

PRISON OFFICER

Issue 4 - March 2014

HEALTH SCREENING FOR ALL IPS STAFF

Dear Members

On behalf of the National Executive Council I am pleased to inform you of the roll out of the Health Screening Programme for all staff which commences on 6th March 2014 in Limerick Prison.

This initiative arose from a motion adopted at Annual Conference 2012 and despite current budgetary constraints we have managed to obtain such a programme at a significantly reduced

cost to Staff. The programme is being heavily subsidised by the Irish Prison Service and the selected provider is CPL Occupational Healthcare who will carry out all Health Screenings on site in your Prison.

The schedule for the roll out is as follows:

- Limerick - 6th, 7th, 10th March
- Cork - 11th, 12th, 18th, 19th March

- Dochas - 24th, 31st March
- Mountjoy, St.Patricks, Training Unit - 25th, 26th, 27th March, 1st, 2nd, 3rd April
- Cloverhill/Wheatfield - 14th, 15th, 16th, 17th April

With regard to the locations above your local Governor and Branch Committee have been appraised on the logistics

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IPSSLA Strategic Plan Launch



Colleagues,
The National Executive Council was informed on the 27th February 2014 that there were two meetings of the Prison Service Sectoral group held since the last National Executive Council meeting which was held on Wednesday 5th and Thursday 6th December 2013. These meetings were held on Monday 13th January and Monday 23rd February 2014 at the IPS Dublin.

The National Executive Council was informed that engagement with the Irish Prison Service and with the Sectoral Chair had continued on a bilateral basis and that there were twenty-three other meetings/engagements on the on-going Transformation Process/HRA that took place since the last National Executive Council meeting.

Sick Leave

The National Executive Council was informed on the 27th February 2014 that on Wednesday 4th December 2013 the Labour Court convened for a hearing on the three issues that were referred back the Labour Court in respect of the Critical Incident Protocol for Public Servants under the new sick leave arrangements. The three issues relate to matters concerning mental health, disability and pregnancy related illness.

Following the Labour Court hearing representatives from the Department of Public Expenditure and Reform confirmed that the new sick leave scheme for Public Servants would not be introduced from 1st January 2014. While they were unable to give a definitive date for the commencement of the new Sick Leave Scheme arising from Labour Court Recommendation No. 20335 the representatives from the Department of Public Expenditure and Reform stated that it was unlikely that the new sick leave scheme for Public Servants could be implemented before middle to late March. **The National Executive Council was informed that DPER had now confirmed that the start date for the new sick leave arrangements is to be Monday 31st March 2014.**

Annual Mass

This year's Annual Remembrance Mass for

deceased members, deceased former members and deceased relatives of members of the Irish Prison Service will be held on Thursday 24th April 2014, St Joseph's Church, Berkley Road, Phibsboro, Dublin 7 at 8.15pm. Mr. Billy Collins (ACO Cork) RIP will be especially remembered at this mass as Mr. Collins passed away since the December edition of the magazine. May he rest in peace.

Revised Eligibility Criteria for Promotion in the Civil Service

The Irish Prison Service has been advised by the Department of Public Expenditure and Reform of revised eligibility criteria for the promotion of staff in the Civil Service.

Background

In July 2011, the Commission for Public Service Appointments (CPSA) issued a report in respect of eligibility criteria for promotion of Staff in the Civil Service. The CPSA report recommended that:

"In establishing eligibility criteria for promotion to positions in the Civil Service, the Minister for Public Expenditure and Reform should remove any criteria that may prevent civil servants with the requisite skills, experience and attributes from applying for promotion positions".

The implementation of the CPSA Report was considered by the Official and Staff Sides at a sub-committee of General Council. Agreement between the parties on the arrangements to apply in future promotion competitions was recorded at the General Council Meeting of 27 November, 2013.

Future Promotion Competitions

Previously, eligibility for internal and inter-Departmental promotion was generally based on a defined period of service in the grade immediately below that of the post to be filled.

In future the relevant job descriptions and person specifications which will apply to promotion competitions will set out:

- the purpose and deliverables required for relevant positions or grades; and

- the experience, knowledge and skills required of a candidate to be deemed suitable for consideration for appointment to the position or grade.

This will ensure that the pool of suitably qualified candidates competing for promotion roles is not restricted on the basis of their current salary band or stream, where a post is to be filled by way of promotion.

Please note that while eligibility for promotion competitions will no longer be restricted to service in particular grades, the requirement that those participating in promotion competitions must have two or more years' service in the Civil Service remains.

In addition, in accordance with the provisions of the Protection of Employees (Fixed Term Work) Act, staff serving on fixed-term contracts may compete for promotion in the same way as the comparable permanent employee, providing they meet all eligibility requirements. This means that fixed-term workers are eligible to compete if they have 2 years or more service, either continuously or in aggregate, in the Civil Service. Periods of temporary service in the eligible grades may be aggregated for eligibility purposes.

The Irish Prison Service will implement the approach outlined in future competitions where relevant, i.e. where promotions are to be used to fill posts. The promotion circulars issued will set out the experience, knowledge and skills required for the particular role advertised under essential and desirable requirements.

Essential requirements will be the experience, knowledge, and skills that candidates MUST possess for the role. These essential requirements must be demonstrated by candidates in the application form as if they are not present, applicants will not be considered for further progression in the competition. In addition, all candidates applying for promotion within the Irish Prison Service must have at least 2 year's aggregate service in the civil service to be eligible.

Paul Purcell, Editor

HEALTH SCREENING FOR IPS STAFF

CONTINUED FROM FRONT PAGE

and operational requirements for the smooth roll out in your institution with all appointments to be made through your local detail office. Time slots will accommodate all shift patterns, including early morning starts. Online questionnaire is to be completed in advance of your appointment (hard copies available on the day if necessary). Each health screening will be 20 minutes in duration and no fasting is required. All screenings will be carried out by a team of experienced nurses. A detailed report will be issued to you within two weeks (electronically or by post if necessary). All personal information will be kept strictly private, confidential between you and CPL Healthcare and stored in accordance with Data Protection legislation. Only generic statistical reports will be made available to IPS.

CPL Healthcare have advised and confirmed the following:

The screening will provide each candidate with their critical numbers which are indicators into their overall health and well-being. These indicators highlight the risks of developing diseases such as cardiovascular (heart disease) and type 2 diabetes.

The screening will include the following tests:

- blood pressure, body mass index, urinalysis and a full blood screen.

Some of the main blood tests included in the screen are:

• Liver function test

This range of tests assesses the

functions of the liver. In many cases abnormal levels are due to transient illnesses, medications and/or alcohol consumption. If abnormal levels persist further testing can be done to identify possible causes.

• Lipid Profile

Lipids are fats that are present in the bloodstream. They can be ingested in the diet and are also manufactured by the liver. Lipid profiles are checked to assess Cardiovascular Risk (risk of heart attack, stroke etc.). Total Cholesterol, LDL and Triglycerides are considered harmful fats and levels should be kept below target values. HDL Cholesterol is considered a good fat and levels should be kept above target values. Elevated cholesterol may be due to a number of factors including diet, family history, other medical conditions, medications etc. If your cholesterol levels are elevated your doctor can do some routine tests to outrule secondary causes. Diet and lifestyle modification can improve cholesterol levels and in some cases cholesterol lowering medication may be required.

• Glucose

This test determines if your blood glucose level is within a normal range. Blood glucose levels can be used to test for Diabetes Mellitus and pre-diabetes. In most cases 2 separate blood samples with elevated glucose levels (or a single elevated blood glucose in addition to an elevated HbA1c) are required to make a diagnosis of diabetes or pre-diabetes. Blood glucose levels may also be elevated due to medications or secondary to other medical conditions and further tests may be necessary.

• Full Blood Count (FBC)

The Full Blood Count is one of the most common tests performed in laboratory medicine as it allows for an assessment of the quantity and quality of Red Cells, White Cells and Platelets, vital blood components which are made in the bone marrow.

Haemoglobin (Hb) is contained within red cells and carries oxygen from the lungs throughout the body. Anaemia or a low Hb concentration is quite common in General Practice. Anaemia has many causes including nutritional deficiencies, inherited Hb variants such as sickle cell disease and rarer primary blood disorders. A combination of haematology and biochemistry tests can usually reveal the underlying cause of a newly detected anaemia. An inappropriately raised Hb is relatively rare but can be due to medications, hormonal imbalance or primary blood disorders.

There are several types of white cell, the most common being neutrophils which protect us against bacterial infection. Raised or lowered levels of these various types of white cells can clarify the severity of an infection. Equally, primary haematological diseases such as chronic lymphoproliferative disorders are often first detected on routine FBC screening in an older population.

Platelets, in conjunction with clotting factors, protect us against bleeding when blood vessels are cut open. Platelets can be low due to lack of production or increased clearance from the bloodstream.

If the FBC reveals reduced or elevated numbers of a particular cell type, a blood film is made. This is a smear of blood on

HEALTH SCREENING FOR IPS STAFF *(continued)*

a glass slide which is examined under a light microscope. Such an examination provides useful information about the appearance of the cells and whether referral to a haematologist is require.

Following the health screening each candidates results will be reviewed by CPL Health Check team of Doctors and following this review the candidate will receive a traffic light system report which is colour coded for easy interpretation.

This will then be followed on by a phone call from one of our Occupational Health Advisors to discuss any abnormal results and the appropriate action to be taken.

Operation support group and PSEC staff are requested to liaise with their local prison details office regarding their application form and the scheduling of appointments. Site visits for other institutions will follow over the following weeks. You will be notified well in advance of the relevant dates for your Institution. The cost of the plan for each participant is 40 euros which will be deducted at source over four paycheques.

Application forms for those wishing to participate will be available from your Detail Office.

Should you require any further assistance please contact your local Branch Committee.

Yours sincerely

On behalf of the Prison Officer's Association

Stephen Delaney,
President



Health Screening Campaign

Cpl Occupational Healthcare in partnership with the Irish Prison Service is coming to your workplace soon to carry out individual health screenings.

Know
Your
Numbers 

What are your numbers?



These are your critical indicators that give insight into your overall health and well being.



They highlight your risks of developing diseases such as cardiovascular and type 2 diabetes.



Included in these numbers are your blood pressure, body mass index, urinalysis, full blood count, urea and electrolyte, cholesterol HDL and LDL levels, glucose test, liver profile and triglycerides.



Cholesterol is broken down into your good HDL levels vs. bad LDL levels

What are the benefits?



Early warning - opportunity to identify and address any existing or potential health issues.



Full laboratory blood analysis included.



Each result on this report will be colour coded for easy interpretation.



Convenient 20 minute appointments.



Individual detailed report issued within two weeks.



Follow up consultation to discuss your results and advise accordingly.



Health Screenings carried out by our experienced practice nurses on site.



Normal



Abnormal



Very Abnormal

What can I expect?



Notification from IPS and Cpl OH in advance of the available screening days.



Online questionnaire to be completed in advance of your appointment (hard copies available on the day if necessary).



Detailed report issued to you within two weeks (electronically or by post if necessary).



Your appointment will then be coordinated by you through your manager/Detail.



Each health screening will be 20 minutes in duration.



€40pp deducted over 4 paycheques. (€10 net per paycheque).



Time slots will accommodate all shift patterns, including early morning starts.



No fasting required.



All results are confidential between Cpl Occupational Healthcare and you.



You will receive communication confirming your appointment and other relevant details.



These screenings are carried by our team of experienced nurses.

Know Your Numbers.
Know Your Risk.
Know Your Health.



IPSSLA STRATEGIC PLAN LAUNCH

The IPSSLA Committee welcomed the Governors, Directors and the POA National Officers to the launch of their 5 Year Strategic Plan in Brian Stack House, Portlaoise on Wednesday 26th February 2014. Mr. Paul Dunne welcomed all and invited Mr. Michael Donnellan Director General IPS and Mr. Declan Mullally Vice President POA to speak before Ms. Qona Monahan outlined the 5 Year Strategic Plan. Qona then invited Mr. John Treacy Chairperson Irish Sports Council to say a few words. Mr. Treacy was delighted to be invited to this event as he outlined his past exploits on track and field. Mr. Treacy also outlined the importance of a healthy work force and congratulated the IPSSLA for their endeavours to date and wished all involved every success in the future.



Cork Prison-Long Distance Events

Ultra runner Elaine Keaty set the bar high when she completed the Clonakilty Ultra in December. A marathon is an amazing achievement but to contemplate an ultra event is something special. It requires real strength and determination and this was not found lacking on this occasion. Elaine a veteran of many international marathons over the last decade chose home soil to complete the ultra distance with the help of husband Noel this feat was achieved. Unfortunately the out rider had to overcome some major obstacles on route to the podium area. Just before tea time on race day the t-shirt was on display by its proud owner. For many this would be an achievement of a lifetime and one not to be repeated but not for this girl who had been bitten by the bug. In the cold light of day the mention more daring tasks lay ahead. The Arth O'Neil challenge was mentioned, an event barely heard of by most ordinary

people, however it was not long before the details of this event was outlined and it was soon becoming a reality. There was doubt in the minds of many, this would remain to be seen. It was learned that the challenge would be a 30 mile track through the mountains under the hours of darkness as done by the convict Arth O Neill many years ago. Let the games begin, this was all about survival....We are delighted to report that Elaine completed this amazing event in just under 10 hours in late January and was part of an elite group of less than 200 that completed the task. While this was an individual effort many helped along the way, army man and ultra runner Willie Walsh assisted on long training runs, Sean Freeman experienced hill walker gave valuable advice on tracking and equipment while ex ranger Billy Bourke lay down the basics of survival. Well done to Elaine and we look forward to following her future activity's.





LIMERICK PRISON MERIT AWARD PRESENTATION

The Limerick Prison Merit Award presentation took place in Limerick Prison on Thursday 30th January 2014. Mr. Pat Dawson Governor of Limerick Prison welcomed all to the magnificent setting in the gym hall which was transformed on the night. Mr. Michael Donnellan Director General IPS and Mr. Stephen Delaney President POA both spoke about the Merit Award Scheme and honoured the successful recipients in Limerick in particular those receiving Distinguished Service Medals.

Special mention to Mark Kennedy for transforming the hall on the night also to Mick Flannery for all his hard work.

The fantastic meal on the night was a credit to the catering staff of Mick O Connor, Gerry O Dwyer, Joe Morrissey, Christy Hogan and Peter Doyle,

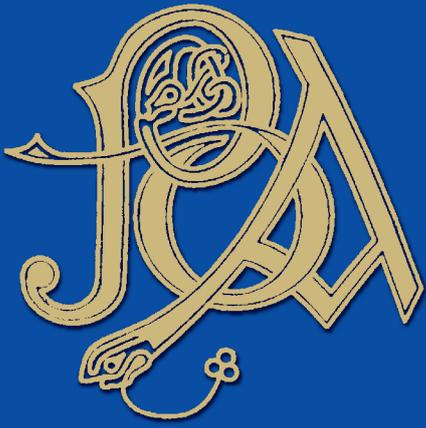
Kevin O Connor transformed B1 with his display of memorabilia associated with being a Prison Officer and it was great to see the families take great interest and especially the kids who asked Kevin many questions. Kevin was also on hand to take many photographs on the night.

It was great to see Prisoner Officers being recognised for the difficult job we do and also for families to be able to share in the occasion.

Many thanks to Governor Pat Dawson and all involved for making this such a memorable occasion.



THE PRISON OFFICERS' ASSOCIATION



Annual Mass 2014

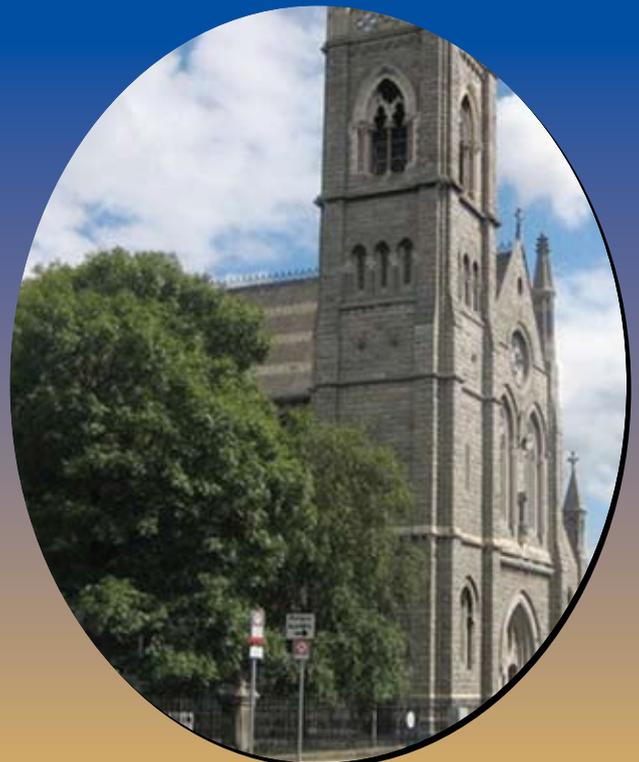
REMEMBRANCE MASS FOR DECEASED
MEMBERS, FORMER MEMBERS AND
FAMILIES OF THE IRISH PRISON SERVICE

8.15 pm on Thursday
24th April 2014

**St. Joseph's Church,
Berkeley Road, Phibsboro,
Dublin 7**

Serving members who passed away
during the past twelve months will be
especially remembered

Light Refreshments will be served
after the mass in Millmount House,
Drumcondra, Dublin 9



PRISON OFFICERS' ASSOCIATION

ADVANCED TRAINING COURSE

Bloomfield House Hotel, Mullingar, Co. Westmeath

February 5th, 6th & 7th 2014

Facilitated by: Prison Officers' Association

TUTORS:

Mr Kevin Foley	Director of Conciliation Service - LRC	Mr Gabriel Keaveny	Prison Officers' Association
Mr Liam Bernie	Industrial Officer - Public Service - ICTU	Mr Tom Delaney	Prison Officers' Association
Ms Margaret O' Brien	Tutor - SIPTU Training College	Mr Billy Hannigan	Deputy General Secretary - PSEU
Mr David Joyce	Equality Officer - ICTU	Mr Mark Solon	Pensions Advisor, Cornmarket
Mr Frankie Waters	Senior Law Lecturer - DKIT	Ms Liz Donovan	Irish Prison Service Training College
Mr John Clinton	Prison Officers' Association	Mr Mark Farrelly	Irish Prison Service Training College
Mr Jim Mitchell	Prison Officers' Association	Mr Gerry Malone	Staff Side Secretary of General Council
Mr Karl Dalton	Prison Officers' Association		

DAY 1 5TH FEBRUARY 2014

10:30 am	Registration	2:00 pm	Conciliation & Arbitration Scheme Billy Hannigan, PSEU (30)
10:45 am	Introduction Stephen Delaney (30)	3:30 pm	Tea/Coffee
11:00 am	Induction and Background Karl Dalton, Gabriel Keaveny (30)	3:45 pm	Future Strategy of Congress Mr Liam Bernie, ICTU (30)
11:45 am	Sick Leave Jim Mitchell, Tom Delaney (30)	4:45 pm	General Council Gerry Malone (30)
12:30 pm	Lunch	5:15 pm	Finish
1:15 pm	Dignity at Work Gabriel Keaveny (30)		

DAY 2 6th FEBRUARY 2014

9:30 am	Negotiations Ms M O Brien, SIPTU (Class 1)
	Pensions Presentations Mark Solon, Cornmarket (Class 2)
11:00 am	Tea/Coffee
11:15 am	Negotiations Ms M O Brien SIPTU (Class 2)
	Pension Presentations Mark Solon, Cornmarket (Class 1)
1:00 pm	Lunch
2:00 pm	Labour Relations Commission Kevin Foley (30)
3:45 pm	Tea/Coffee
4:00pm	Employment Law Frankie Watters (30)
5:30pm	Finish

DAY 3 7th FEBRUARY 2014

9:30 am	Human Rights IPS Tutors (Class 1)
	Equal Opportunities Mr David Joyce, ICTU (Class 2)
11:00 am	Tea/Coffee
11:15 am	Human Rights IPS Tutors (Class 2)
	Equal Opportunities Mr David Joyce, ICTU (Class 1)
12:45 pm	Lunch
1:30 pm	Haddington Road John Clinton (30)
3:00pm	Overview of Course
3:30pm	Course Evaluation
3:45pm	Final address
4:00pm	Course Ends

ATTENDANCE

Arbour Hill:	Derek Hynes, Dave McGrath
Castlerea:	Rossa O'Regan, Chris Dalton
Cloverhill:	Alan Holbrook, Ray Murtagh
Cork:	Robert Dempsey, Matt Marnell
Dochas:	Tracy Melia, Claire McGovern
Limerck:	Aidan O'Mahony, Liam O'Sullivan
Loughan:	Jimmy Donovan, Paul Geraghty
Midlands:	Tony Power, Brian Lonergan
Mountjoy:	Terry Goodson, Des Cunningham
Portlaoise:	Noel Fleming, Paul Murphy
PSEC:	Colm McAuley, Declan Purcell
Shelton Abbey:	Liam Hayden, Declan Jordan
St. Patrick's:	Ger O'Loughlan, Geraldine O'Neill
Training Unit:	Richie Kenny, Will Danaher
Wheatfield:	Philip Nolan, Trevor Ryan

GROUP 1

GROUP 2

Derek Hynes	Dave McGrath
Rossa O'Regan	Chris Dalton
Alan Holbrook	Ray Murtagh
Robert Dempsey	Matt Marnell
Tracy Melia	Claire McGovern
Aidan O'Mahony	Liam O'Sullivan
Jimmy Donovan	Paul Geraghty
Tony Power	Brian Lonergan
Terry Goodson	Des Cunningham
Noel Fleming	Paul Murphy
Colm McAuley	Declan Purcell
Liam Hayden	Declan Jordan
Ger O'Loughlan	Geraldine O'Neill
Richie Kenny	Will Danaher
Philip Nolan	Trevor Ryan

NATIONAL OFFICERS

John Clinton	Stephen Delaney
Jim Mitchell	Declan Mulally
Gabriel Keaveny	Tom Delaney
Karl Dalton	Paul Purcell

CORK PRISON ATHLETICS



David Levy, Brian Cotter, Seamus Cahill and Eddie Byrne at the FMC 4 mile road race in January.

Dungarvan 10

Dreadful weather conditions over the last couple of months has hampered many events not to mention training opportunities however competitions go ahead. In the Dungarvan 10 some of the fair weather runners stayed at home. One of the first 10 mile events of the year, it was really a battle against the elements, rain, wind and hail stones. Winter training paid off here, Tony Landers representing his Club Clonmel AC achieved a PB here despite conditions. Seamus Cahill and Sean Freeman found the going bit though and would prefer the more sunnier conditions. Eddie Byrne on the back of some light early season training finished comfortable. Great run by Finbar Dwyer well inside the hour mark and finishing with the top runners.

The Ballycotton 10

The Ballycotton 10 probably regarded as one of the top 10 milers in the country. This was held in early March under ideal conditions



Tony Landers race number 117 in action at the Dungarvan 10 mile road race.

,with over 2500 runners taking part, many clubs were represented here. Finbar Dwyer continues his good form with a sub 60mins giving a top 30 finish, Brendan Mc Grath finished in the mid 60. Seamus Cahill and Eddie Byrne both finished comfortable after running most of the race together. Mick Dooley and Sean Freeman now almost veterans of this event picked up their souvenir mugs and between them have close on to 50 appearances in this unique event.

Local Events

The Bhaa Inter Firms events are in full swing with representation in all events so far. For the first time it was great to have a ladies team out, better known for their moves on the playing fields, Norma Nyhan and Sarah Ryan were delighted with their first competitive outing in the **Jannsen 4 mile** event. In the **Bord Gais 5k** Don Keohane, Brendan McGrath and Mick Dooley were surprise team winners here. The next event here is the UCC 10k on the 30th March.



Norma Nyhan, Tom O'Neill, Willie Gould and Sarah Ryan at the Jannsen 4 mile road race.

DATES FOR YOUR DIARY

Some dates to note **June 24th IPS Dublin 5k**, Phoenix Park, organised by Dublin prisons officers under Bhaa rules and open to all firms. **July 14th IPS Cork 5k**, Lee Rowing Club, Cork City, organised by Cork Prison Officers and Cork Gardaí and open to all firms under Bhaa rules.

It is also intended to hold an inter prisons event throughout the year. No date has been fixed for this event.

Other events to note

Cork City Marathon on June 2nd which hosts the inter services championships, events include full marathon, half marathon and marathon relay event which consists of teams of 2 or up to 5 people. All events are run simultaneously over the same route.

Great Limerick Run on May 4th, which consists of 6 miles, half marathon, marathon relay and full marathon. A large number of over 30 Limerick Staff took part in this event last year.

European Cross Country Championships, while the future of this event is not in any doubt it is unsure if this event may go ahead this year or if there is any country available to host it. This is primarily due to the fact that team Scotland withdrew and the next country available did not have enough advance notice to apply for funding.

The above dates are the main events that prison staff are directly involved in, however there are numerous club and charity events that take part throughout the year and all prison staff play a major part there also.

Mick Dooley, Cork Prison



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In today's hi-tech world there is more information available than ever before. However, with all this information comes a headache, in that it takes time and effort to trawl through the content and disseminate the useful and relevant from the irrelevant and, in some cases, misleading information. Finding the product or service that is just right for you can be a daunting task. We are here to make this process easier and help you achieve your financial goals and objectives.

KEN FITZGERALD calls at:

Limerick, Cork, Portlaoise, Shelton Abbey, Cork PSEC,
Training Centre Bellad House, Midlands,
Cloverhill PSEC, Cloverhill

Contact Details

Mobile: 086 771 3986 Email: ken@casavc.ie

AARON MCCANN calls at:

Mountjoy, St Patrick's Institute,
Dochas Centre, Loughan House, Training Unit, Santry Stores
Arbour Hill, Castlerea and Wheatfield

Contact Details:

Mobile: 086 818 9322 Email: aaron@casavc.ie

JANETTE Can be contacted at:

Phone: 01 687 4080

Email: admin@casavc.ie

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CLOVERHILL

We are moving into a realistic period now with the newly acquired AH budget for 2014 and the impact that it will have on our Prisons locally and nationally. The enforcement of the PFOC in Cloverhill where staff will be removed from the AH bands in accordance to the criteria set out will undoubtedly cause much concern among staff. Concern has already been expressed to the fact that once removed there is no guarantee that you will be returned to the band that you had previously been on or any band if there is none available. All staff should familiarise themselves with the relevant section on Unauthorised/Authorised absences, as it may apply in certain circumstances to individual members.

We are also awaiting the impact of the New Sick Leave Circular and it is imperative that staff take time to read the relevant circular and also the documentation on Critical illness. All staff should ensure that

should they unfortunately get injured on duty that they ensure relevant reports are submitted and in the event that an Officer is injured travelling to and from work that they differentiate from IOD and register their injury as an Occupational Injury as soon as they are able to. As soon as any member receives any paperwork in relation to their Sick Leave under the new Circular they should ensure that they make immediate contact with the local branch for advice.

Locally the Branch have been inundated with issues relating to non-payment of increments without notification to our members in advance as to the reasons why, resulting in unnecessary financial stress on our members and although it should not be necessary in this modern day of technology but we would again advise members to contact the pay office 8 weeks prior to increment if necessary in writing addressed to HR for confirmation that there is no

outstanding issues preventing their entitled incremental payment on it due date.

Following the recent POA training course it would be worthwhile mentioning to staff to contact your local branch for information on the Pensions Presentation which we have in soft copy form and can email to those who require it. I found the presentation to be quite informative and I would recommend it to staff regardless of service as it covers several scenarios in relation to shortfalls, defined benefit schemes, state pension, superannuation schemes, supplementary pensions, AVC's etc.

Finally, congratulations must be extended to all recent promotions to WTO grade, some of which resulted in local promotions and some staff moving to new pastures which we wish the very best to.

Ray Murtagh
Cloverhill Branch Secretary

MIDLANDS

Midlands Rusty Ramblers

Since our last article we have been on several more successful monthly walks. Our most successful walk was on Scarr in the Wicklow Mountains where 18 attended. This time of year we tend to shorten the route to allow for potentially bad weather and short daylight hours. This seems to have proven popular with attracting plenty of newcomers to the club.

December found us on Lugnaquilla which started out as a fresh day to be contrasted by a light flurry of snow at the top. Eleven walkers joined us on the day where at the peak we took a Christmas photo. Of course Tommy had his signature cigarette!

January took us to Scarr in Wicklow Mountains. There were 18 participants on this walk. We had great visibility on the day and a clear track to follow for most of the walk. One member who went waist deep into a

bog hole about half an hour from the top was luckily rescued without injury. Unfortunately we didn't have a camera at hand to take a picture before he was helped out. We'll get

you next time Peter!! And a quick thanks to Jimmy who had the perfect cure if we needed (but it was declined) in the form of a liquid filled Hip Flask!



MIDLANDS *(continued)*

We held yet another Introduction to Navigation Course, our fourth to date on the 6th of February. Because we have been so successful with our walks these courses are run more often as we have more newcomers to the walks. On this course we had five newcomers, one who did a refresher and Paul who led the course itself. Again we would like to thank Portlaoise Scouts for providing us with the space in which to conduct our course.

February also brought us to Knockanaffrin in the Comeraghs. This was led by Gerry on the day who is one of the club's regular walkers. The day itself started off bright and as we climbed higher we were initially teased with great views but that soon changed as for the rest of the day we were plagued with mist and fog. With 11 walkers on the day a steep descent down to Lough Mhora proved a challenging obstacle with the odd slip but nobody injured only pride. Overall it was a good walk for the group and an enjoyable new route for us in the future.

The club now looks to May where our annual weekend takes us to Carrauntoohil. Our plan is to attempt the Coomloughra Horseshoe Route but for those who may not have done much walking this is considered only for the experienced walkers! The route will take roughly 9 hours and parts of the



route will be less than 3 feet wide with steep drops either side (Benkeeragh Ridge). Not for the faint hearted! It's a route that will only be attempted in suitable weather conditions. If not the plan is to attempt an alternative route. Our April walk will be slightly extended in preparation and it is expected that anyone intending to go in May will attend.

Finally as May approaches this will mark two years as a club. We have taken the bold step of becoming fully affiliated members of

the IPSSLA. The club is proud to be associated with them and looks forward to their support as we continue to grow and expand in the future. We would encourage all our club members who take part on our walks to join the IPSSLA. As the IPSSLA continues to grow with more members we will all benefit from each other's support within the association.

Hope to see ye join us soon,
Alan and Paul.



PSEC

COLLECTIVE BARGAINING

Collective bargaining is the process of negotiation by which collective agreements are reached. Such agreements are compromises which reflect the relative bargaining power of the parties. The term was originally used by Beatrice and Sidney Webb (and coined by Beatrice Webb) to describe the process in which groups of workers combine together and send representatives to conduct the bargaining over the sale of their labour on behalf of the whole group. Thus instead of a number of individual bargains between employer and worker, one single agreement was reached. A later definition described the process as that of joint regulation. Collective bargaining necessarily involves **negotiation**, as distinct from the process of consultation in which the employer is not obliged to reach agreement with the workforce or its representatives.

Collective bargaining in Ireland is a voluntary process (see voluntarism) in that there is no obligation on either party to enter into negotiations. From this comes the concept of “free” collective bargaining. The only possible exception to this is in the case of collective redundancy the Protection of Employment Act 1977 imposes a legal requirement on employers to consult with workers’ representatives.

The vast majority of workers in Ireland have their pay and conditions determined by collective bargaining, although an increasing number of employers are moving to new management techniques such as **human resource management** which advocates, among other things, non-recognition of trade unions.

The Irish Position: the “Ryanair Case”

Any such legislation will have to heavily bear in mind the well-known 2007 ‘*Ryanair case*’. In that case Ryanair were seeking to challenge a decision of the Labour Court which required Ryanair to engage in collective bargaining on foot of the Industrial Relations (Amendment) Act 2001. Ryanair brought the matter all the way to the Supreme Court and successfully had the Labour Court ruling overturned, with the Supreme Court stating that any such legislation needed to “*be given a proportionate and constitutional interpretation so as not unreasonably to encroach on Ryanair’s right to operate a non-unionised company*”.

The EU Position

As it stands, the Irish position above appears to be quite out of sync with the EU approach. In *Demir and Baykara -v- Turkey* the European Court of Human Rights recognised that the European Convention of Human Rights (ECHR) contained a right to collectively bargain under Article 11. Furthermore, the Charter of Fundamental Rights of the European Union which was introduced into Irish law contains a similar provision as Article 11 of the ECHR. Given that Irish law needs to be compatible with the ECHR and the Charter it is difficult to see how the current Irish position can remain the same.

Government Response

Tánaiste Eamon Gilmore announced at the

Labour Party’s National Conference that the Government will begin the process of legislating in the coming weeks to give employees the rights to engage in collective bargaining. In the address, Mr. Gilmore spoke about the importance of people having “*better security in their jobs decent working conditions, and better opportunities*”.

He said Labour had agreed in the Programme for Government to reform the current law on employee rights to engage in collective bargaining, so as to ensure State compliance with judgements of the European Court of Human Rights and added that the Government will begin the process of legislating for that commitment in the coming weeks.

Congratulations

Ray Thompson and Orlagh Finn (Wheatfield Prison) and Keith O’Connor on the recent nuptials. Lynett Dowdall, Peter Govan, Steve Lyons and Niall Kavanagh on their recent arrivals. Birthday wishes to Gizmo and the Doc on reaching the half century living on planet earth (contrary to people’s belief they are still alive, just).

Condolences

Condolences to anybody who has lost a loved one.

Best Wishes

To Cathrine Quinn, who served on PSEC Branch as Branch Secretary (2006-2008) best wishes and speedy recovery.



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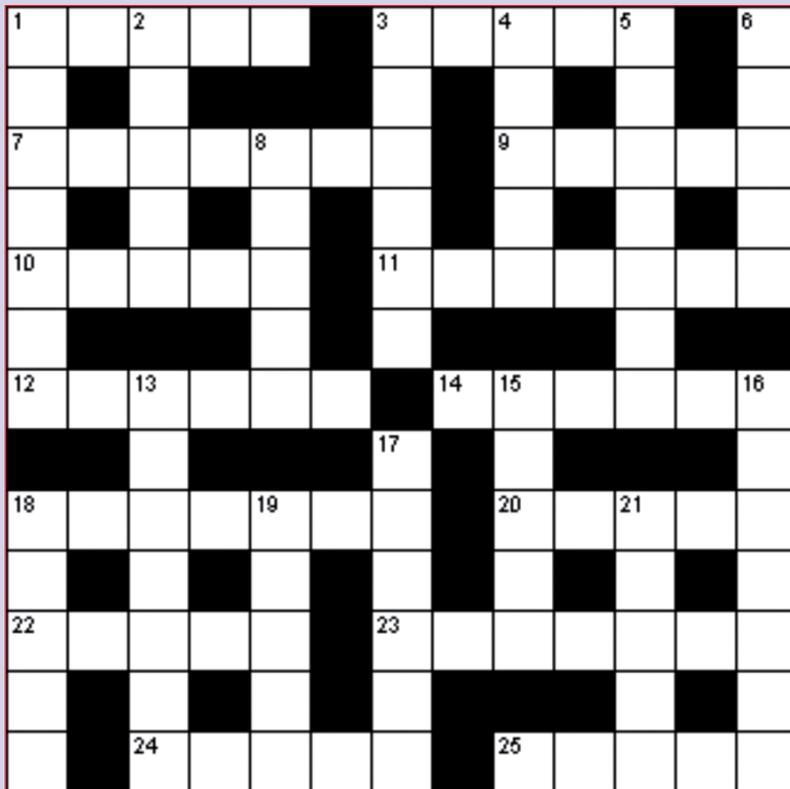
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BRAIN EXERCISES

CROSSWORD



PLEASE SEND COMPLETED CROSSWORD ENTRIES TO The Editor, Prison Officer Magazine, 18, Merrion Square, Dublin 2. 5 prizes of €5 will be awarded to winning entries.

ACROSS

- 1. Utensil (5)
- 3. Path (5)
- 7. Disregarded (7)
- 9. Send out (5)
- 10. Military command (5)
- 11. Mythical beast (7)
- 12. Taste (6)
- 14. Movie house (6)
- 18. Bet (7)
- 20. Deduce (5)

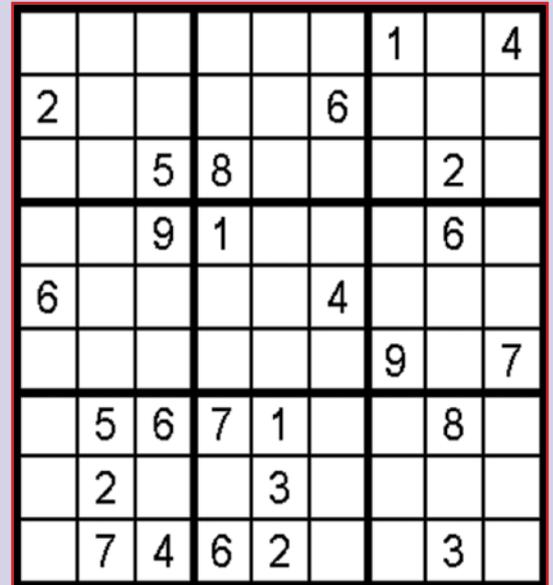
- 22. Awkward (5)
- 23. Roamed (7)
- 24. Finished (5)
- 25. Small boat (5)

DOWN

- 1. 1. Mariners (7)
- 2. Possessed (5)
- 3. Boredom (6)
- 4. Legal excuse (5)
- 5. Svelte (7)

- 6. Beer mug (5)
- 8. Relating to country life (5)
- 13. Tycoon (7)
- 15. Dialect (5)
- 16. Condense (7)
- 17. Worshipped (6)
- 18. Forgo (5)
- 19. Graded (5)
- 21. Criminal (5)

SUDOKU



PLEASE SEND COMPLETED SUDOKU ENTRIES TO The Editor Prison Officer Magazine, 18, Merrion Square, Dublin 2. 5 prizes of €5 will be awarded to the winning entries.

DECEMBER CROSSWORD WINNERS

Sean Freeman	Cork	€25
John Rogers	Wheatfield	€25
John Herlihy	Cork	€25
Ray Everard	Wheatfield	€25
Linda Rogan	Castlerea OSG	€25

DECEMBER SUDOKU WINNERS

Chris Roddy	Mountjoy	€25
Paul Murphy	Castlerea	€25
Paul Morrissey	Wheatfield	€25
Brian Martin	Cork	€25
PJ Delaney	Midlands	€25



RESEARCH PARTICIPANTS NEEDED

Participants are sought for a research study exploring Irish prison officers' experiences of prisoner fatalities. The purpose of this research is to provide an account of Irish prison officers' experiences of prisoner fatalities, and to contribute to existing knowledge on the topics of prison officer culture and deaths in custody.

This research is being undertaken Colette Barry, a PhD researcher at the School of Social Sciences and Law, Dublin Institute of Technology.

Who is eligible?

In order to be included in the study you will have to meet the following selection criteria:

- You must be a **currently serving or retired prison officer** in the Irish Prison Service;
- You must have **experience of dealing with a prisoner fatality** in the course of your duties as a prison officer.

Participation in this study is completely ***voluntary*** and you will be free to change your mind about taking part ***at any time***.

What will you be asked to do?

- If you decide to participate you will be invited to attend an interview about your experiences of prisoner fatalities.
- These interviews will take place in meeting rooms in DIT Mountjoy Square, 40-45 Mountjoy Square, Dublin 1 (or at a location of your convenience) and will entail a time commitment of approximately 2-3 hours. Light refreshments (tea/coffee) will be offered.
- Interviews will be recorded using an audio recording device. You will need to sign a consent form before the interview.
- **All contributions from participants collected and presented in the study will be anonymised.**

If you are interested in participating in this research study or would like more information about this research, please contact Colette Barry, PhD Researcher:

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