



Seirbhís Phríosúin
na hÉireann
Irish Prison Service



An Roinn Dlí agus Cirt
Department of Justice

IPS Recommendation Action Plan

9 February 2023

Thematic Inspection on Education & Work Training: Wheatfield Prison, Mountjoy Men's Prison & Arbour Hill Prison

The Recommendation Action Plan table below is a summary of actions proposed by the Irish Prison Service to address recommendations made by the Inspectorate in relation to the Thematic Inspection on Education and Work Training: Wheatfield Prison, Mountjoy Men's Prison and Arbour Hill Prison. The Action Plan table also suggests timelines and action owners for completing the necessary actions.

IPS ACTION PLAN

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
Recommendations: Irish Prison Service Headquarters					
IPS HQ Recommendation 1: (EDWT1)	A centralised and integrated data recording system should be put in place to accurately identify, track and report on engagement with purposeful activity. This data should be shared with the Inspectorate of Prisons and made publically available on a regular basis.	Accepted Statistics on engagement with purposeful activity will be published on the IPS website on a half yearly basis and made available to the IOP	Work Training Management System to be implemented. A regular set of statistics to be agreed for publishing on a half yearly basis and shared with Inspector of Prisons	Care and Rehabilitation Corporate Services	Q3 2023
IPS HQ Recommendation 2: (EDWT2)	The Irish Prison Service, in particular the Director General and Prison Governors, should review the ongoing imposition of Rules 32A and 36A (Prison Rules 2020 Amendment), with a view to removing related restrictions as soon as possible (see paragraph 2.3).	Accepted The necessity for Rule 32A and 36A (Prison Rules 2020 Amendment) will be kept under review. No restrictions are currently in place across the estate.	Prison Rule 32A and 36A to be reviewed	Operations	Throughout 2023
IPS HQ Recommendation 3: (EDWT3)	The Irish Prison Service should develop an individual risk-assessed approach to determining maximum attendance numbers in work training activities.	Accepted The development of a risk assessment process to determine individual workshop capacity will be considered as part of the broader Work and Training joint task review.	Risk-assessed approach will be examined by IPS to determining maximum attendance numbers in work training activities.	Care and Rehabilitation Human Resources	Throughout 2023
IPS HQ Recommendation 4: (EDWT4)	The Irish Prison Service should ensure that all prison officer posts are maximised to ensure access to and engagement with purposeful activity for all persons in custody. Prison officer posts and associated tasks should be flexible and designed to allow Governors to respond to changes in staffing structures.	Accepted The compliment of staff required to provide appropriate cover for activity is determined by task reviews completed by agreement between the Irish Prison Service and Staff Associations under the auspices of the WRC. The Irish Prison Service confirms that it is currently reviewing work and training activities across the prison estate, and engages with staff representatives under the Joint Task Review process in respect of changes that are required.	Finalisation of Joint Task Review of Work and Training across prisons estate. Prioritisation of Prisoner Services. Audit the application of additional resources for improvements in opening times and access to services.	Care and Rehabilitation Human Resources	2024

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>IPS HQ Recommendation 5: (EDWT5)</p>	<p>The Irish Prison Service should review and update its Prisoner Gratuities and Private Cash Policy to ensure it aligns with Rule 28.4 and Rule 105.4 of the revised European Prison Rules.</p>	<p>Accepted</p> <p>Revision of Prison Rules and additional resources to give effect to this recommendation will be sought as part of Budget 2024 submission.</p>	<p>IPS will review Prisoner Gratuities and Private Cash Policy and update as appropriate.</p>	<p>Care and Rehabilitation</p>	<p>Q3 2023</p>
<p>IPS HQ Recommendation 6: (EDWT6)</p>	<p>The Irish Prison Service should ensure that the prisons have reliable access to fully qualified trainers to deliver a work training programme, which is aligned to the needs of people in custody and responsive to prevailing employment opportunities, and has a means of replacing a trainer when they move on. This measure will support the Irish Prison Service to provide suitable opportunities for people in custody to be trained to a certifiable standard commensurate with recognised qualifications framework and to facilitate opportunities for certification. Additionally, Work Training Officers supporting the work-training programmes should be provided with initial training and frequent and regular in-service education and training to support them in this role. Attendance in this training should be compulsory.</p>	<p>Accepted</p> <p>The Irish Prison Service College has a programme of Continuous Professional Development for all Work and Training Officers and grades. It is part of the Work and Training Officer conditions of appointment to the role to attend such training. Continued Professional Development takes into account areas of expertise and responsibilities e.g. catering and Cleanpass instructor course. Relief panels for all Work and Training areas are in place in each prison and necessary training is delivered to these officers.</p> <p>There is a dedicated resource in the Irish Prison Service Training College tasked with identifying and scheduling training requirements for both newly promoted and existing WTO's.</p> <p>The Irish Prison Service negotiated the inclusion in the Public Service Agreement: Building Momentum 2021 – 2022 the ability to directly recruit expert Work Training Officers. The Irish Prison Service are now engaged with the Department of Public Expenditure and Reform to progress the direct recruitment of Work and Training Officers.</p>	<p>Training for Work and Training Officer's to be rolled out in 2023 in accordance with Irish Prison Service Training College 2023 training plan.</p> <p>This plan will be kept under constant revision throughout the year to identify and cater for emerging needs.</p>	<p>Irish Prison Service College</p>	<p>Throughout 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>IPS HQ Recommendation 7: (EDWT7)</p>	<p>The Irish Prison Service should ensure that all prisoners have access to externally accredited qualifications in all work training areas. Certification offered to prisoners should be labour-market tested and should be recognised by employers to improve employment prospects upon release.</p>	<p>Accepted</p> <p>Care and Rehabilitation Directorate are reviewing accreditation with external bodies. Areas identified for priority include:</p> <ul style="list-style-type: none"> • Industrial Cleaning, • Laundry, • Catering, • Waste Management and • Gym. <p>Care and Rehabilitation is also engaging further with Solas as part of the Building Bridges Programme to review options for training and pathways to future training and employment.</p>	<p>Tenders are being developed to ensure accredited training is in place where Work and Training Officers can provide training and an awarding body will review and certify the training completed.</p> <p>Areas identified for priority in 2023: Industrial Cleaning, Laundry, Catering, Waste Management, Gym</p>	<p>Care and Rehabilitation</p>	<p>Q4 2023</p>
<p>IPS HQ Recommendation 8: (EDWT8)</p>	<p>Given the role of the Irish Prison Service in deciding what proposed initiatives are to be funded, it should place more emphasis on strategically identifying, in collaboration with prison staff, Governors and people in prison, initiatives that can be implemented across the prison-estate. Where applicable, the Irish Prison Service should also consult with ETBIs and Further Education and Training (FET) to identify areas for collaboration, especially in relation to certification and sustainability of initiatives.</p>	<p>Accepted</p> <p>There are many individual examples of collaboration between Education and Work and Training in prisons across the estate. Best practices will be rolled out across the estate in keeping with the resources and profile of the particular prison.</p>	<p>The IPS will consider how it can better seek input into service design and delivery.</p> <p>The Building Bridge project, in consultation with relevant stakeholders, work plan to be progressed in 2023.</p>	<p>Care and Rehabilitation</p>	<p>Q2 2023</p>
<p>IPS HQ Recommendation 9: (EDWT9)</p>	<p>The Irish Prison Service should remove the name of prisons on certification obtained by persons in custody. This will increase a prisoner’s ability to earn a living after release in line with Rule 26.3 of the Revised European Prison Rules.</p>	<p>Accepted</p>	<p>On 22 November 2022 all Teachers and Work Training Officers were instructed that <i>“the name of the prison is no longer to include in education/work and training certification obtained by persons in custody.”</i></p>	<p>Care and Rehabilitation</p> <p>Teachers Work and Training Officers</p>	<p>Completed</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>IPS HQ Recommendation 10: (EDWT10)</p>	<p>In order to provide a consistent approach to managing education provision across the prison estate, the IPS should develop a policy on education and training in collaboration with all of the relevant stakeholders.</p>	<p>Accepted The Irish Prison Service will undertake to develop a policy on education and training in collaboration with the relevant stakeholders. The Building Bridges work plan for 2023 will further progress collaboration.</p>	<p>A policy on education and training in collaboration with the relevant stakeholders will be developed in 2023.</p>	<p>Care and Rehabilitation</p>	<p>Q3 2023</p>
<p>IPS HQ Recommendation 11: (EDWT11)</p>	<p>The IPS should conduct an audit of provision for education, work, training and other activities and develop a system which ensures that the cumulative options available have sufficient capacity for the size of the population in each prison. This system once developed should be included in the IPS policy for education and training in prisons.</p>	<p>Accepted Joint Task reviews are taking place in each prison for Work & Training area to determine the capacity of workshops and activities in each prison. The development of the Work and Training Management System will assist in this regard. It should be noted that in most prisons capital investment will be required to augment existing education and work training capacity. Capital investment in additional work training and/or education facilities will be considered as part of ongoing capital planning and project management.</p>	<p>An audit of provision for education, work training and other activities will be conducted.</p>	<p>Care and Rehabilitation</p>	<p>2024</p>
<p>IPS HQ Recommendation 12: (EDWT12)</p>	<p>It was evident during the inspection that additional factors were impacting the operation of the schools in Mountjoy Main Prison and Wheatfield Prison. These factors included enduring IPS Industrial Relations issues and substance use amongst students. IPS Headquarters and respective prison managements, in discharging their duty of care, should develop a strategic plan to resolve these issues and ensure that the rights, welfare, and needs of students are prioritised in decision making.</p>	<p>Accepted The development of the new Keeping Drugs out of Prison Strategy will continue to emphasise and develop supply and demand reduction strategies.</p>	<p>Keeping Drugs out of Prison Strategy to be published end Q1 2023.</p>	<p>Care and Rehabilitation Custody and Security</p>	<p>Q2 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>IPS HQ Recommendation 13: (EDWT13)</p>	<p>In the prisons where there are significant issues in relation to student access to the school, teachers are faced with a more challenging work environment. The challenges are due to having to deal with the unpredictability of the opening of the school, the erosion of the start and finishing times, the inaccessibility of accommodation and resources, and difficulties in providing outreach support for the most vulnerable students. While it is accepted and understood that safety and security are prioritised, a plan should be developed and put in place, to ensure that the teachers are facilitated to do their work without impediment, for as much of the school day as possible.</p>	<p>Accepted</p>	<p>Additional Hours have been allocated to alleviate staff shortages pending the recruitment of additional staff in 2023.</p> <p>The Irish Prison Service will monitor and audit the application of these additional resources for improvements in opening times and access to person in custody services and provide periodic reports.</p>	<p>Human Resources Care and Rehabilitation</p>	<p>Q3 2023</p>
<p>IPS HQ Recommendation 14: (EDWT14)</p>	<p>It is recommended that further access to technology for learning should be provided for students in their cells. IT is currently being used successfully as a learning tool in prisons in other jurisdictions, this experience could be researched by IPS and ETBI as a potential support to implementing this recommendation.</p>	<p>Accepted</p> <p>An MOU was agreed with City of Dublin ETB and IPS in October 2022 on in-cell learning using the prison TV channel. CDETB learning content (e.g. History, English, and Spanish) is broadcast in the 6 Dublin prison schools, 7 days a week, afternoon and evening time and during the school holidays. Workbooks are completed by learners in their cells. Once workbooks are completed satisfactorily, credit is given by the teacher on the learner’s academic record.</p> <p>IPS have agreed to the use of MS Surface devices in education.</p>	<p>Review and embed blended in-cell learning in Dublin prisons.</p> <p>Memorandum of Understanding to be developed for other ETBs for blended in-cell learning.</p> <p>Develop a policy on the technology that will be used in the schools.</p> <p>The roll out of MS Surface devices is expected by 2Q 2023. Roll out WIFI access in schools and libraries.</p> <p>Innovation and embracing technology will form a central part of the next Irish Prison Service Strategic Plan to be published in 2023.</p>	<p>Educational Training Boards Care and Rehabilitation</p>	<p>Q4 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>IPS HQ Recommendation 15: (EDWT15)</p>	<p>The schools included in this thematic inspection of education and their respective prison management teams, with the assistance of the CDETB, should work more closely together to further align the educational and training programmes with the needs of the students and requirements of prospective employers.</p>	<p>Accepted</p> <p>Meetings with Head Teachers are held quarterly to further align the educational training programmes with student’s needs.</p> <p>The Irish Prison Service will work more closely together with key stakeholders to further align programmes with the needs of students and requirements of prospective employers. The Building Bridges Programme in 2023 will build on the well-established infrastructure already in place between the Education and Training Boards and the Irish Prison Service to both expand and improve on outcomes for learners.</p>	<p>Increased engagement with IASIO, Solas and other services on employer requirements. The <i>Working to Change Strategy 2021 – 2023</i> supports employment options for people with convictions to remove barriers that make progression challenging.</p>	<p>Care and Rehabilitation</p>	<p>4Q 2023</p>
<p>Recommendations: Wheatfield Prison</p>					
<p>Wheatfield Recommendation 1: (WFEDWT1)</p>	<p>The Governor of Wheatfield Prison should take all necessary action to guarantee that all prisoners, in particular young adults and prisoners on protection, are provided with a minimum of five hours of purposeful activity for five days per week, in line with Rule 27(3) of the Prison Rules 2007-2020. Wheatfield Prison should work towards the CPT’s recommended <u>minimum</u> eight hours out-of-cell time for prisoners engaged in purposeful activities.</p>	<p>Partially Accepted</p> <p>The standard Prison Day has been recently reviewed to enhance availability and consistency of service. This aims to improve predictability of opening of the school and accessibility to accommodation.</p> <p>A new Regime Management Plan (RMP) has now been implemented by Wheatfield Management. This RMP prioritises education and work training where possible.</p> <p>In-cell learning in place in Dublin Prisons.</p> <p>In line with the Public Service Agreement Building Momentum 2021 – 2022, the IPS are engaging with Staff Associations regarding the delivery and management of services over the extended prison day [8 am to 8 pm].</p>	<p>Prisons and teachers informed of the standard prison day time requirement for access to service.</p> <p>Constant review of the Regime Management Plan in 2023.</p> <p>The Prison school (CDETB) is offering learning content (e.g. English, Maths, Spanish) to prisoners through in-cell blended learning seven days a week, in the afternoon and evening time and during the school holidays.</p> <p>The Irish Prison Service will give consideration to this recommendation and revert to the Inspector of Prisons in due course.</p>		<p>Q3 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>Wheatfield Recommendation 2: (WFEDWT2)</p>	<p>As recommended by the OIP in 2021, and in line with Rule 110 of the Prison Rules 2007-2020, the Governor of Wheatfield Prison should immediately re-open the library in the main prison and ensure access to all prisoners in that area of the prison on a consistent basis.</p>	<p>Accepted</p> <p>The library on the East Division is fully opened and the librarian is actively managing stock, prisoner requests and ran a reading pledge in September 2022. Children’s books are in place for prisoners to read to their children on video calls.</p> <p>The library in the main prison has difficulties in opening due to staffing restrictions. Wheatfield prison has worked closely with the Librarian in having a range of leaflets for prisoners for issues and services e.g. accommodation, alcohol / drug addiction, self-help, mediation etc.</p> <p>The library has been painted and Wheatfield prison has started a work training project to create a multi-functional space with a new book storage area, area for prisoner computer work stations and to create a multi-function space that can operate as a Library/Community Hub to accommodate the recreational, information and lifelong learning needs of the prison community as well as being used for group meetings i.e. the red cross etc. Other works planned include new flooring, new purpose built desk and comfortable seating for reading.</p>	<p>The Joint Task Review will take place to examine staffing levels and will also consider the 2022 Local Government Management Agency library review recommendations and draft Service Level Agreement.</p> <p>This includes provision of book stock in areas where persons in custody are unable to visit the library in person.</p> <p>Initiatives identified in column 4 for the library are works in progress during 2023.</p>	<p>Human Resources Care and Rehabilitation Librarian</p>	<p>Q3 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
Wheatfield Recommendation 3: (WFEDWT3)	The Governor in consultation with management in Wheatfield Prison should systematically and strategically identify opportunities for work training certification to be offered to people in custody, with a particular focus on people who do not already have a certification and/or vocational experience (such as young adults).	<p>Accepted</p> <p>Car valeting has been identified as a new workshop. Other initiatives include: Barber shop, embroidery and fabric shop, rolling out of “Clean pass” and “manual handling” training to all prisoners within Work and Training areas. Wheatfield prison also recycles computers for charity.</p> <p>The ISM team in Wheatfield are up to date in all their Personal Implementation Plans and prisoner interviews.</p>	<p>The Irish Prison Service is working to ensure that individuals in custody have access to externally accredited qualifications in work training areas. Certification offered aims to be labour-market tested and recognised by employers to improve employment prospects upon release.</p> <p>Arrangements will be agreed with prisons to include Wheatfield for the commencement of accredited training in ‘production’ areas on a progressive basis in 2023 and priority areas have been identified.</p>	Human Resources Multi-Disciplinary teams Teachers Prisoners	PIPs to be progressed ongoing 2023
Recommendations: Mountjoy Prison Progression Unit					
Mountjoy Prison Progression Unit Recommendation 1: (MJPUEDWT1)	In line with Rule 111 of the Prison Rules 2007-2020, the Governor of Mountjoy Prison should ensure that all prisoners in the Progression Unit have access to a structured programme of training.	<p>Accepted</p> <p>Personal Implementation Plans (PIP) will assist in this regard to identify individual prisoner requirements.</p>	PIP to be developed and reviewed on an individual basis for each prisoner eligible for Integrated Sentence Management.	Mountjoy Integrated Sentence Management Teachers	Ongoing 2023
Mountjoy Prison Progression Unit Recommendation 2: (MJPUEDWT2)	A formal selection process that systematically and strategically identifies opportunities for work training certification should be adopted by the Governor of the Prison. This should ensure rotational engagement with work training for those prisoners who would like to engage, and should be targeted to all prisoners regardless of sentence length. This process should be clearly communicated to prisoners.	<p>Partially Accepted</p> <p>Personal Implementation Plans (PIP) will assist in this regard to identify individual prisoner requirements.</p> <p>Short sentence length do not lend themselves to participating in some education and work and training programmes.</p> <p>The Irish Prison Service provide constructive activities with the aim to identify suitable general crafts and other works for persons in custody with options for short accreditation courses.</p>	<p>Personal Implementation Plans developed and reviewed on an individual basis for prisoners eligible for Integrated Sentence Management.</p> <p>Mountjoy Management commit to piloting rotational engagement for prisoners who would like to engage in Work and Training activities Kitchen and Laundry. Mountjoy management will communicate the process to prisoners and review this rotational arrangement in Q3 2023.</p>	Mountjoy ISM Officers Teachers	Ongoing 2023

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>Mountjoy Prison Progression Unit Recommendation 3: (MJPUEDWT3)</p>	<p>In line with Rule 110 of the Prison Rules 2007-2020, the Mountjoy Prison Governor should ensure that all prisoners in the Progression Unit are able to access library services on a consistent basis</p>	<p>Accepted</p> <p>The loss of a considerable number of staff on a daily basis to cover court escort activity and hospital in-patient and out-patient appointments impacts negatively on the availability of staff to cover all posts in the prison.</p> <p>The Officer in charge of the school opens the library and allows access to prisoners attending school. There are two prisoners trained to operate this service.</p>	<p>The LGMA library review recommendations will be progressed in 2023. This includes provision of book stock in areas where persons in custody are unable to visit the library in person.</p>	<p>Mountjoy Management Care and Rehabilitation</p>	<p>Q3 2023</p>
<p>Mountjoy Prison Progression Unit Recommendation 4: (MJPUEDWT4)</p>	<p>The Mountjoy Prison Governor should expand work training activity and ensure the option of accredited certification is available for people in custody in the Progression Unit, with a particular focus on people who do not already have a certification and/or vocational experience.</p>	<p>Partially Accepted</p> <p>The Irish Prison Service is working to ensure that individuals in custody have access to externally accredited qualifications in work training areas.</p> <p>Certification offered aims to be labour-market tested and recognised by employers to improve employment prospects upon release.</p>	<p>Arrangements will be agreed with prisons to include Mountjoy for the commencement of accredited training in 'production' areas on a progressive basis in 2023 and priority areas identified include</p> <ol style="list-style-type: none"> 1. Industrial cleaning, 2. Laundry, 3. Catering, 4 Waste Management and 5. Gym areas. 	<p>Care and Rehabilitation MJ management</p>	<p>Areas to be commenced in 2023:</p> <p>Q1 2023 Industrial cleaning Q2 2023 Laundry Q3 2023 Catering Q3 2023 Waste Management Q2 2023 Gym</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
Recommendations: Mountjoy Main Prison					
Mountjoy Main Prison Recommendation 1: (MJMEDWT1)	<p>The Governor of Mountjoy Prison should adopt measures as a matter of urgency to increase access to purposeful activity, including work training for prisoners on protection and prisoners in the Medical Unit.</p>	<p>Partially Accepted</p> <p>Demands on resources together with a Victorian-era prison with older facilities curtails ability to provide work training opportunities for all. School and Work and Training closures are directly attributable to prison staff short-falls as a result of the large numbers of officers required to escort persons in custody outside the prison to courts and hospitals.</p> <p>Pending the recruitment of additional staff and will effect from September 2022 additional hours were and will continue to be made available at prison level to support improvements in opening hours and access to services including Work and Training and education services.</p>	<p>Arrangements will be agreed with prisons to include Mountjoy for the commencement of accredited training in 'production' areas on a progressive basis in 2023 and priority areas identified include</p> <ol style="list-style-type: none"> 1. Industrial cleaning, 2. Laundry, 3. Catering, 4 Waste Management and 5. Gym areas. 		<p>Areas to be commenced in 2023:</p> <p>Q1 2023 Industrial cleaning Q2 2023 Laundry Q3 2023 Catering Q3 2023 Waste Management Q2 2023 Gym</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>Mountjoy Main Prison Recommendation 2: (MJMEDWT2)</p>	<p>The Governor of Mountjoy Prison should take all necessary action to guarantee that all prisoners, in particular prisoners on protection, are accommodated with an absolute minimum of five hours of purposeful activity for five days per week, in line with Rule 27(3) of the Prison Rules 2007-2020. Mountjoy Prison should work towards the CPT's recommended <u>minimum</u> eight hours out-of-cell time for prisoners engaged in purposeful activities.</p>	<p>Partially Accepted</p> <p>There are currently a number of separate groups of protection prisoners with complex needs, there is also a number of divisions of ordinary prisoners, and every effort is made to provide all prisoners with as much purposeful activities as possible. However given the demand on staff to carry out court duties and other unplanned activities together with staff shortfalls and limited facilities available it is not possible to currently achieve 5 hours consistent purposeful activity for all prisoners. However, in the context of additional funding assigned to the IPS in 2023 for additional prison staff, we hope to achieve this objective in due course.</p> <p>With regard to the CPT's recommendation of a minimum of eight hours out-of-cell time, the Irish Prison Service will give consideration to this recommendation and revert to the Inspector of Prisons in due course.</p> <p>In line with the Public Service Agreement Building Momentum 2021 – 2022, the IPS are engaging with Staff Associations regarding the delivery and management of services over the extended prison day [8 am to 8 pm].</p>	<p>Prisons and teachers informed of the standard prison day time requirement for access to service.</p> <p>Constant review of the Regime Management Plan in 2023.</p> <p>The Prison school (CDETB) is offering learning content (e.g. English, Maths, Spanish) to prisoners through in-cell blended learning seven days a week, in the afternoon and evening time and during the school holidays.</p>		<p>Q3 2023</p>
<p>Mountjoy Main Prison Recommendation 3: (MJMEDWT3)</p>	<p>As recommended by the OIP in 2021, and in line with Rule 110 of the Prison Rules 2007-2020, the Governor of Mountjoy Prison should ensure the library is consistently open, and that prisoners who do not attend school are facilitated to access library services on a consistent basis.</p>	<p>Partially Accepted</p> <p>The Governor, Mountjoy Prison confirms that the officer in charge of the school opens the library and allows access to prisoners attending school to borrow books. The Governor, Mountjoy has confirmed that there is now two prisoners trained to operate the service.</p>	<p>Book stock will be held on landings as an alternative for prisoners having limited library access. Prisoners will be able to change and loan books from this stock on a consistent basis.</p>	<p>Mountjoy management Care and Rehabilitation Librarian</p>	<p>Q3 2023</p>

No.	Recommendation	IPS Response	Action Required	Action Owner	Timeline
<p>Mountjoy Main Prison Recommendation 4: (MJMEDWT4)</p>	<p>The Governor of Mountjoy Prison should ensure facilitation of certification for prisoners in all work training activities, with particular focus on protection prisoners and prisoners in the Medical Unit who have little to no opportunity to access and achieve vocational certification.</p>	<p>Partially Accepted</p> <p>Prisoners who request protection usually do so for fear of violence or as a result of drug related intimidation. Certified work training activities including laundry, tuck shop, catering and Waste Management which require prisoners to have the flexibility to move freely throughout the prison. For safety reasons it is not possible for prisoners on a protection regime undertake such roles. Personal Implementation Plans (PIP) will assist in this regard to identify individual prisoner requirements.</p>	<p>PIP to be developed and reviewed on an individual basis for each prisoner eligible for Integrated Sentence Management.</p>	<p>MJ management ISM Officers Prisoners Care and Rehabilitation</p>	<p>Ongoing 2023</p>
<p>Mountjoy Main Prison Recommendation 5: (MJMEDWT5)</p>	<p>A formal selection process that systematically and strategically identifies opportunities for work training certification should be adopted by the Governor of Mountjoy Prison. This should ensure equality of opportunity for prisoners with rotational engagement for those prisoners who would like to engage with work training, and should be targeted to all prisoners regardless of protection status.</p>	<p>Partially Accepted</p> <p>Prisoners who request protection usually do so for fear of violence or as a result of drug related intimidation. Certified work training activities including laundry, tuck shop, catering and Waste Management which require prisoners to have the flexibility to move freely throughout the prison. For safety reasons it is not possible for prisoners on a protection regime undertake such roles. Personal Implementation Plans (PIP) will assist in this regard to identify individual prisoner requirements.</p>	<p>PIP to be developed and reviewed on an individual basis for each prisoner eligible for Integrated Sentence Management.</p>	<p>MJ management ISM Prisoners Care and Rehabilitation</p>	<p>Ongoing 2023</p>
<p>Mountjoy Main Prison Recommendation 6: (MJMEDWT6)</p>	<p>In line with Rule 111 of the Prison Rules 2007-2020, the Governor of Mountjoy Prison should ensure that prisoners have access to a programme of training. Given the intention to remove work training, aside from essential work, from the prison, Mountjoy Prison should proactively identify and implement opportunities for sustainable work training initiatives to be brought into the prison through external community engagement and through collaboration with the school.</p>	<p>Partially Accepted</p> <p>It is not intended to remove Work and Training activities apart from essential work from the prison.</p> <p>Priorities have been identified as outlined in (MJMEDWT1).</p> <p>Every effort is made to support prisoners through a variety of work training and education opportunities, Mountjoy collaborate with a number of community organisations.</p>	<p>MJ to continue to progress initiatives having regard to resource requirements.</p>	<p>MJ management Care and Rehabilitation Prison School Work and Training</p>	<p>2023</p>

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Recommendations: Arbour Hill Prison					
Arbour Hill Prison Recommendation 1: (AHEDWT1)	The Governor of Arbour Hill Prison should ensure, in collaboration with the school, that the option of accredited work-training certification is available for people in custody. Focus should be on meeting the needs and requirements of people who may be elderly, or who have already received certification and thus may require intermediate and advanced training.	Accepted	PIPs are developed and reviewed on an individual basis for each prisoner eligible for Integrated Sentence Management taking into account the needs and requirements to include those who are elderly and different educational requirements. The ISM team in Arbour Hill are up to date in all their PIP and CIP plans and prisoner interviews. Work and Training continue to implement initiatives and priorities areas in training and accreditation.	AH management ISM	Ongoing 2023
Arbour Hill Prison Recommendation 2: (AHEDWT2)	In line with Rule 111 of the Prison Rules 2007-2020, the Governor of Arbour Hill Prison should ensure that prisoners have access to a programme of work training. Arbour Hill Prison should proactively identify and implement opportunities for work training initiatives to be brought into the prison through external community engagement and through collaboration with the school.	Accepted	Arbour Hill will continue to identify and implement opportunities for initiatives to be brought into the prison.		Ongoing 2023