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POA HOME & ABROAD

The views expressed in this magazine unless expressly stated, do not represent the views of the POA or the Editorial Board



EDITORIAL

Colleagues,
Welcome to the October edition of the 2015 Prison Officer Newsletter. The front page of this newsletter features a number of photos with topics contained in this newsletter in particular the honouring of Fergus Bolster St. Patrick's Institution. On Sunday 30th August 2015 the POA were represented at the awarding of a Distinguished Service Medal to Fergus Bolster in St. Patrick's Institution. Despite battling a serious illness Fergus was commended in saving the life of a prisoner. The comments of his fellow staff members on the night in question and subsequently recognition of his actions by the Irish Prison Service were highlighted to all present at the awards ceremony. Numerous speakers contributed to a glowing tribute to Fergus with his family and colleagues present. On behalf of the Prison Officers Association I would like to congratulate Fergus on his deserved award. You can see more photos of this event in the Branch News section of this newsletter.

Lansdowne Road Agreement

A meeting of the ICTU Public Services Committee took place on Wednesday 16th September 2015 to deal with the outcome of Ballots from affiliate unions regarding the LRC Proposals, The Public Service Stability Agreement 2013 – 2018, The Lansdowne Road Agreement. As mandated by the membership the POA voted against the agreement. However the Lansdowne Road Agreement has passed due to the aggregate vote of all affiliate unions in favour of the Lansdowne Road Agreement which was negotiated in May 2015 that began the process of reversing pay and pension cuts introduced for staff in the public service since 2008. Main points are

- Most public service staff to receive €2,000 in increased earnings in three phases between January 2016 and September 2017. This to come about through a combination of flat-rate adjustments to the public service pension levy and a partial reversal of pay cuts introduced in 2010.
- The €1,000 pay hike scheduled for 2017 will only apply to those earning less than €65,000.

Portlaoise Environmental Allowance

On Friday 20th February 2015, the Prison Officers Association received notification from the Department of Public Expenditure and Reform that the Union was successful regarding the retention of the Environmental Allowance for all Staff based in Portlaoise Prison, following the Arbitration Boards hearing of the managements claim to have this allowance abolished.

This was very favourable for the POA and in particular the members working at Portlaoise. You will find the Arbitration Boards determination on this matter which was issued to the NEC on the 11th March 2015 in this newsletter with the added clarification that all staff in Portlaoise will receive the environmental allowance. The Portlaoise Branch Committee have been informed of the payment schedule to all members affected by this claim.

Travel and Subsistence

The NEC was informed on the 11th September that there were a number of meetings held with the Irish Prison Service as a result of the Department of Public Expenditure and Reforms instructions to all Civil Service Departments including the Irish Prison Service to implement revised Travel and Subsistence arrangements with effect from Wednesday 1st July 2015. The last bilateral meeting held with the Irish Prison Service on this matter was held on Tuesday 14th July 2015 where it became apparent to the Union that it would not be possible to move this matter forward by way of further bilateral engagements. The Union has therefore prepared a Statement of Claim on this matter for the attention of the Civil Service Arbitration Board. The Statement of Claim has been submitted for their attention through the Staff Side Secretary of General Council.

Thomas Kent State Funeral

On Friday 18th September 2015 the remains of Thomas Kent were removed from Cork Prison to his family's crypt in Castlelyons County Cork. A Guard of Honour made up with staff from Cork and Limerick Prisons lined the route from "Kent's Grave" to the

back of the Prison. Please refer to article and photos in the newsletter.

Spike Island Exhibition

On the 31st August 2015 30 years after the Spike Island riot a permanent exhibition was unveiled by the Mayor of Cork County John Paul O'Shea. This exhibition contains a number of photographs from the Irish Examiner and footage from RTE. Please refer to Spike Island section of this newsletter.

FESSEF

On Saturday 5th September 2015 Prison Officers were part of a parade from the Garden of Remembrance to Trinity College as part of the Frontline Emergency and Security Services Eire Forum. In Trinity College there was an impressive display of each organisation represented under the FESSEF umbrella. I wish to congratulate Paul Kellett Portlaoise for his role as Deputy Coordinator of this event. Please refer to the FESSEF section of this newsletter.

Branch News

I thank the Branches that have contributed to this newsletter but I would encourage more Branches to submit articles for inclusion in the Prison Officer magazine. Please pass on your articles through your Branch Secretary.

Website and Email Access to POA Information

I cannot stress the importance for Members to sign up for information access. Any member who wishes to sign up for Website and Email Access please email admin@poa.ie and an username and password for the Members Section will be issued and your personal email address will be added to the 1,200 other Members who regularly receive updates from Headquarters.

Learning and Development

The Prison Officers Association has participated in the ICTU sponsored Diploma in Learning and Development. Assistant General Secretaries Gabriel Keaveny and Karl Dalton completed this Diploma course in June. Please see page 23 for further details.

Paul Purcell Editor

REPORT OF THE CIVIL SERVICE ARBITRATION BOARD IN RESPECT OF A CLAIM FOR THE REVIEW/ABOLITION OF AN ENVIRONMENTAL ALLOWANCE AT PORTLAOISE PRISON BY THE IRISH PRISON SERVICE (IPS)

SCHEME OF CONCILIATION AND ARBITRATION FOR THE CIVIL SERVICE

Claim

Claim for the review / abolition of payment of an Environmental Allowance at Portlaoise Prison by the Irish Prison Service (IPS).

Terms of Reference

The claim was submitted to the Arbitration Board in accordance with the provisions of the Scheme of Conciliation and Arbitration for the Civil Service.

The claim was considered by the Arbitration Board on 12 November, 2014 and the finding was given on 9 January, 2015.

Background

The origins of the allowance are set out in a Department of Justice, Departmental Council Agreed Report No: 7/1982. The allowance was available to staff at Portlaoise prison in respect of their service in a prison where, for the time being, all or a preponderance of prisoners accommodated there are members of subversive groups. The allowance had been approved for Limerick Prison but was withdrawn as subversives are no longer housed there.

Summary of the Submission Made by the Official Side

The Irish Prison Service (IPS) read the statement of case.

The Official Side advised that the allowance was awarded having regard to three main criteria:

- The work environment experienced by officers in Portlaoise Prison at that time was not one that was normally associated with other prisons and places of detention.
- The abnormal tension and strain which was at the time clearly a permanent feature of working life in Portlaoise.
- Recognition of the fact that there was no rotation on a regular basis of prison officers as between the various prisons

and places of detention that would eliminate the permanency of the tension and strain on staff and families.

The Official Side noted that of the 252 staff currently attached to Portlaoise Prison 87 are detailed for duty on a daily basis with 25 detailed to work in e-block (the subversive wing). The Official Side advised that the working environment had changed considerably over recent years with the number of subversive prisoners reduced from a maximum 163 in 1984 to 48 today; the number of Assistant Chief Officer posts reduced from 5 to 2 posts; static posts reduced from 39 to 10 and night duty posts reduced by 50% and considered that the payment of the allowance was no longer warranted.

It was the case that five times more staff seek to work in the subversive block than any other area of the prison. They noted that Staff are placed on request on e-wing placement on seniority grounds and have remained on placement for more than 18 months and longer than 9 years by choice.

In relation to overt acts of violence numbers had reduced from 19 in 2011 to 8 in 2013 and while no level of staff violence is acceptable Portlaoise ranks among the lowest for assaults with only Arbour Hill and 3 open centres recording less assaults over the last three years. It was noted also that none of the violent incidents referred to were perpetrated by a subversive prisoner.

The Official Side is seeking the termination of the allowance for all officers and confirmed that they had ceased the payment of this allowance to staff being assigned to the Prison during 2010. The allowance currently stands at €0.97 per week and is paid to 150 staff at a cost of €50,000 annually. In response to a question raised by the Board, the Official Side confirmed that staff working in Portlaoise prison do not require any additional training to that provided to their colleagues working in any other prison in the State.

Summary of the Submission made by the Staff Side

The Prison Officers Association (POA) read the executive summary of the counterstatement of case.

The Staff Side consider that subversive prisoners at Portlaoise Prison continue to exert a preponderate or superior influence, excessive power and importance in respect of the working environment and vis-a-vis other prisoner categories and staff resources at Portlaoise Prison.

The Staff Side also consider given the length of time that this pensionable allowance has been payable that there is a sense of permanency attached to it and a formidable case for its application to all members serving in Portlaoise Prison. The Staff Side advised that the compound at Portlaoise had been revamped recently and all military posts had been upgraded and the area specifically allocated for subversive prisoners recently re-opened and revamped with increased security provisions. 'Anti Tiger Kidnapping Gates' have also been installed for the protection of staff and all airspace.

The Staff Side noted a range of relevant precedents in support of the P.O.A.'s position and in particular the attempt by the Official Side of the Defence Forces to terminate the Border Duty Allowance (B.D.A.) in 2009. This allowance was sanctioned by the Department of Finance in 1972 on the condition that: 'it will apply only for the duration of the special arrangements made to cope with the situation in Border areas'. However, the Adjudicator determined that all those in receipt of it up to that date should retain it on a 'red-circle' basis.

The Staff Side also considered Labour Court Recommendation Number 20448 to be pertinent in that...where the recipient of an allowance is expected to continue to perform additional duty or function...it is difficult to see how the total elimination of the allowance can be just Wed and also noted the added complication with regard to pensionability.

REPORT OF THE CIVIL SERVICE ARBITRATION BOARD (continued)

The Staff Side also advised that they had made an immense contribution towards initiatives designed to improve efficiencies and reduce costs in the Prison Service including annual savings of some €30m on overtime, a further €1m under the Croke Park Action Plan and €2.4 m under the Haddington Road Agreement. They also considered that the removal of this allowance could set back the remarkable progress achieved by the service.

Conclusion of the Board

The Board has given careful consideration to the comprehensive submissions from both

sides and the supplementary submissions following the hearing on 12th November 2014 into the environmental allowance paid at Portlaoise Prison and the respective arguments for its termination or continuation,

The Board has arrived at a conclusion that this allowance should remain in force for the present, but should be further reviewed after a period of two years having regard to the circumstances prevailing at that time.

The original agreement did envisage a review in the light of changing circumstances, and while the number of prisoners linked to subversive organizations has reduced significantly, there nevertheless is still an

appreciable number involved, whose presence sustains the unique environment for which the allowance was intended to compensate. It is also one that requires the continued presence of the Defence Forces. Payment of the allowance is contingent on the environmental circumstances prevailing, and the Board does not consider these have changed sufficiently to warrant its termination at this point in time.

The Board also notes that payroll savings have been accomplished in the Irish Prison Service in recent years with the co-operation of the POA.

Letter of Clarification to IPS/POA Portlaoise Environmental Allowance

Dear xxxxxx

The Civil Service Arbitration Board issued its Report on the matter of the continuation of the Environmental Allowance at Portlaoise Prison on 22nd January 2015. The Board found in favour of the POA claim to have this Allowance retained.

Subsequently the Board have been requested to clarify the application of this Allowance as to whom it should be paid.

The Board wishes to determine this matter and clarify that the Allowance in question should be applied to all Prison Officers serving in Portlaoise Prison, and including those more recently appointed to positions there.

The Board have issued this clarification of its Report based on the original submissions provided by the IPS and the POA, and without reference to more recent correspondence received from the parties. The Board so decides.

Chairman

Justice Departmental Council

There was a meeting of the Justice Departmental Council held on Thursday 30th July 2015. The Agenda for this meeting and a copy of the briefing document circulated at the Justice Departmental Council was issued

to the NEC on the 11th September 2015. Current Claims at the Justice Departmental Council are as follows:

- Claim for the application of incremental progression on promotion following a period of acting in a higher capacity in the substantive new grade. *(Bilateral meetings continuing with the Official Side on this matter)*
- Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO TLO positions under the terms of the PSA. *(This claim has been conceded we are currently awaiting confirmation of the specific payment date)*
- Claim for the payment of the appropriate allowance to former Clerical Staff who were reassigned to ACO Training posts in the Irish Prison Service Training College under the terms of the PSA. *(This claim has been conceded we are currently awaiting confirmation of the specific payment date)*
- Claim for the payment of the appropriate allowance to a former Clerk 1 who was reassigned to Chief Officer Training in the Irish Prison Service Training College under the terms of the PSA. *(This claim has been conceded we are currently awaiting confirmation of the specific payment date)*

Revised Code of Discipline: The NEC was informed on the 11th September 2015 that under this agenda item that the Irish Prison Service has forwarded a Complete Revised Draft Code of Discipline for grades

represented by the POA to the Union. The aforementioned document, which was received on Wednesday 30th June 2015, was forwarded to the Union as a result of our longstanding Claim at the Justice Departmental Council seeking a Revised Code of Discipline. The Union has forwarded the document on for the attention of our legal advisors. The NEC was briefed on this matter at the meeting.

Travel and Subsistence

The NEC was informed on the 11th September that there were a number of meetings held with the Irish Prison Service as a result of the Department of Public Expenditure and Reforms instructions to all Civil Service Departments including the Irish Prison Service to implement revised Travel and Subsistence arrangements with effect from Wednesday 1st July 2015. The last bilateral meeting held with the Irish Prison Service on this matter was held on Tuesday 14th July 2015 where it became apparent to the Union that it would not be possible to move this matter forward by way of further bilateral engagements. The Union has therefore prepared a Statement of Claim on this matter for the attention of the Civil Service Arbitration Board. The Statement of Claim has been submitted for their attention through the Staff Side Secretary of General Council. The NEC was briefed on this matter at the meeting.



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Thomas Kent (Tomàs Ceannt)



The motives which drive a young man or woman to take up revolutionary struggle are probably extremely diverse. It may be possible that the words of Yeats may have driven some people to take up arms on behalf of a purely romantic vision of Ireland but it is more conceivable that the motivation was rooted in the reality of their own lives and the lives of their people. What is certain the volunteers of 1916 made a considered and earnest decision to take this particular path and fate that followed rather than to answer the call of Redmond and participate in the Great War. The typical Volunteers were sincere, patriotic, honest men with a vision of a better Ireland. They took risks and so often sacrificed their lives for their principles. They were unselfish men fighting for a just social system and abolition of poverty as testified by the Proclamation of 1916. The type of country that most Volunteers envisioned was one in which the legal structures would

be directed to social justice for all not just the few, the provision of good housing and equality for all especially in the area of education and equal opportunity for all. In short the type of Ireland sought was a nation united in democracy with a just social and economic system that served the people rather than subjects destined to serve the economy of the ruling class.

The Easter Rising of 1916 owed its origins to the Fenian movement of the second half of the nineteenth century. This movement also known as the Irish Republican Brotherhood (I.R.B.) was founded by John O'Mahony in the United States in 1858 with the aim of liberating Ireland from British rule through the force of arms. The uprising of 1867 was a disastrous failure but despite this the I.R.B. continued the struggle. In the years before the First World War much of this work was carried out by Thomas Clarke his work made easier by the creation of a number of nationalist organisations such as the Gaelic League and the Gaelic Athletic Association. This inspired a spirit of Nationalism among many of the Irish people. Events in the north of Ireland where militant Unionists pledged to fight Home Rule led to the formation of the National Volunteers on 25th November 1913. The I.R.B. used the opportunity to infiltrate the organisation and set up a secret army within the Volunteers. They did this without the knowledge of Eoin MacNeill the head of the National Volunteers. In 1914 Ireland was granted Home Rule, though with partition but

it was placed in abeyance for the duration of the War. It was for this reason that Redmond supported recruitment for the British army. The National Volunteers split over the Home Rule party's decision to support recruitment for the British war effort and the deferment of Home Rule following the Curragh Mutiny (where establishment Unionist will was imposed on British Government by non-democratic means by British Army Officers with Unionist Sympathies). The Republican element founded the Irish Volunteers and began to plan for an uprising. This was carried into effect during Easter Week 1916.

Thomas Kent was born into a prominent Nationalist family on 29th August 1865 who lived at Bawnard House, Castlelyons, Co. Cork. Kent and his brothers were prepared to take part in the Easter Rising and were among the nationalists who stayed at home after the Irish Volunteers leader Eoin MacNeill infamously countermanded orders to stage a Rising on Easter Sunday 1916 before it eventually went ahead on the Monday 24th April. On Saturday 29th April Pearse surrendered to the British.

The R.I.C., despite the Rising being largely limited to Dublin, were sent to arrest well known sympathizers throughout the country including but not limited to, known members of the Irish Republican Brotherhood, Sinn Féin and the Irish Volunteers on the 2nd May 1916. When the Kent residence was raided they were met with fierce resistance from Thomas and his brothers Richard, David and William. A gunfight lasted for four hours in which an R.I.C. officer Head Constable William Roe was killed and David Kent was seriously wounded. Eventually the Kents were forced to surrender. Thomas' brother, Richard made a last minute dash for freedom but was fatally wounded.

Thomas and William were tried by court martial on the charge of armed rebellion. William was acquitted, but Thomas was sentenced to death and was executed by firing squad in Cork on 9th May 1916. He was buried near where he fell in Cork Prison formally the Military Detention Barracks. He was 51 years old and unmarried. David Kent was brought to Dublin and was charged with the same offence, found guilty and sentenced to death. His sentence was commuted and he was sentenced to five years penal servitude.





Often referred to as the "forgotten patriot" he was one of only two men executed outside of Dublin; the other being Roger Casement who was hanged in London. Kent also lends his name to Cork City's train station. The former army married quarters to the rear of Collins Barracks Cork are named in his honour. There has been a remembrance ceremony for his family and supporters by Army personnel, and, after the handover of the detention barracks to the prison service, by Prison Officers on an annual basis for this patriot. Because of the nature of the role of the Prison, this ceremony, had its

restrictions in bringing the Kent name to the public as much as he deserved. In June 2015 his remains were exhumed, and he was given a state funeral in Castlelyons on 18th September 2015 involving Army and Prison Service under auspices of the Dept. of An Taoiseach. Prison officers were drawn from Cork Prison and Limerick Prison.

His family have stated that his re-interment will ensure that he will finally be at rest with his brothers and other family members in Castlelyons. An Taoiseach has added that the funeral will ensure that Thomas Kent is never again

described as a forgotten leader of 1916. Those executed after the rising were

The signatories of the Proclamation of the Republic; Patrick Pearse, Tom Clarke, Thomas mc Donagh, Joseph Plunkett, Éamonn Ceannt, Seán Mac Diarmada, James Connolly And also for their role in the rising; Ned Daly, Willie Pearse, Michael O'Hanrahan, John MacBride, Michael Mallin, Con Colbert, Seán Heuston, Thomas Kent, Roger Casement.

Neil Collins-Powell
Limerick Prison.

Thomas Kent Lying in State St. Michael's Garrison Church Collins Barracks Cork



Tomàs Ceannt - The Funeral

On the morning of Friday 18th February 2015 the State Funeral of Thomas Kent took place. It will live long in the memories of Prison Officers from Cork and Limerick Prisons. The Guard of Honour was resplendent and great credit must go to all involved. Mr Stephen Delaney, President and Mr Paul Purcell, Information Officer, represented the POA at this State Funeral. Great credit is also due to Sean O'Boyle, Brian Martin, Jock McKenzie and the Prison Officers who travelled from Limerick Prison who made this a memorable event. Thanks also to Mick Deegan who came from Dublin to play the pipes at the graveside. Special mention also to the Cork Prison Choir who performed magnificently in Castlelyons Church for the Funeral Mass. Well done to all.





SPIKE ISLAND

On Monday 31st August 2015 the Mayor of Cork County John Paul O'Shea formally opened an exhibition of the 1985 riot on Spike Island. With the help of the Irish Examiner and Cork County Council a series of photographs and a news bulletin of the riot will be on permanent display. Tom O'Neill Manager and Finbarr Cole Assistant Manager of Spike Island welcomed invited guests to the opening and to tour the island. An informative briefing was given to all outlining the history of the island up to present day. There were a number of Prison Officers who were on duty on this day 30 years ago present at the opening.





LIMERICK

Boston March 2015

In March of this year I travelled to Boston to join a group from the International Police Association (Ireland section). I was invited to join the group by Garda Liam Niland who has been a great friend for over 15 years. I was met in Logan airport by Trooper Mike o Connor, Lt James Devlin and Major Danny Risteen all from the Massachusetts State Police. These men were to be our hosts for the week long trip. Having settled in to our hotel and met up with the rest of the group we were wined and dined by our hosts.

On Sunday March 15th our group took part in the South Boston St Patrick's day

Parade. It will forever be one of my most memorable days. A special thank you to Lt. David Domingos MSP who borrowed my camera and captured many great moments. During the week-long trip there were many highlights and our visit to the State house to meet with State Representative Tim Whelan And the Governor of Massachusetts Mr Charles Baker was one of them.

State Rep . Whelan is a former Marine, Correctional Officer and retired last year as a sergeant with the State Police before embarking on a new career in politics. I wish Tim the very best in his new role. We

also were graciously received by the Mayor Of Boston Marty Walsh in his office and Commissioner Evans at the Boston Police Headquarters.

Many new friendships were made during the week but I would especially like to mention and thank Trooper Michael O'Connor, Trooper Peter Bramante, Trooper Jay Foley, Major Danny Risteen, Lt James Devlin, Garda Liam Niland, Garda Declan o Byrne and last but not least State Rep. Tim Whelan.

Kevin O'Connor
Limerick prison



LIMERICK (continued)



MIDLANDS SOCIAL CLUB

KIDS SUMMER PARTY

The kids summer party took place over 2 days Thursday 6th and Friday 7th August in the grounds of Portlaoise Rugby Club. Large crowds of kids and adults enjoyed themselves with bouncy castles, obstacle courses, horse riding, archery and shooting. The kids camped over night with Fergal Hill giving them a crash course on the skills needed to survive in 'the wild'.



MIDLANDS

Midlands Rusty Ramblers

They say a rolling stone gathers no moss and the same can be said of the Midlands Rusty Ramblers. A change of pace was needed after the extraordinary efforts of the group reaching the summit of Ben Nevis so a trip around the Slieve Blooms was organised. 14 two legged walkers and one four legged walker set off on a lovely day around the 14km Giant's Grave Loop at Cadamstown. In the bright sunshine the walk progressed well and despite "Buttons" drying himself off after his dip where we were eating all went well. It was great to see some new people getting into the spirit of and enjoying hill walking.

In July we did something we probably will try and do more of, a night walk. 7 hale and hearty souls set off to see the dawn from the summit of the tallest peak in the Blackstairs Mountains, Mount Leinster. The weather didn't cooperate, but then again it rarely does for the Rusty's. We set off at 1am and made good steady progress. Having stopped for some refreshments at the old hut we pushed on. Reaching the summit we took shelter in our storm shelter and waited for sun up at 5am.

The dawn broke but unfortunately not in the matter we hoped for. More with a whimper than a roar light broke over Leinster. Still a great sight and as the tired but happy group

made their way back down and home another event had been ticked off the Rusty wish list.

As always the club encourages it's members to break new ground and do things that they can then bring back to the group. So it was when three of our members ventured into the Cooley peninsula. They set out to complete a 19km four peak walk and venture into a part of the country we haven't been before. They returned tired but in good spirits 7 hours later and the sight of them back in Carlingford village was something akin to a scene from an episode of "Last of the Summer Wines".

The big event at this time of year is our annual WildCamp. All 11 participants eventually met up in Cahir, yes Paudie you are getting the blame for timing, and headed towards the Galtee Mountains and Lake Muskry. After trekking in past Lake Muskry to what we call Rusty Lake we made camp. Our tents were put up in the bright sunshine and then we turned our attention to our newest purchase a canvas yurt. This addition to our equipment store make it easy to be all together out of the elements or a place to cook and store gear.

After lunch some scrambling was called for and the bravest and not tired among us set off up a very steep gully. I don't think our

newest member from Mountjoy was quite expecting to do this. We all made it to the top even if we were shown up by a lovely old man out with his dogs rounding up his sheep. I maintain he didn't come up the more difficult way we did but nevertheless with a stick and a pair of jeans he got to the top quicker than us. After a short break we continued along the ridge line and returned to camp a couple of hours later. Food was prepared and some late comers joined us bringing our numbers up to 14. A fire was lit and we settled in for the night. The temperature dipped but we were in good spirits, Jim Beam and Captain Morgan to name but a few.

The morning brought rain to our campsite but we were prepared for all eventualities. Breakfast was consumed with gusto and we started the job of breaking down the campsite and making sure we left no trace. The weather didn't help and as the rain increased a call went up to rescue the gear from the water flooding into our yurt. As we trudged out led by "BrackNav", we encountered what we passed the day before as a stream but now was a sizeable torrent of water. We managed to ford it almost unscathed (did your pack dry out yet Mick?) and made it back to our cars and some dry clothes. Back in Cahir we dried out and had some hot food, laughed at our experience and went on our merry way with WildCamp over for another year. It was great to have staff from PSEC and Mountjoy with us and as always we encourage all staff and family and friends to check us out if you are interested in hill walking or just getting out and doing something different.

We have upcoming events scheduled for the rest of the year and into 2016 so get in contact.

Lastly we'd like to wish godspeed to our chairperson Gerry on his latest adventures on the Camino and anyone else getting out and about.

Derek Hovenden



THE PRISON OFFICERS ASSOCIATION:

Overall Winners 2015 Public Sector Magazine Award

for their Contribution to the Prison Service on behalf of the State

The Prison Officers' Association is for the second year running, the overall winners of the Public Sector Magazine Award for their contribution to the Prison Service on behalf of the State.

President of the Prison Officers Association Mr. Stephen Delaney says, it is a great honor to again for the second year running receive such recognition for the work of the Association and more importantly recognition of the contribution of all our members who work in our Prisons on behalf of the State

Stephen says it is heartening to gain such recognition because not many people are too concerned with what happens behind the walls of our prisons.

Our first award, which we received in 2014, was against a background of economic upheaval and was achieved in a challenging industrial relations climate. This year is no different and while there appears to be some relief on the horizon in terms of modest pay restoration under the terms of the Landsdowne Road Agreement we as an organization and work force continue to face many difficult challenges.

Stephen outlines "unfortunately today, the threat of violence and accusations of mistreatment for Prison Officers is part of the normal working day. In more recent times numerous Prison Officers have been the subject of vicious assaults in the performance of their duties by convicts who act with impunity.

It is for this reason why we have called on our Minister to enact legislation for the purpose of introducing consecutive sentencing for prisoners who assault Prison Officers in the performance of their duties. Prison Officers must be supported and protected by the authorities in the performance of their duties.

"For the future" Stephen states, "It is vital that the Minister and Prison Service Officials recognize that in terms of funding and recruitment it is essential that the Prison Service is supported sufficiently".

Politicians see no votes in prisons but they should realize that without investment in our Prison Service; we will all pay a much higher societal price in the short and long term. You can only generate so much by way of efficiencies before you destroy the very fabric of the service we are supposedly developing.

Stephen says. "The POA is essentially what its members



want it to be – a strong, respected and progressive union. We will continue to represent over 3,250 prison staff for the sole purpose of protecting and enhancing the working conditions of our members which includes all ranks up to and including the rank of Deputy Governor.

We will endeavor to ensure the management and staff side utilize the State's industrial relations machinery for the purpose of dispute resolution as failure to do so will only result in confrontation and a negative workplace which yields no benefit for either party.

For the future, we of course share the guarded optimism of our fellow Trade Unions and hope we are returning to prosperity but with some hard earned lessons which will never be forgotten that will I am sure temper that optimism somewhat.

"As President of the Prison Officers Association I am delighted to accept this award on behalf of all our members who work so hard and make such a vital contribution to our society."

Stephen Delaney, President



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POMAS is a "non-profit" organisation which means it is not about making funds for investors or increasing the bottom line—it is all about the benefits & services we can best offer members now and into the future.

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ST PATRICK'S

IPS Distinguished Service Medal awarded to Medical Orderly Fergus Bolster

Congratulations to Medical Orderly Fergus Bolster

It is rare enough that one gets to see an Irish Prison Service Distinguished Service Medal let alone see someone being awarded one. A memorable air of excitement and happy atmosphere fell upon St. Patrick's Institution when all the staff of St Patrick's Institution joined in the joyful celebrations of one such medal being awarded to Medical Orderly Fergus Bolster on Sunday the 30th August 2015. The Distinguished Service Medal is an award that is bestowed upon a member of staff of the Irish Prison Service by the Director General when an Officer displays gallant performance above and beyond their call of duty. It ranks as one of the highest achievements that can be awarded to an Officer for an achievement in service.

There was a buildup of excitement about the place in anticipation of the award ceremony leading up to the day. Everyone wanted to chip in to give a lending hand and every one acknowledged that this was going to be Fergus' great day. When the day finally arrived the excitement was even more palpable. Guests and staff waited anxiously. Fergus arrived with his family through the gates to a round of applause. The ceremony was held in one of Fergus's favourite location - the staff mess! Following numerous greetings of hand shakes, kisses from the girls and introductions his medal, beautifully encased and presented, was formally awarded by Mr. Fergal Black. Speeches were made by Governors and Governor Kavanagh presented him with 'a memento piece of the prison'. The presentation was followed by a more than generous standing ovation. Flowers were presented to his family. Appetising food was served to one and all and numerous photographs were taken by photographers. Fergus responded by stating that he was 'overcome and very thankful' but strongly emphasised the importance for 'staff to always stick together'.

Fergus Bolster who has a long service



in St. Patrick's Institution deserved the Distinguished Medal Award for his excellence and professional performance when carrying out his duty on the night of the 4th March 2015. On that particular night, in his normal 'cool calm and collected' manner, Fergus responded to a serious life threatening emergency. Ordinarily, any attempt at life rescue is commendable. However, Fergus's experience vis intuition; professionalism and team work with his colleagues; training in emergency first response; clinical assessment and use of technical equipment(

including his hands on technique) in order to sustain and maintain < the adult chain of survival ' model of Cardio -Pulmonary Resuscitation (CPR) practice is what distinguished his performance.

What further distinguished Fergus's performance was his actual CPR technique. In effect the CPR performer becomes 'the heart and lungs ' for a medically compromised casualty. The technique is important. Fergus' technique was evidenced when, in the aftermath, a technician from 'Oxygencare Ltd' downloaded the electronic tracings from the Automated Defibrillator's software (AED) and commented:

" ..Whoever did the CPR had very good technique. Look at the depth, rate and rhythm of the tracings! "

Indeed, during Fergus CPR training his technique is well remembered by his medical colleagues who quipped and joked fondly to Fergus about his 'expert hands - on technique', because he demonstrated how to aptly do chest compressions with one hand while at the same time setting up the AED machine pads with his other hand. It is no surprise that he would be awarded for this.

On an acknowledgement of his performance Fergus was quite humble but when asked what steps he took which might assist others faced with the same challenges he said that he walks he doesn't run and that he always carries his radio and a pocket airway rescue mask. When asked what lessons could be learned he suggested centralising a spare AED for all staff to have greater ease of access in a team based approach as officers assisted Fergus by collecting the AED machine from the surgery.

Fergus has generously offered to share the CPR medical model of care utilised on the night in question for the benefit of the First Responder group training and for the benefit of his colleagues and the service at large.

Mary Keevans

" ..Whoever did the CPR had very good technique. Look at the depth, rate and rhythm of the tracings! "





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FEESEF Display

The Frontline Emergency and Security Services Eire Forum (FESSEF) was formed in 2014 to heighten the public's awareness of the role played by the security and emergency services of Ireland in protecting the safety and security of the citizens of the state and indeed the protection of the state itself. FESSEF held their first National Services Day in September that same year. Building on the success of this event which comprised of a parade from the Dublin Civic Offices on Wood Quay to the Royal Hospital in Kilmainham followed by a display of capabilities in the grounds the second annual event was held on Saturday 5th September.

As with all outdoor events the weather is the biggest concern, a sunny dry day with a temperature of 16° was promised by Met Eireann and this time they delivered!

Approximately 600 personnel from agencies which included the Irish Prison Service, An Garda Síochána, Civil Defence, National Fire Service, National Ambulance Service, Irish Coast Guard, St. John's Ambulance, Irish Red Cross, Bumbulance, RNLI, Customs, Dublin Airport Fire and Police, INUVA, ONET (including combined PDF veterans) turned out in their best uniforms and polished vehicles.

The parade was led by a colour party

from the ONE (Defence Forces Veterans) marching to the pipes and drums of the Prison Serve Band. It started at 10.30am on Parnell Square North, continued down O'Connell Street, over O'Connell Bridge and into Trinity College via D'Olier Street.

The combined Prison Service Guards of Honour were proudly led by Chief Officer Mal Kelly DSM (the most senior man in uniform!!), as one of the event controllers it felt strange to be outside looking in at the Guard of Honour but I was no less proud watching them along with the family members and friends that turned up to cheer them on.



PRISON OFFICER

On arrival in Trinity the parade was dismissed and the display of capabilities provided by all the agencies came to life where they showcased their skills and their use of tactical equipment including rescue, equestrian, and specialist transport etc.

The Dublin Fire Brigade thrilled the crowd with their High Line rescue team where the scenario was a worker fell from the roof and had to be rescued and medically treated while the Fire Fighter abseiled from the roof with a stretcher!

Pat Cosgrove from the Prison Service

Pipe Band devised a plan to impress the crowd, he approached the bands from the Dublin Fire Brigade and National Ambulance Service and after no more than 15 minutes rehearsal (their first time ever to play together) they played a number of tunes on the lawn of Trinity College and gave an amazing performance.

The day finished off with a Gala dinner in Trinity College. An opening ceremony by a Colour Party comprising of all the agencies marched into the grand hall behind a piper. 270 people were in attendance to hear

speeches from Dublin's Lord Mayor Cróna Ní Dhálaigh and the Canadian Ambassador Mr Kevin Vickers praising the work and dedication of our National Service.

Paul Kellett



Diploma in Learning and Development Practice - Developed in collaboration by ICTU & IITD

This year two Assistant General Secretaries from the Prison Officers Association successfully completed the inaugural Diploma course in Learning and Development Practice which was run under the auspices of ICTU with academic accreditation from University College Cork. This course was devised by Congress in partnership with the Irish Institute of Training & Development (IITD), so as to ensure work based training strategies and interventions continue to be innovative and challenging.

It represents an ongoing commitment to academic achievement at a senior level in order to remain up to date on all elements of organisational development. It is also worth emphasising that all National Officers have attained third level accreditation of some description in a variety of areas related to trade union activity.

Programme Organisation, Structure and content

The programme consisted of eight modules and was delivered in a highly participative and practical manner through a combination of work based hours and classroom based hours. A range of learning methods and approaches was used to promote the practical application of theoretical concepts covered. This is a part time programme, delivered over three defined teaching periods through attendance at lectures and facilitated workshop events, self study using dedicated learning materials.



The programme covered key competencies in:

- Learning and Development in Organisations
- Positioning Learning and Development in Organisations
- Designing Learning and Development Activities
- Measuring the Effectiveness of Learning and Development
- Coaching and Mentoring in Organisations
- IT and Social Media in Learning and Development
- Contemporary Developments in Learning and Development
- Becoming a Learning and Development Specialist

Learning Outcomes for Diploma in Learning and Development Practice

On successful completion of this programme, students should be able to outline the remit and span of the role of the Learning and Development specialist within a national and international organization context.

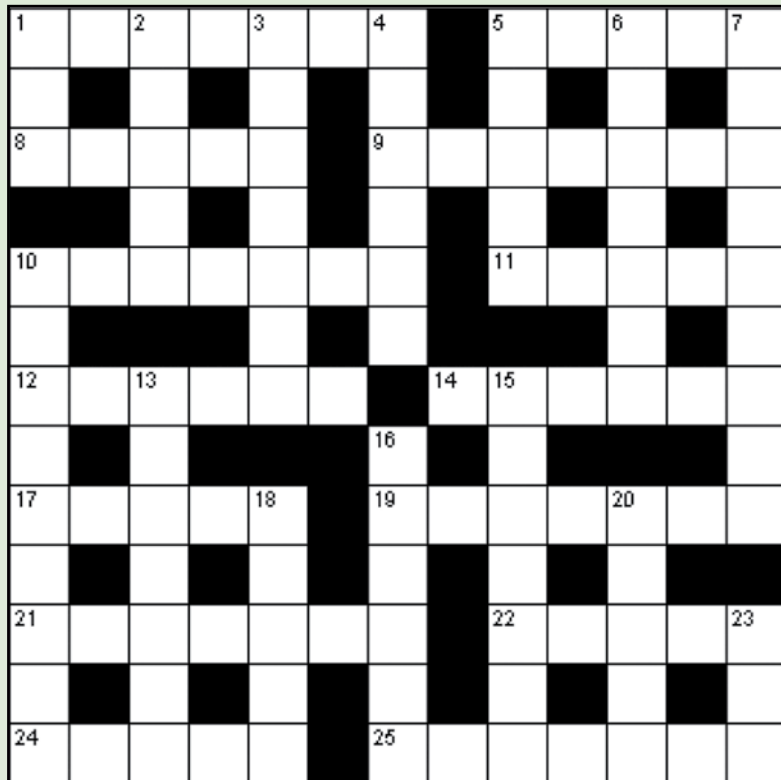
We are also delighted that the POA have a further two representatives commencing the 2015 – 2016 course.



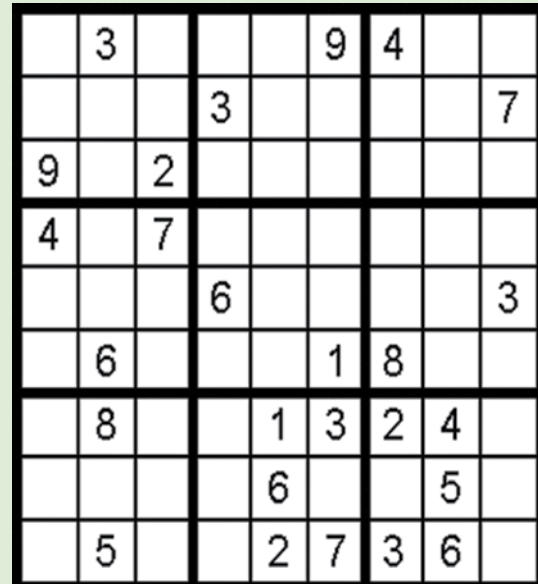
General Secretary ICTU, Patricia King, presenting Karl Dalton and Gabriel Keaveny with their diplomas.

BRAIN EXERCISES

CROSSWORD



SUDOKU



Please send completed Crossword Entries by
Friday 27th November 2015 to

The Editor

Prison Officer Magazine,
18, Merrion Square, Dublin 2.

5 prizes of €25 will be awarded to the winning entries.

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ACROSS

1. Assortment (7)
5. Group of insects (5)
8. Large herbivorous mammal (5)
9. Pagan (7)
10. Unfeigned (7)
11. Ledge (5)
12. Lifted (6)
14. Appraise (6)
17. Notions (5)
19. Fruit (7)

DOWN

1. Chart (3)
2. Inert gas (5)
3. Dissimilar (7)
4. Reverberated (6)
5. Photos (5)

6. Attain (7)
7. Public declaration (9)
10. Decorated food (9)
13. Imprecise (7)
15. Abridge (7)
16. Captured (6)
18. Secret agents (5)
20. Invalidate (5)
23. Conclusion (3)

— WINNERS —

CROSSWORD WINNERS

Ann Whitty	Portlaoise	€25
Ivan Lynch	Portlaoise	€25
Martin Casey	Cork	€25
Gerry Barry	Loughan House	€25
Valerie Byrne	Mountjoy	€25

SUDOKU WINNERS

Sean Freeman	Cork	€25
Martin Casey	Cork	€25
Brian Martin	Cork	€25
Ivan Lynch	Portlaoise	€25
Ann Whitty	Portlaoise	€25

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