



## IOP Proposed Recommendations Action Plan

### Proposed Recommendation from the Inspector of Prisons investigation report on Mr. K 25 June 2018

The Recommendations submitted by the IOP have been review and considered. The table below is a summary of proposed actions based on the investigation of the IOP in respect of the IPS. The table also includes timelines and action owners for completing the necessary actions.

No.	IOP Recommendations	Irish Prison Service Response	Action Required	Action Owner	Timeline
1.	<b><i>For the purposes of Death in Custody investigations the IPS should provide the Inspector of Prisons with all documentation provided by AGS when a prisoner was transferred into IPS custody.</i></b>	Accepted	All staff were advised on 13 November 2019 of their statutory obligation to provide information to the IOP in accordance with Section 31(7) Prisons Act 2007.	Director of Care & Rehabilitation.	Complete



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2.	<p><i>IPS records of requests for transfers between prisons should indicate in detail the reason for the request. When prisoners are being transferred in the interests of good order and discipline, targets should be set with them as an incentive towards improved conduct.</i></p>	Accepted	<p>Prisons (and APs in Operations) have been requested to make clear the reason for the transfer which primarily tend to be for reasons of (i) accommodation (overcrowding) (ii) sentence management/progression (iii) security and good order (iv) other operational reasons (to facilitate a Court appearance, hospital appointment etc). Reminder issued to relevant staff 09/03/20</p>	Operations Directorate	Complete
3.	<p><b>The IPS should set a target to reduce the numbers of prisoners held in protection in Mountjoy Prison. This should commence with an analysis of application of Rule 63 and other forms of protection.</b></p>	Partially Accepted	<p>A reduction of the number of prisoners held under Rule 63 would necessitate an amendment to the Prison Rules and a removal of a prisoner's entitlement to self-request protection. The Irish Prison Service as part of a Review of Rule 63 is currently actively considering this. The findings of this review will be made available to the Inspector.</p>	Operations Directorate and Department of Justice and Equality.	



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4.	<b>The IPS should improve the regime for protection prisoners and make every effort to safeguard their mental health by maximising opportunities for social interaction with other prisoners, staff and visitors.</b>	Accepted	<p>Please see note for recommendation 3. This recommendation will be considered in the context of the review.</p> <p>All schools offer some education provision to prisoners on Rule 63. There are 13 Prison Education Centres, of which 9 provide education services to protection prisoners and 4 do not have protection prisoners (Shelton Abbey, Loughan House, Mountjoy West and Arbour Hill). In some cases there are school facilities available to prisoners in protection areas (e.g. A Block in Portlaoise, North School Wheatfield) and a timetable of classes is available. In other cases the main school or a secure section of the school is available to protection groups at restricted times, subject to the secure management of groups/factions – the main school is unavailable to other prisoners at these times (e.g. Mountjoy, Limerick, Cork). Teachers also provide study materials to students that they can study in their own cells.</p> <p>A Regime Management Planning process has been put in place by all prisons that aims to maximise the regime activities available to prisoners, including protection prisoners.</p>	Care and Rehabilitation	Complete
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5.	<p><b>The IPS should conduct regular routine and unannounced cell searches for illicit material. The results should be made available to the Inspector of Prisons for the purposes of Death in Custody investigations.</b></p>	Accepted	<p>Insofar as resources allow, targeted (cell-specific) and general area searches of prisons occur on a regular basis with the aim of retrieving contraband.</p> <p>OSG regularly provide Operations and the Statistics Unit with contraband seizure figures. These figures are now available on the Prison Service website</p>	Operations Directorate	Complete
6/7	<p><b><i>In relation to CCTV</i></b></p> <p><b><i>The IPS should urgently review its quality control processes for CCTV monitoring in Mountjoy and throughout the prisons estate;</i></b></p> <p><b><i>It should satisfy itself that staff who monitor CCTV footage are trained and competent to fulfil all their duties and take any action necessary to remedy deficient practice.</i></b></p>	Accepted	<p>The Irish Prison Service recently published its reviewed CCTV Surveillance Policy (<a href="#">copy attached</a>) and these points are dealt with in paras 3.1.3, 3.1.7, 3.3.6 and 3.3.8 of that Policy.</p> <p>3.1.3 - The Governor will at all times ensure the proper and responsible operation of the CCTV system under his/her control and ensure that all persons operating or monitoring the system are appropriately trained in the system's use and understand the restrictions and legal obligations imposed upon them by the laws in this area.</p>	Operations Directorate/Governors/IPSC	Complete



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			<p>3.1.7 - The CCTV Manager, nominated by the Governor in each prison, will have responsibility for ensuring the proper, efficient and orderly day-to-day operation of the CCTV system.</p> <p>3.3.6 - Cameras must be properly maintained and serviced to ensure that clear images are recorded.</p> <p>3.3.8 - A maintenance log/record shall be kept by the CCTV Manager.</p> <p>Further, all CCTV Managers underwent training for the new CCTV victor system (which is replacing the intellex system on a phased basis) provided by the Irish Prison Service College on their duties and obligations under the Revised Policy.</p>		
8.	<b>The IPS should review its external contracts to ensure they are fit for purpose and delivering against all requirements. Those that impact upon safety and security should be prioritised.</b>	Accepted	<p>The Building Services Division of the Finance and Estates directorate holds regular meetings with the service provider of the CCTV maintenance contract to address any non-performance/ issues / programming.</p> <p>In addition, ongoing investment in technology is due to take place to assist in the notification of faults via an early warning display for managers and users.</p>	Estates Directorates	On going



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9.	<p><b>A cold debrief should be conducted within 14 days of the incident to provide further opportunity for everyone involved, including prisoners where relevant. The purpose should be to identify learning, support everyone involved and assess progress in relation to actions that were identified at the hot debrief.</b></p>	Accepted	<p>Operations are in the process of developing a Critical Incident Procedures Manual which will cover, inter alia, Critical Incident Planning, Production of Critical plans, post incident procedures and investigations and debriefing</p>	Senior Management Operations	End of June 2020
10.	<p><b>The IPS should ensure all staff are cared for after a critical incident, including those who are experienced and appear to cope well at the time.</b></p>	Accepted	<p>The Irish Prison Service has committed in its Strategic Plan 2019 to 2022 to developing a Staff Wellbeing Strategy to raise awareness among staff of mental, emotional and physical health issues and to promote the positive physical and mental health of all employees.</p> <p>The Irish Prison Service has introduced the Critical Incident Stress Management (CISM) model of interventions for staff. CISM comprises vital, immediate support for staff in the aftermath of a serious or traumatic incident and a continuum of care which targets the response of individuals and</p>	HR Directorate	On-going



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		<p>groups of individuals to traumatic events rather than the incident itself. It aims to minimise the emotional impact of critical incidents on staff, increases the resistance and resilience of Irish Prison Service staff to harmful stress and prevent harmful effects on staff by working and supporting IPS staff at the time of, and after, critical incidents.</p> <p>The CISM model has now become fully operational in all locations and efforts are continuing to increase the number of trained personnel.</p> <p>Also, the Continuous Professional Development programme of training being delivered by the Irish Prison Service College aims to provide staff with the competencies and personal resilience required to carry out their duties as safely as possible. It provides staff with psychological well-being training since January 2018.</p> <p>The Irish Prison Service aims to provide staff with the best possible supports, including a network of Staff Support Officers, the Employee Assistance Programme and access to a 24/7/365 confidential counselling service provided by Inspire Workplaces.</p>		
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11.	<b>The IPS should prioritise Death in Custody investigations and adhere to the protocol that requires all relevant material to be provided to the Inspector of Prisons within seven days of the prisoner's death.</b>	Accepted	This recommendation is addressed in the Death in Custody Standard Operating Procedure. SOP included with action plan, this SOP was last updated on 20/8/19	Senior Management Operations	Complete
12.	<b>Internal IPS reviews into Deaths in Custody should have a clear format, structure and content.</b>	Accepted	This recommendation is addressed in the Death in Custody Standard Operating Procedure. SOP included with action plan, this SOP was last updated on 20/8/19	Senior Management Operations	Complete