



An Roinn Dlí agus Cirt
agus Comhionannais
Department of Justice
and Equality

Oversight Agreement 2019

Between the Irish Prison Service (IPS) and the Department of Justice and Equality

Part I – Oversight Agreement

1. Introduction

- 1.1** Political responsibility for the prison system in Ireland is vested in the Minister for Justice and Equality. The Irish Prison Service (IPS) is an executive office of the Department of Justice and Equality.
- 1.2** The IPS deals with male and female offenders who are 18 years of age or over. There are 12 institutions in the Irish prison system consisting of 10 traditional "closed" institutions and two open centres, which operate with minimal internal and perimeter security. The "semi-open" facility is temporarily closed (the Training Unit).
- 1.3** The IPS operates within a statutory framework comprising:
1. the Prisons Acts, including the Prisons Act, 2007;
 2. relevant provisions in other statutes such as the Prisons (Visiting Committees) Act, 1925, the Criminal Justice Act, 1960, the Criminal Justice (Miscellaneous Provisions) Act, 1997, the Criminal Justice Act, 2007, other criminal justice acts and the Transfer of Sentenced Persons Acts, 1995 and 1997;
 3. the Prison Rules, 2007, as amended; and
 4. the European Convention on Human Rights Act 2003.
- 1.4** For persons held on immigration related matters the main legislative provisions are the Immigration Acts 1999, 2003 and 2004, their associated regulations, the Illegal Immigrants Trafficking Act 2000 and the International Protection Act 2015.

1.5 The Prison Service also takes due account of various international human rights treaties, declarations, standards and recommendations, including:

1. the Universal Declaration of Human Rights;
2. the European Convention on Human Rights;
3. the United Nations Standard Minimum Rules for the Treatment of Prisoners;
4. the European Prison Rules 2006;
5. the United Nations Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment;
6. the United Nations Covenant on Civil and Political Rights; and
7. the European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment.

1.6 The IPS is headed by a Director General under a Directorate structure, supported by 5 Directors (Care and Rehabilitation, Custody, Security and Operations, Finance and Estates,, Human Resources and Corporate Services and IT).

1.7 The IPS is administered centrally with its headquarters located in Longford.

2. Role of the Irish Prison Service within the Justice & Equality sector

2.1 Role

The Department of Justice and Equality has responsibility for the strategic development of penal policy in Ireland and for driving the implementation of penal reform. The aim of the Department's penal policy is to make Ireland a safer and fairer place. One of the six strategic goals of the Department in the Department's Strategy Statement 2016 – 2019 is *"A Safe, Secure Ireland: To safeguard the security of the State and to achieve reductions in crime and re-offending and improvements in people's safety"*.

While punishment for those who commit crime is a central element of our justice system the rehabilitation and reintegration of offenders is at the core of our penal system. This is the best way to achieve a reduction in re-offending. To achieve this the Department works with key agencies involved which are the Irish Prison Service and the Probation Service. The Irish Prison Service is key to achieving the high level goal of implementing the recommendations of the Strategic Review of Penal Policy. It is the role of Prisons and Probation Policy Division within the Department to encourage a whole of Government approach in addressing offending behaviour including reducing reoffending.

2.2 Mission

The IPS is an executive office of the Department of Justice and Equality. The IPS's mission is to provide safe and secure custody, dignity of care and rehabilitation to prisoners for safer communities.

2.3 Vision

The IPS's vision is a safer community through excellence in a prison service built on respect for human dignity. This Vision is underpinned by the organisations values which are teamwork, integrity, potential, safety and support.

3. Corporate Governance

3.1 Roles and Responsibilities

Accounting Officer

The IPS has its own Vote (Vote 21) and the Department's Secretary General is the Accounting Officer. The Accounting Officer is responsible for the safeguarding of public funds and property under his/her control, for the efficiency and economy of administration by his Department and for the regularity and propriety of all transactions in the appropriation account. Further external scrutiny and governance is provided through the submission and analysis of the Financial Statements to the Comptroller and Auditor General and ultimately to the Oireachtas through the Public Accounts Committee.

The Director General

The Director General is the most senior civil servant in the Irish Prison Service. The Director General is appointed by the Minister following a competitive process to undertake the functions of the Director General governed by the Prison Rules 2007. The Public Services Management Act also empowers the Secretary General to assign the Director General responsibility for the performance of his/her functions. Ms. Caron Mc Caffrey was appointed as Director General on Thursday 13 December 2018.

The Director General will furnish a Compliance Statement to the Minister, in conjunction with the IPS's 2018 annual report, before end April 2019, outlining any significant developments in 2018 and affirming the IPS's compliance with relevant codes and regulations, in accordance with the Code of Practice for the Governance of State Bodies (2016), in particular addressing relevant requirements of paragraph 1.9 of the 'Business & Financial Reporting Requirements' Annex to the 2016 Code of Practice for the Governance of State Bodies.

Directors

There are 5 Directors supporting the Director General. These are Care and Rehabilitation, Custody, Security and Operations, Finance and Estates, Human Resources, Corporate Services and IT. Each Director has responsibility for a particular Directorate in the Irish Prison Service and devolved budgetary responsibility for related expenditure. Directors are responsible for ensuring there is an embedded business planning management process in their own Directorates and that this process is regularly monitored.

IPS Executive Management Team

This group comprises the Director General, all Directors and Campus Governors and

are responsible for overseeing the IPS's Strategic and Business process and to ensure that it is operating as intended, to regularly review the Strategy and Business objectives and to periodically review the Business Plan and risk management. All proposals coming before the EMT are critically analysed and challenged and all implications considered to ensure that decisions align with the IPS strategic objectives. Where necessary, on foot of decisions reached, resource re-alignment or re-allocation is also considered. The Executive Management Team considers the proposals emanating from the Strategy and Policy Group and is the ultimate decision making body in this regard. This ensures an integrated decision making process.

IPS Strategy and Policy Group

The Strategy & Policy Group (comprising of Governors, Principal Officers and Directors) provide a forum for considering service wide issues, brainstorming, developing options, sharing information, coordinating resources, identifying dependencies, outlining concerns and a range of other functions.

IPS HQ Management Team

At Headquarters level the management team – comprising all Directors, POs and AP representatives from each Directorate and Business area - meet on a monthly basis. The management team operates as an effective channel to disseminate IPS wide information, proposals and developments to senior HQ staff and acts as a conduit for channelling issues from HQ to the Strategy Policy Group for deliberation. It also reviews strategic business planning and risk management periodically.

Prison Management Team

Each institution has a Prison Management Team, which meets on at least a monthly basis. The group comprises the prison management team and functional heads (e.g. Head Teacher, Senior Psychologist, Chaplain, and Senior Probation Officer). This group maintains an overview on the management and operation of the prison. The Governing Governor uses this forum to carry out prison business planning and risk management and disseminate IPS wide information,

developments, policy etc. to the management team. The forum provides an opportunity to identify/consider issues which may warrant further consideration by the Strategy and Policy Group.

Corporate governance structures review

Work is underway to establish the Irish Prison Service as a scheduled office. A review of the corporate governance structures in the IPS is being carried out in 2019, in order to inform best practice and to ensure compliance with the Code of Practice for the Governance of State Bodies and to other relevant legislative and regulatory obligations.

3.3 Statement of Strategy

In accordance with Section 1.17 of the Code of Practice for the Governance of State Bodies, IPS should adopt a Statement of Strategy every three to five years. A copy of the Statement of Strategy should be submitted to the Minister for consideration before its formal adoption.

The Statement of Strategy for IPS Strategic Plan 2016 – 2018 Creating a Better Environment, the Communications and Engagement Plan 2016 – 2018, the Psychology Strategy 2016 – 2018, the Joint IPS/ETBI Education Strategy 2016 – 2018 and the Capital Strategy 2016 – 2021 were launched by the Minister on 27 June 2016. The Social Enterprise Strategy 2017 – 2019 “A new way forward” was launched in May 2017. The Irish Prison Service and Probation Service Joint Strategic Plan 2018 – 2020 was launched in May 2018.

The consultation phase for the **IPS Strategy 2019 – 2022** is currently taking place. The Executive Management Team discussed initial proposals on 5 October 2018 (all day). The Strategy and Policy Group discussed proposals for the IPS strategy 2019 - 2021 on 23 January 2019 and on 20 February 2019. Consultation with external stakeholders took place in April 2019 and internally with staff in May 2019. It is intended to launch the IPS Strategy Statement 2019 – 2022 in July 2019.

3.4 Public Sector Equality and Human Rights Duty

Section 42 of the Irish Human Rights and Equality Commission Act 2014 establishes a positive duty on public bodies to have regard to the need to eliminate discrimination, promote equality and protect the human rights of staff and persons to whom services are provided.

In particular, the Irish Prison Service will have regard to its obligations under section 42 of the Act to:

- Assess and identify human rights and equality issues relevant to its functions, particularly when preparing its Strategic Plan 2019 – 2021;
- Identify the policies and practices that are in place/ will be put in place to address these issues; and
- Report on developments in that regard in its Annual Report.

3.5 Environmental and energy issues

The Irish Prison Service will fulfil statutory and other obligations in relation to environmental and energy issues, as follows;

1. In accordance with requirements set out in the Department of Communications, Climate Action and the Environment's Public Sector Energy Efficiency Strategy 2017 the Irish Prison Service will appoint an Energy Performance Officer, who will have responsibility for the delivery of the following actions and targets:
 - a) Striving to achieve the statutory target of a 33% reduction in energy use by 31st December, 2020, in accordance with S.I. 426 of 2014 (European Union (Energy Efficiency) Regulations).
 - b) Accurately reporting energy use, annually, to the Sustainable Energy Authority of Ireland (SEAI), in advance of their deadline.
 - c) Publishing progress (or lack thereof) achieved on energy reduction in the annual report.

2. Eliminating the use of single-use plastics from the organisation, in accordance with the Government Decision of 3 January 2019.
3. Participating in Justice-sector and wider public sector initiatives in relation to energy and environmental issues.

3.6 Draft Unaudited Financial Statements

Draft unaudited annual financial statements to be submitted to the Department not later than two months after the end of the relevant financial year, in accordance with the *Code of Practice for the Governance of State Bodies* (1.4 (ii) – ‘Business and Financial Reporting’ Annex).

3.7 Annual Report and Accounts

Section 6 of the Code of Practice requires the IPS to make a report to the Minister for Justice and Equality (“the Minister”), not later than four months after the end of the relevant year, in relation to the performance of the functions and activities of IPS during the preceding year.

3.8 Reporting Requirements – Annual Report

In accordance with Appendix A of the ‘Business & Financial Reporting’ Annex to the *Code of Practice for the Governance of State Bodies*, the Annual Report should include:

- i. Confirmation that this Oversight Agreement has been reached with the Department of Justice and Equality and, in particular, indicating IPS’s level of compliance with the requirements of the Code of Practice for the Governance of State Bodies;
- ii. Confirmation that an appropriate assessment of IPS’s principal risks has been carried out, including a description of these risks, where appropriate and associated mitigation measures or strategies;
- iii. Confirmation that the IPS is adhering to the Public Spending Code; and
- iv. Confirmation that the IPS is in compliance with relevant tax law,
- v. Statement under section 42 Irish Human Rights and Equality Act 2014.

3.9 Reporting Requirements – Financial Statements

In accordance with Appendix B of the 'Business & Financial Reporting' Annex to the *Code of Practice for the Governance of State Bodies*, the Financial Statements should include:

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

3.10 Internal Audit

The Department's Internal Audit Unit provides support to the IPS in monitoring and reviewing the effectiveness of the IPS's arrangements for governance, risk management and internal control. Any audit work will be agreed between the Director General and the Head of Internal Audit in the Department. The Audit Unit will, subject to resources, carry out the audits within an agreed timeframe.

3.11 Audit and Risk Committee

A Risk Management Committee comprising the Director General, all Directors and Campus Governors are responsible for overseeing the IPS's risk management process and ensuring that it is operating as intended. The Risk Committee regularly review the Corporate Risk Register. The Risk Committee is representative of different functional areas within the Irish Prison Service. The Committee meet at least four times a year and any member of the Committee or the Director General may call additional meetings.

In accordance with the Code of Practice for the Governance of State Bodies, the Risk Committee should have written terms of reference which clearly outline the committee's authority and duties. The role of the Committee is to ensure that the interests of Government and other

stakeholders are fully protected in relation to business and financial reporting and internal control.

3.12 Protected Disclosures

In accordance with Section 21(1) of the Protected Disclosures Act 2014, IPS have established and maintain appropriate Protected Disclosures Procedures for the making of protected disclosures by workers who are or were employed by IPS and for dealing with such disclosures. A Report on Protected Disclosures received in the Irish Prison Service is published each year in accordance with section 22 of the Protected Disclosure Act 2014. The Irish Prison Service has reviewed its procedures and published the revised policy which is now in effect from 1 July 2018.

Two dedicated Protected Disclosures Managers for the Irish Prison Service have been assigned. Protected disclosures are taken seriously and staff making a protected disclosure are able to make disclosures internally to the Protected Disclosures Manager and be assured at the outset that they are entitled to the protections set out in the Act. The procedures in the Irish Prison Service Protected Disclosures Policy seek to promote a culture of openness and accountability in which protected disclosures can be made by workers without fear of reprisal and reflect the Irish Prison Service values of safety, support and integrity.

The Policy ensures employees can raise concerns about relevant wrongdoing which come to their attention in connection with their employment, without fear of penalisation and provides a transparent and confidential process for dealing with concerns.

The principal objectives are to encourage staff to make Protected Disclosures at the earliest opportunity and to provide protection where such disclosures are made. The procedures are designed to ensure that all protected disclosures will be subject to an appropriate independent investigation followed by appropriate action based on the investigation findings. All assessments, investigations and reviews of protected disclosures made under the policy are conducted externally and independently.

The Policy also confirms the Irish Prison Service's commitment that any report will be dealt with in the strictest confidence and that a worker's identity or identifying information will not be disclosed. It also provides for investigation and action to address a situation where staff are concerned that their identity is not being protected.

The Irish Prison Service has committed to the Integrity at Work Programme Membership and the Integrity at Work Pledge with Transparency International Ireland. By joining the Integrity at Work Programme, the Irish Prison Service is making a public commitment to fostering a workplace in which staff feel safe when speaking up about wrongdoing. Staff are made aware of the Transparency International Ireland Speak Up Helpline for independent guidance on reporting a concern or making a protected disclosure.

Overall summary of disclosures received 2018	Number	
	Department	Prison Service
Disclosures Received in 2018	11	4
Not relating to IPS (Vote 21) or not a protected disclosure.	2	1
For investigation/assessment	9	3
Investigated and Closed	0	0
Currently being reviewed /ongoing	9	3

3.13 Governance Obligations

As an Office operating under the aegis of the Minister, IPS is subject to a range of statutory and corporate governance obligations including the 2016 *Code of Practice for the Governance of State Bodies*. IPS will ensure that all the necessary obligations, including those for risk management and the Public Spending Code are fully complied with.

3. 14 Procurement

In accordance with section 8.16 of the Code of Practice, the Director General will ensure that competitive tendering is standard procedure in the procurement process of the Irish Prison Service and that procurement policies and procedures have been developed and published to all staff. The Director General should affirm adherence to the relevant procurement policy and procedures in the annual compliance statement to the Minister.

3.15 Children First

On 11 December 2017 the Children's First Act came into force. This legislation puts the protection and welfare of children at the centre of all our interactions with families and children and is a key part of our Strategic Plan. The Irish Prison Service Child Protection and Welfare Policy and Protocol were adopted in September 2018.

3.16 Data Protection Act 2018

The Irish Prison Service have put in place a number of measures in compliance with the Data Protection Act 2018 and GDPR requirements since 25 May 2018. The Irish Prison Service is committed to the implementation and compliance with Data Protection legislation and all staff were informed of their responsibility to ensure that data they access, manage or control as part of their daily duties is carried out in accordance with GDPR and the Data Protection Acts.

3.17 Compliance Statement to the Minister

To confirm compliance (or otherwise) with key provisions of the Code of Practice for the Governance of State Bodies, the Director General will complete, on an annual basis, a Compliance Statement to the Minister in order to provide assurance to the Department that the systems of internal control, risk management and other areas of compliance are operating effectively. This report will address all of the requirements of paragraph 1.9 of the '*Business & Financial Reporting Requirements*' Annex to the *Code of Practice for the Governance of State Bodies*.

3.18 Provision of Information to Members of the Oireachtas

In accordance with D/PER Circular25/2016 - *Protocol for the Provision of Information to Members of the Oireachtas by State Bodies under the aegis of Government Departments/Offices*, IPS are obliged to:

- i. Provide and maintain a dedicated email address. info@irishprisons.ie for Oireachtas members.
- ii. Put in place formal feedback processes to obtain feedback from Oireachtas members.
- iii. Comply with target deadlines and standards in terms of acknowledgements and responses to queries.
- iv. Edel Higgins, Principal Officer has been assigned within IPS responsibility for ensuring the timely provision of information to members of the Oireachtas via the Ministers office.
- v. Report annually (in the Compliance Statement to the Minister) on compliance with standards set out in Circular 25/2016.
- vi. Seek, where appropriate, to publish the response to queries from members of the Oireachtas on IPS's /Department website.

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

3.20 Comply or Explain

- (i) Having regard to the fact that the IPS is an executive agency of the Department of Justice and Equality, whose Accounting Officer is the Secretary General, it has been deemed appropriate that, subject to resources, the Department's Internal Audit Unit will provide support to the IPS in order to satisfy the relevant requirements of the Code of Practice for the Governance of State Bodies.
- (ii) The Director General will submit a Compliance Statement to the Minister, in conjunction with the IPS's Annual Report. This Compliance Statement will satisfy the requirement for the Chairperson's Comprehensive Report to the Minister, as prescribed by the Code of Practice.

Part II - Performance Delivery Agreement

4. Objectives of the Agreement

The objectives of the Irish Prison Service are aligned to the objectives of the Department in the provision of penal policy.

This Agreement documents an agreed level of service between the parties in order to facilitate improved effectiveness and efficiency of relevant public services.

The key objectives of this Agreement are:

- To define the Department of Justice and Equality's expectations of the Irish Prison Service;
- To define the inputs, outputs and expected outcome of the Irish Prison Service's activities;
- To support the Irish Prison Service to carry out its functions;
- To assess performance of those functions through monitoring of agreed targets, outputs and outcome indicators; and
- To improve the effectiveness and efficiency of public services.

5. Commitments

5.1 Mutual Commitments

- Both parties commit to proactive and timely communications, cooperation and information sharing on service delivery.
- Both parties support the effective achievement of agreed targets, as well as the promotion of partnership, responsiveness and mutual cooperation in their ongoing interactions.
- Both parties support prompt and timely responses to correspondence, information requests and related matters.
- Both parties commit to keep each other fully apprised and updated on all key issues.

The annual budgetary provision for the Irish Prison Service Vote will form part of the estimates for the Justice and Equality Vote Group and the requirements of the Service will be considered in that context.

5.2 Department of Justice and Equality Commitments

The Department will provide the following supports to IPS to enable it deliver on its objectives:

- Provide dedicated support from within the Prisons and Probation Policy Division;
- Liaise with the Department of Public Expenditure and Reform to ensure as far as possible, timely sanction for expenditure and staffing in line with Public Financial Procedures and Public Service Numbers policy;
- Liaise with the Irish Prison Service in relation to agreed policy objectives;
- Liaise with the Irish Prison Service in relation to Public Service Reform initiatives; and
- Ensure an appropriate Governance basis to allow the Irish Prison Service to carry out its functions effectively and to implement Government and Ministerial Policy.

6. Inputs

6.1 Financial Inputs

The following table summarises IPS's budget allocation for 2019.

Expenditure	2019 Budget Allocation
Pay	€256,124,000
Capital	€32,330,000
Non-Pay	€70,558,000
Sub-Total	€359,012,000
Total	€359,012,000

6.2 Staffing Resources as at end December 2018

Prison Grades Total	3092.08
Non Prison Grades Total	51.94
HQ Total	125.63
Overall total	3269.65

7. High Level Goals & Objectives

Prison Service Mission: To provide safe and secure custody, dignity of care and rehabilitation to prisoners for safer communities.

8. Outputs /Targets

The following section sets out the Key Outputs and targets which will be used to assess IPS's progress towards achieving its key mandate and core function; to oversee the administration and management of the Irish prison system.

Goals	KPI	2018 Output (Target)	2019 Output Target
Management of persons committed to prisons	Prison Capacity	4273 (4244)	4400
	% of prisoners on temporary release (excluding fines) who are on structured temporary release programme (Community Return Scheme/Community Support Scheme)	90% (86.5%)	90%
Quantitative Indicator on Overcrowding	Average cell Occupancy	90% (92%)	95%
Drug treatment	% prisoners waiting for a treatment place	0% (0%)	0%
Humane custody and rehabilitative services	Average attendance as a % of the capacity of all workshops (includes catering, laundry, waste management, cleaning, industrial skills, construction IT, horticulture etc.)	75% (60%)	75%
	Average hours open of prison workshops as a % of all available workshop hours	75% (73%)	75%
	% of prisoners on enhanced regimes	<50% 49%	<50%
	Numbers of prisoners availing of psychology services	800 (798)	800

	Numbers of prisoners with access to drug counselling services	2750 (2149)	2,750
	Percentage of total Prison population attending prison education centres	41.2% (45.8%)	41.2%
	Number of Referrals to IASIO GATE (Training and Employment) service	610 (921)	610
	Number of prisoners without 24 hour access to in-cell sanitation	50 (58)	58

Context and Impact Indicators			
Programme A		Year 2017	Year 2018
1-	No. of Committals	9,287	8,091
2-	Average no. of Prisoners in Custody	3,680	3,893
3-	No. of Bed Nights	1,344,120	1,421,918
4-	Average no. of Prisoners on Temporary Release	232	202
5	Number of Escapes (escapes from a closed prison or escapes from the custody of a prison officer (hospital etc.))	0	4
6	No. of Prisoners who received opiate substitution treatment (i.e. methadone substitution therapy)	1,773	2,080
7	No. of Prisoners who participated in Community Return	221	218
8	No. of addiction counselling sessions provided	10,252	12,869*
* More detailed reporting format was introduced for 2018 which accounts for the four different stands on intervention.			
9	No. of Prisoners by Incentivised Regimes banding (31 December):		
	- Enhanced	1,733	1,921
	- Standard	1,583	1,570
	- Basic	355	378

9. Potential Risk Factors

IPS operates a formal Risk Management policy and maintains a Risk Register and, in accordance with the Department of Public Expenditure and Reform Guidelines, this is updated by the IPS Risk Committee on an ongoing basis (reviewed and updated 11 September 2018, 5 February 2019 and 5 June 2019). Revised Risk Management guidelines approved by the Transformation Team on 21 January 2019 were discussed and adopted for IPS at the EMT meeting of 5 February 2019.

Reflecting the key priorities of the organisation, risk likelihood and risk impact to include strategic, reputational, financial and operational impact are assessed. The maintenance of the Register ensures that risks are identified and assessed and necessary mitigating actions are, where resources allow, put in place. Each risk identified is considered in the context of **each** of the above categories.

Reflecting the key priorities of the organisation, the main potential risks to the achievement of targets set out in this Agreement at meeting of 5 February 2019 are:

1. **Prisoner support - Healthcare inability** to secure appropriate psychiatric services thus impacting on the ability of the IPS to provide appropriate treatment to persons with severe and enduring mental illness. Severe difficulties being experienced by prisoners in accessing inpatient forensic mental health admissions to the Central Mental Hospital (CMH). Currently there are c 24 prisoners on the waiting list for admission to the CMH. Lack of access to psychology services for mental health and offence focussed work. This is a significant risk for the IPS. **Mitigating measures include:** Consultant lead mental health in-reach services in all closed prisons. Ongoing engagement regarding provision of services with HSE. Monitoring of waiting lists for treatment to CMH. Inter department group on people with mental illness and the criminal justice system. Formal agreement with HSE for enhanced service provision in Cork, Castlerea & Limerick. This is a matter that was brought to the attention of the Minister for Health with a view to increasing bed capacity in the CMH in advance of development of the new CMH facility scheduled to open in 2020. Ongoing review with CMH by F. Black.
2. **Safe and Secure custody** – escape from escort, escape from court, failure to adhere to IPS escort guidelines resulting in escape from escort. **Mitigating Controls** security systems and SOPs developed, access control of all vehicles and persons. Periodical monitoring of CCTV. Liaison with Garda prior security assessment of prisoners on escort/hospital. Standardisation of escort equipment. Regular security checks, security posts manned. Escorts and courts sufficiently manned and under constant review, ongoing monitoring.
3. **Prisoner Support, self-harm, Death in Custody. Prisoner self-harm and death other than due to natural causes. Failure to implement recommendations of IOP, CPT etc.**

Mitigating measures include: Prevention of self-harm and death in custody steering group, suicide prevention committees in prisons, prison officer training, psychology, Samaritans listener scheme, welfare services, SOPs in prisons re Safety Observation cells, H & S compliance officers monitor and review. New suite of policies being rolled out and supported by disciplinary sanctions guidelines and communications strategy by end March 2019.

10. Flexibility and Amendment of Targets

Where amendments become necessary, both parties will engage to agree on amended targets.

11. Monitoring Arrangements

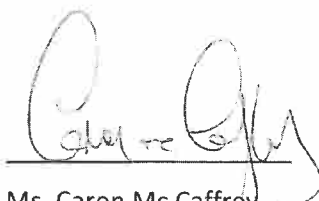
In accordance with the Department's policy on the monitoring of governance arrangements in relation to the organisations within its remit, the Director General of the IPS will meet with the Department twice yearly, or more frequently if required by the Department, to provide an update on developments and achievement of targets as set out in this Agreement.

IPS undertakes to return:

- (a) Relevant and appropriately detailed performance information to allow for monitoring of this Agreement.
- (b) Relevant and appropriately detailed performance information for inclusion in the Revised Estimates for Public Services volume; and
- (c) Performance information in line with the set of such indicators, and in keeping with the timeframe, agreed with the Department.

12. Duration and signatories to the agreement.

Ms. Caron Mc Caffrey, Director General, Irish Prison Service and Mr. Michael Flahive, Assistant Secretary, Department of Justice and Equality, agree that the arrangements as set out in this Agreement will apply with effect from the date signed hereunder until 31 December 2019.


Ms. Caron Mc Caffrey

Director General


Mr. Michael Flahive

Assistant Secretary

Date: 03/07/19

Date: 4/7/19

