Group (PVG) for the Justice and Equality Sector payment of the pay increases due in 2004 to all grades, including grades represented by the Prison Officers Association in respect of which the PVG had initially decided to defer a decision on payment.

The terms of the Public Service Pay Agreement set out in the Mid-Term Review of Part Two of Sustaining Progress required that Action Plans be reviewed to take account of the Agreement's additional duration and pay increases as well as changing priorities and challenges in the Public Service over this period. This review was carried out and a revised Action Plan agreed at the Central Prison Partnership Committee to cover the extended period agreed. A copy of the Action Plan, which was accepted by the PVG, is at Appendix 2.

One of the tasks undertaken by the Partnership Sub-Committee for staff in Headquarters was to arrange for the display of plans for the new Headquarters Building in Longford and to invite staff views thereon. A number of responses were received and will be taken into consideration in determining the final layout of the Building.

At institution level, a Partnership Committee was established at Arbour Hill Prison. The new Committee is additional to Committees already operating successfully at St Patrick's Institution, the Dóchas Centre, Loughan House, the Training Unit and Portlaoise Prisons.

Performance Management and Development System (PMDS)

PMDS is being rolled out in the IPS in a number of phases. Phase 1 commenced with a formal launch for General Civil Service grades at Headquarters in February 2003. The next step is to carry out a Staff Attitudinal/Climate Survey and proposals to do this were agreed with the Headquarters Partnership Sub-Committee in 2004. The results of the Survey will inform the decision on whether or not to introduce Upward Feedback, on a pilot basis, in the IPS.

Phase 2 of PMDS - involving its roll out to the senior Prison Service grades of Governor, Deputy Governor, Assistant Governor, Chief Officer and equivalent grade - commenced in 2004. A contract was placed in June 2004 with GFP Consult for the delivery of PMDS training for the 174 members of these prison grades.

Significant preparatory work was carried out in the Summer (including a Presentation on the PMDS training programme to representatives of the Central Prison Service Partnership Committee, the holding of Staff Interviews, a PMDS Survey and several Communication Seminars) prior to the commencement of training.

Module 1 training (Role Profile Forms) commenced in September 2004. Feedback received from participants was very positive. Training for Module 2 (Interim Review Stage) was scheduled to commence in January 2005.

The IPS continued to participate in the Civil Service PMDS Network. Representatives attended Network meetings - including a presentation by Mercer Human Resource Consulting who on their evaluation of PMDS focusing on the experience to date with implementation of the system and on identifying areas where it could be further developed or improved.

Corporate Communications

Parliamentary Questions

The Irish Prison Service provided material for reply to 304 Parliamentary Questions in 2004. The following table gives a breakdown by Headquarters Directorate:

Table 22: Distribution of PQs

Directorate	No. of PQs
Corporate Affairs	52
Estate Management	48
Operations	109
Human Resources	44
Finance	18
Healthcare	7
Regimes	26
Total	304

Freedom of Information

The Irish Prison Service handled a total of 137 requests under the Freedom of Information Act 1997 and 20 appeals under the Act in 2004. Table 24 gives a breakdown of the areas covered by FOI requests.

Table 23: Distribution of FOI requests

Directorate	Requests	Appeals
Human Resources	61*	8
Operations	50**	7
Healthcare	10***	1
Corporate Affairs	6	3
Estate Management	3	
Finance	3	
Regimes	3	1
Information Technology	1	
TOTAL	137	20

* Of the 61 requests dealt with by Human Resources, 1 was also dealt with by Healthcare

** Of the 50 requests dealt with by Operations, 17 were also dealt with by Healthcare, 1 by Estate Management, 1 by Regimes and 1 by Corporate Affairs, 1 by Finance, Estates and Healthcare and 1 by Regimes and Estates

*** Of the 10 requests dealt with by Healthcare, 1 was also dealt with by Regimes

Press and Information Office

The Press and Information Officer manages the Service's media activities with the press, the research community, and the general public. The office also provides advice to other Directorates in relation to various communication activities. During the year under review the Press Office responded to a considerable volume of enquiries on a 24-hour, seven-day a week basis on virtually all aspects of the Service. This level of activity reflects the continued media interest in prison matters. The Press Office is also responsible for maintenance of the Service's website (www.irishprisons.ie).

Annual Report of the Inspector of Prisons and Places of Detention

The second Annual Report of the Inspector of Prisons and Places of Detention, which was submitted to the Minister in May 2004, contains a substantial number of recommendations aimed at improving services and conditions in prisons visited by the Inspector. The Irish Prison Service wishes to outline the action it has already taken and proposes to take in relation to the matters raised by the Inspector. This ensures that there is open and transparent feedback on those matters and a formal public record of progress made. It also represents acknowledgement on the part of the Irish Prison Service of the significance attaching to the process of independent inspection of prisons and places of detention.

There are some matters raised in the Inspector's Second Annual Report on which it would not be appropriate for the Irish Prison Service to comment. In particular, matters such as the establishment of a statutory prisons inspectorate and terms and conditions attaching to the Inspector post are matters outside the remit of this Service. Accordingly, observations made here are confined to matters specifically related to prison conditions and services.

Prison conditions

The Inspector has rightly criticised living conditions for prisoners in Mountjoy and Portlaoise Prisons, especially the absence of in-cell sani-

tary facilities which gives rise to the demeaning practice of daily slopping out. There is already all-round commitment on the part of the Minister, the Prisons Authority Interim Board and the Irish Prison Service to remedy this situation within the shortest possible timeframe. While significant progress is, in fact, being made to this end, it must be recognised that replacement of these substantial prisons with modern prison accommodation cannot be achieved without expending considerable time in design, planning and construction work.

In the case of Portlaoise Prison, the design and planning work associated with complete replacement of the existing prison was completed in 2004 and construction is scheduled to commence in autumn 2005. Legal formalities involved in the purchase of the site at Thornton, Co Dublin for provision of a new prison complex to replace the four existing prisons on the Mountjoy campus will be completed in October, 2005 and planning is already underway. The 'Thornton' project in particular is a major multi-annual capital undertaking. Both projects will proceed as quickly as possible.

Psychologist

The Inspector identified the shortage of psychologists at a number of institutions. This was addressed in 2004 by holding a competition to recruit additional clinical psychologists and, for the first time, forensic and counselling psychologists. Initial appointments from the panel of successful candidates were made in late-2004 and it was expected that all vacancies then existing would be filled in 2005. In these circumstances, it is not proposed to pursue an option of funding students to pursue psychology qualifications on condition that agree to work for the Irish Prison Section for a stipulated period. A further recruitment competition for psychologists is planned for late-2005 so as to create a new panel from which future vacancies can be filled.

Fire safety

Guarding against fire in prisons requires constant vigilance. The risk of fire is such that it would be foolhardy to suggest that the prison service

or indeed any service is totally prepared for any eventuality. That said, the Irish Prison Service has a comprehensive programme in place to manage the risk of fire. This includes the maintenance of a fire plan at each institution, on-going liaison with the fire authorities including site visits by Fire Brigade personnel, use of fire rated materials especially in cell areas, regular inspection and updating as necessary of fire equipment and periodic fire drills. In addition, specific fire safety works were in progress at a number of institutions during 2004. These included the fitting of a new fire alarm and sprinkler system to each prisoner's room in the Training Centre and the provision of fire escapes at the gables of cell blocks at Wheatfield Prison. Sprinkler systems will be included as standard in all new prison cells. On a specific matter raised with the Inspector, it is not the case that the gate at the Training Centre precludes access by fire tenders.

Mountjoy Holding cells

The Inspector includes in his second annual report an account of his unannounced visit to Mountjoy Prison on 5 January, 2004 on foot of complaints made to him by the Prison Officers' Association about overcrowding and poor conditions in the holding cells there. The Inspector's concerns were referred to the Governor, Mountjoy Prison who acknowledged that, notwithstanding recent re-painting during the Christmas period, there was difficulty in maintaining a high level of cleanliness and decor in the cells in question because they were in constant use to hold prisoners who could not be accommodated in the main prison because of overcrowding. The Governor indicated that sheets and duvets are always freshly laundered when issued to prisoners in the holding cells but that staff could not, in fairness, ensure spotless conditions at all times, especially if prisoners chose to abuse the facilities in the cells. The Governor's comments were forwarded to the Inspector. Subsequent re-opening of the prison's 'A' Wing alleviated the pressure of prisoner numbers in the holding cells.

Main Meal time

The Inspector recommends that consideration be given to providing prisoners with their main meal at 4.30pm rather than 12.30pm so as to meet prisoner complaints of feeling hungry during the night and needing to supplement prison meals with purchases from the tuck shop. However, the Inspector acknowledges that there were problems when this was done on a trial basis in one large prison.

The quality and quantity of food supplied to prisoners is very satisfactory and follows the advice of a dietician. Meals are timed to take account of prisoners' dietary needs and their daily schedules of activities in the prison and attendances outside prison. The Irish Prison Service would be reluctant, for a number of reasons, to change meal times at this juncture but the matter can be re-visited in the future. There is no proposal to depart from the present arrangement whereby prisoners partake of their meals in their cells during which time significant numbers of staff avail of their lunch break.

Prison Rules Booklet

There is considerable merit in the Inspector's recommendation that a booklet of prison rules be issued to prisoners, Visiting Committees Governors and the Inspector of Prisons. The Irish Prison Service is committed to preparing a booklet of this kind but, in light of the time and expense involved, it is proposed to base the booklet on the new Prison Rules which will be made by the Minister for Justice, Equality and Law Reform in late-2005. It is intended that the booklet would be available in a number of languages for the benefit of non-national prisoners. In the meantime, prisons provide locally prepared information booklets to prisoners on prison regime, services etc.

Literacy

There are already considerable efforts being made to improve literacy among prisoners – see the Care and Re-integration chapter of this report. The 'Buddy' or similar schemes are not currently in place in the Irish prison system but there are innovative approaches being pursued such as teaching literacy and numeracy in work-



shop environs through practical applications such as reading measuring tapes etc. The challenge for the Irish Prison Service is to develop further innovative approaches which are attractive to prisoners in helping them become literate.

Other recommendations

Other recommendations made by the Inspector are being implemented on an on-going basis as circumstances and resources allow. This is particularly the case in relation to the more straightforward recommendations such as re-decoration/improvements to prison accommodation, provision of additional safety and other equipment, improvements in record keeping and measures to frustrate the efforts of people who seek to make illicit drugs available to prisoners.

Prisoner Based Research Ethics Committee

The Prisoner Based Research Ethics Committee was established by the Prisons Authority Interim Board. It continues to promote, encourage, support and disseminate ethically-based and appropriate research within the Irish Prison Service. The membership of the Committee in 2004 was as follows:

Prof. Patricia Casey
Chairperson and Member of the Prisons Authority Interim Board

Ms Margaret Donnelly
Former Governor, England and Wales Prison Service

Ms Janet Dempsey
Psychologist

Dr Enda Dooley
Director of Healthcare, Irish Prison Service

Dr Maura O'Sullivan
Psychologist, Irish Prison Service

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

Liam Dowling
Governor, Irish Prison Service

Ms Anne Costelloe
Assistant Supervising Teacher, Mountjoy Prison

Mr Vivian Geiran
Probation and Welfare Service

In late-2004, Professor Patricia Casey, who had chaired the Research Ethics Committee since its inception, resigned from the Committee at the time of her resignation from the Interim Board. The Irish Prison Service wishes to thank Professor Casey most sincerely for her invaluable contribution to the work of the Committee and, in particular, the expertise, skills and knowledge she brought to bear in helping establish the guidelines and procedures which inform the Committee's approach to its work.

The Research Ethics Committee met on four occasions in 2004. In the course of the year, the Committee considered 8 new proposals, 3 of which were approved. Six proposals from 2003 were reconsidered in 2004 having received new/further information, three of these were approved.

Headquarters Directorates

Minister for Justice, Equality and Law Reform

**Prisons Authority
Interim Board**

**Secretary General, Department of
Justice, Equality and Law Reform**



William Connolly
Operations Directorate
(with effect from 2005)
Custody of Prisons
Management of the
prisoner population



Brian Purcell
Director General



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



Derek Brennan
Regimes Directorate
Prison care and Rehabilitation
Specialist Services (Education,
Psychology, Vocational training
and Chaplains)



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



John Conlon
Finance and I.T. Estates
Estate Management
Central Purchasing Unit
Information Technology



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

Appendix 1

**Table 1: Sentence length by age of Female offender in 2004
(Revised 2003 figures in parenthesis)**

	<3 Mths	3 to <6Mths	6Mths to <1yr	1Yr to <2Yrs	2Yrs to <3Yrs	3Yrs to <5Yrs	5Yrs to <10Yrs	10Yrs+	Life	Grand Total
Group 1 Offences against the person										
Murder									2 [1]	2 [1]
Manslaughter					[1]	1 [6]	1 [7]	[5]		2 [19]
Sexual Offences		[1]	[1]	[1]			[1]			[4]
Other Offences against the person	19 [9]	28 [14]	9 [7]	2 [4]	2	1 [1]				61 [35]
Total Group 1	19 [9]	28 [15]	9 [8]	2 [5]	2	2 [1]	1 [1]		2 [1]	65 [40]
Group 2 Offences against property with violence										
	2 [2]	1 [2]	2 [4]	[3]	[1]	[1]	[1]			5 [14]
Group 3 Offences against property without violence										
	30 [15]	31 [28]	29 [21]	9 [6]	1 [3]					100 [73]
Group 4 Other Offences										
Drug Offences	1 [10]	[4]	1 [2]	[1]	[1]	2 [3]	1 [2]			5 [23]
Road Traffic Offences	78 [75]	27 [24]	3 [15]	1 [1]	[1]					109 [116]
Other	104 [110]	8 [25]	4 [11]	3	2 [1]	[1]	[3]			121 [151]
Total Group 4	183 [195]	35 [53]	8 [28]	4 [2]	2 [3]	2 [4]	1 [5]			235 [290]
Grand Total	234 [221]	95 [98]	48 [61]	15 [16]	5 [7]	4 [6]	2 [7]		2 [1]	405 [417]

**Table 2: Sentence length by age of Male offender in 2004
(Revised 2003 figures in parenthesis)**

	<3 Mths	3 to <6Mths	6Mths to <1yr	1Yr to <2Yrs	2Yrs to <3Yrs	3Yrs to <5Yrs	5Yrs to <10Yrs	10Yrs+	Life	Grand Total
Group 1 Offences against the person										
Murder	1							1	26 [32]	28 [32]
Manslaughter					[1]	5 [6]	9 [7]	3 [5]		17 [19]
Sexual Offences	1 [2]	1 [5]	12 [11]	13 [25]	15 [12]	20 [28]	23 [23]	5 [10]	1 [1]	91 [117]
Other Offences against the person	104 [74]	252 [132]	220 [173]	82 [60]	41 [40]	51 [31]	19 [21]	[6]	[1]	769 [538]
Total Group 1	106 [76]	253 [137]	232 [184]	95 [85]	56 [53]	76 [65]	51 [52]	9 [21]	27 [33]	905 [706]
Group 2 Offences against property with violence										
	19 [4]	20 [24]	57 [47]	23 [37]	26 [26]	19 [46]	9 [33]	4 [2]		177 [219]
Group 3 Offences against property without violence										
	227 [133]	259 [248]	363 [382]	86 [75]	46 [34]	36 [48]	10 [8]	3 [2]		1030 [930]
Group 4 Other Offences										
Drug Offences	43 [42]	45 [29]	55 [59]	15 [35]	29 [26]	38 [57]	34 [33]	14 [2]		273 [283]
Road Traffic Offences	648 [687]	334 [259]	173 [298]	22 [74]	5 [13]	4 [14]	1 [2]			1187 [1347]
Other	723 [287]	190 [288]	95 [201]	27 [80]	20 [30]	23 [33]	9 [18]	[3]		1087 [1508]
Total Group 4	1414 [1016]	569 [576]	323 [558]	64 [189]	54 [69]	65 [104]	44 [53]	14 [5]		2547 [2570]
Grand Total	1766 [1797]	1101 [985]	975 [1171]	268 [386]	182 [182]	196 [263]	114 [146]	30 [30]	27 [33]	4659 [4993]

**Table 3: Offence by age of Female offender in 2004
(Revised 2003 figures in parenthesis)**

	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50+	Grand Total
Group 1 Offences against the person								
Murder			[1]		1	1		2 [1]
Manslaughter					1		1	2
Sexual Offences				[1]		[2]	[1]	[4]
Other Offences against the person	1	19 [5]	14 [8]	11 [7]	10 [12]	6 [2]	[1]	61 [35]
Total Group 1	1	19 [5]	14 [9]	11 [8]	12 [12]	7 [4]	1 [2]	65 [40]
Group 2 Offences against property with violence								
		[2]	1 [5]	2 [1]	1 [4]	1	[2]	5 [14]
Group 3 Offences against property without violence								
	1	13 [7]	18 [18]	34 [23]	24 [19]	8 [5]	2 [1]	100 [73]
Group 4 Other Offences								
Drug Offences		[1]	[6]	2 [6]	2 [5]	1 [3]	[2]	5 [23]
Road Traffic		11 [16]	19 [30]	24 [28]	34 [30]	18 [11]	3 [1]	109 [116]
Other		16 [13]	21 [30]	20 [36]	38 [33]	22 [29]	4 [10]	121 [151]
Total Group 4		27 [30]	40 [66]	46 [70]	74 [68]	41 [43]	7 [13]	235 [290]
Grand Total	2	59 [44]	73 [98]	93 [102]	111 [103]	57 [52]	10 [18]	405 [417]

**Table 4: Offence by age of Male offender in 2004
(Revised 2003 figures in parenthesis)**

	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50+	Grand Total
Group 1 Offences against the person								
Murder	2	6 [8]	7 [3]	5 [6]	6 [10]	1 [3]	1 [2]	28 [32]
Manslaughter		5 [3]	2 [3]	1 [3]	4 [4]	3 [3]	2 [3]	17 [19]
Sexual Offences	3 [1]	5 [6]	8 [13]	7 [10]	17 [29]	13 [33]	38 [25]	91 [117]
Other Offences against the person	21 [7]	188 [107]	187 [134]	154 [105]	145 [120]	54 [39]	20 [26]	769 [538]
Total Group 1	26 [8]	204 [124]	204 [153]	167 [124]	172 [163]	71 [78]	61 [56]	905 [706]
Group 2 Offences against property with violence								
	4	42 [38]	35 [65]	47 [59]	36 [44]	9 [9]	4 [4]	177 [219]
Group 3 Offences against property without violence								
	20 [7]	243 [187]	249 [244]	226 [181]	199 [202]	68 [76]	25 [33]	1030 [930]
Group 4 Other Offences								
Drug Offences		37 [39]	72 [84]	67 [73]	72 [64]	18 [15]	7 [8]	273 [283]
Road Traffic	9 [8]	158 [234]	269 [333]	241 [296]	285 [276]	153 [138]	72 [62]	1187 [1347]
Other	2 [2]	138 [186]	210 [298]	160 [249]	298 [418]	168 [215]	111 [140]	1087 [1508]
Total Group 4	11 [10]	333 [459]	551 [715]	468 [618]	655 [758]	339 [368]	190 [210]	2547 [3138]
Grand Total	61 [25]	822 [808]	1039 [1177]	908 [982]	1062 [1167]	487 [531]	280 [303]	4659 [4993]

Appendix 2

Persons in Custody Under Sentence on 3 December 2004 - Offences classified sentence length

	<3 Mths	3 to <6Mths	6Mths to <1yr	1Yr to <2Yrs	2Yrs to <3Yrs	3Yrs to <5Yrs	5Yrs to <10Yrs	10Yrs+	Life	Grand Total
Group 1 Offences against the person										
Murder							1	4	184	189
Manslaughter					1	11	37	23	1	73
Sexual Offences			5	17	18	68	103	41	6	258
Other Offences against the person	6	41	73	42	49	103	72	18	1	405
Total Group 1	6	41	78	59	68	182	213	86	192	925
Group 2 Offences against property with violence										
	2		26	19	36	94	84	30		291
Group 3 Offences against property without violence										
	11	43	194	66	67	100	30	7		518
Group 4 Other Offences										
Drug Offences	1	4	20	17	37	125	136	36		376
Road Traffic	17	57	78	18	16	29	5	1		221
Other	29	33	45	30	50	81	54	6	1	329
Total Group 4	47	94	143	65	103	235	195	43	1	926
Grand Total	66	178	441	209	274	611	522	166	193	2660

Gender (All)



- Murder
- Manslaughter
- Sexual Offences
- Other Group 1
- Offences against property with violence
- Offences against property without violence
- Drug Offences
- Offences against property without violence
- Road Traffic Offences
- Other Group 4

Persons in Custody Under Sentence on 3 December 2004 - Offences classified by Age

Gender (All)

	15 to <17	17 to <21	21 to <25	25 to <30	30 to <40	40 to <50	50+	Grand Total
Group 1 Offences against the person								
Murder	1	5	21	26	70	37	29	189
Manslaughter		5	10	9	21	19	8	72
Sexual Offences	2	10	22	13	49	60	102	258
Other Offences against the person	3	69	90	97	99	37	10	405
Total Group 1	6	89	143	145	239	153	149	924
Group 2 Offences against property with violence								
	2	23	60	86	94	18	8	291
Group 3 Offences against property without violence								
	3	107	132	134	104	30	8	518
Group 4 Other Offences								
Drug Offences		16	58	107	117	48	30	376
Road Traffic	7	49	56	45	46	14	4	221
Other		41	72	71	95	34	16	329
Total Group 4	7	106	186	223	258	96	50	926
Grand Total	18	325	521	588	695	297	215	2659

Gender (All)



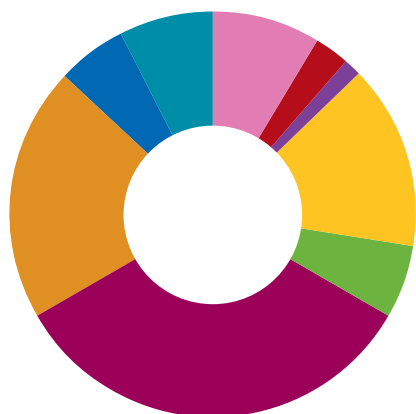
- Murder
- Manslaughter
- Sexual Offences
- Other Offences against the Person
- Offences against property with violence
- Offences against property without violence
- Drug Offences
- Offences against property without violence
- Road Traffic Offences
- Other

Offence Profile of Prisoners in custody under sentence on 3 December 2004

Offence	Female	Male	Grand Total
Murder	6	183	189
Manslaughter	2	71	73
Sexual Offences	1	257	258
Other Offences against the Person	10	395	405
Offences Against Property with violence	4	287	291
Offences Against Property without violence	23	495	518
Drug Offences	14	362	376
Road Traffic Offences	4	217	221
Other	5	324	329
Grand Total	69	2591	2660

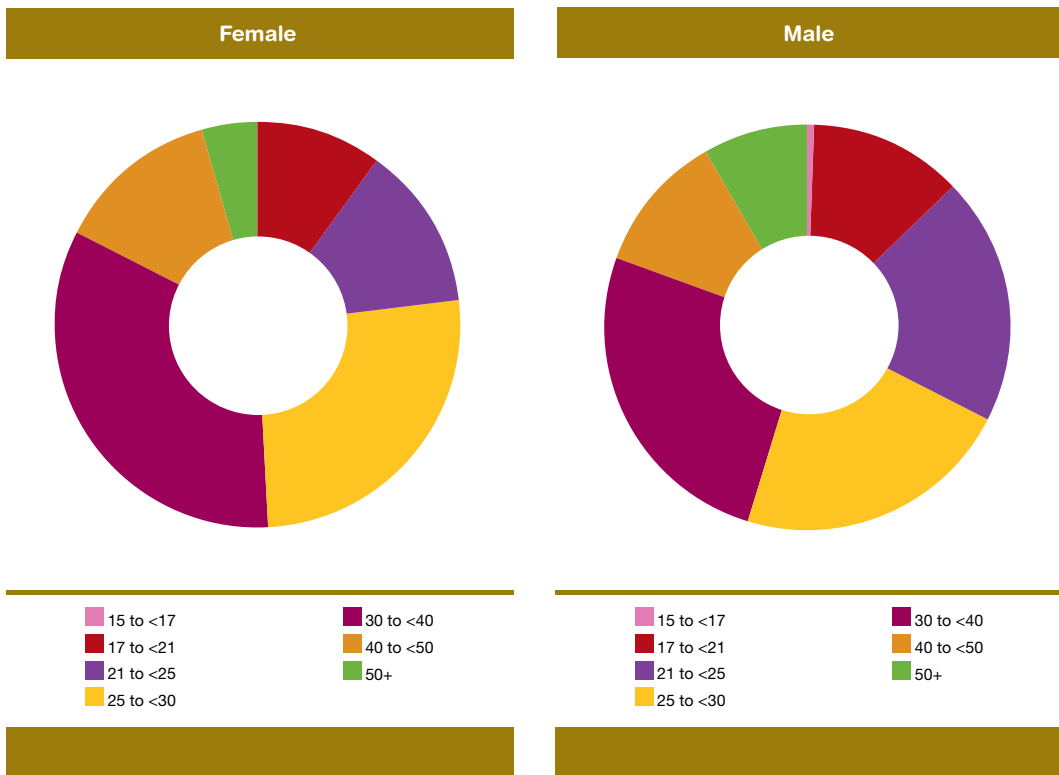
Female

Male



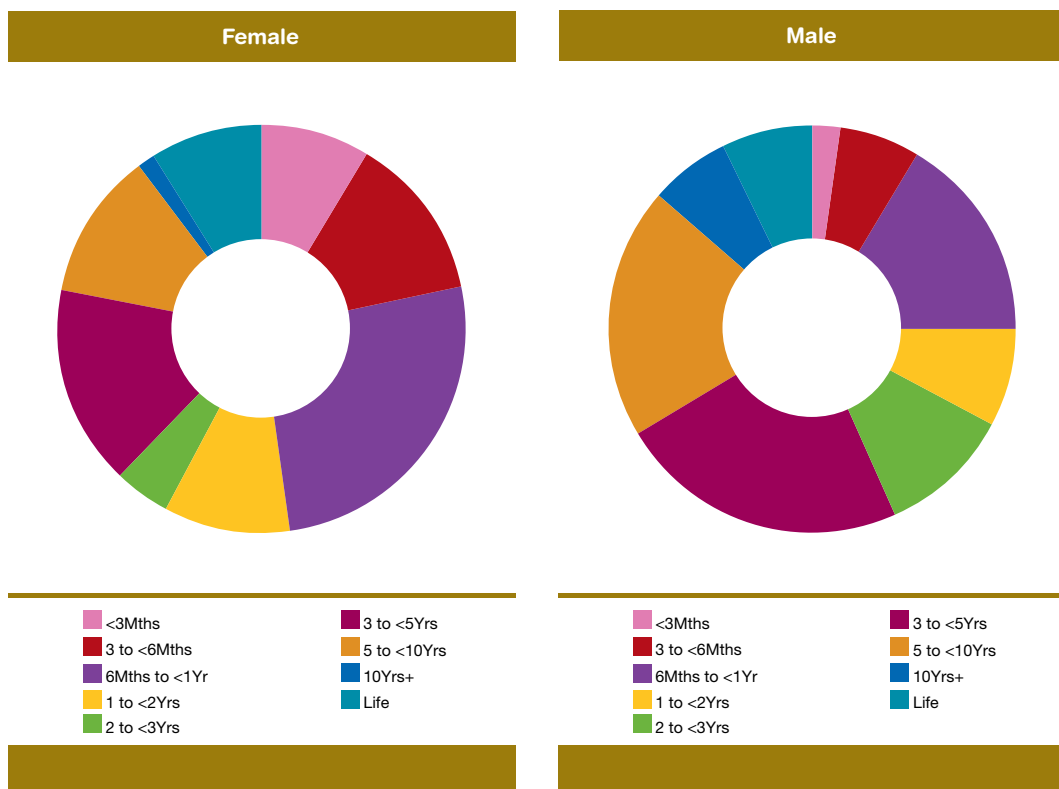
Age Profile of Prisoners in custody under sentence on 3 December 2004

Age	Female	Male	Grand Total
15 to <17		18	18
17 to <21	7	318	325
21 to <25	9	512	521
25 to <30	18	570	588
30 to <40	23	673	696
40 to <50	9	288	297
50+	3	212	215
Grand Total	69	2591	2660



Sentence Profile of Prisoners in custody under sentence on 3 December 2004

Length	Female	Male	Grand Total
< 3Mths	6	60	66
3 to <6Mths	9	169	178
6Mths to <1Yr	18	423	441
1 to <2Yrs	7	202	209
2 to <3Yrs	3	271	274
3 to <5Yrs	11	600	611
5 to <10Yrs	8	514	522
10Yrs+	1	165	166
Life	6	187	193
Grand Total	69	2591	2660



Appendix 3

Counting Rules and Recording Practice

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

Counting of Committals

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

Recording of Offences

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

Age of Offenders

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

Guide to Table Headings

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

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

Offence Classifications

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