



PRISON OFFICERS'
ASSOCIATION

PRISON OFFICER

DECEMBER 2015

Merry Christmas

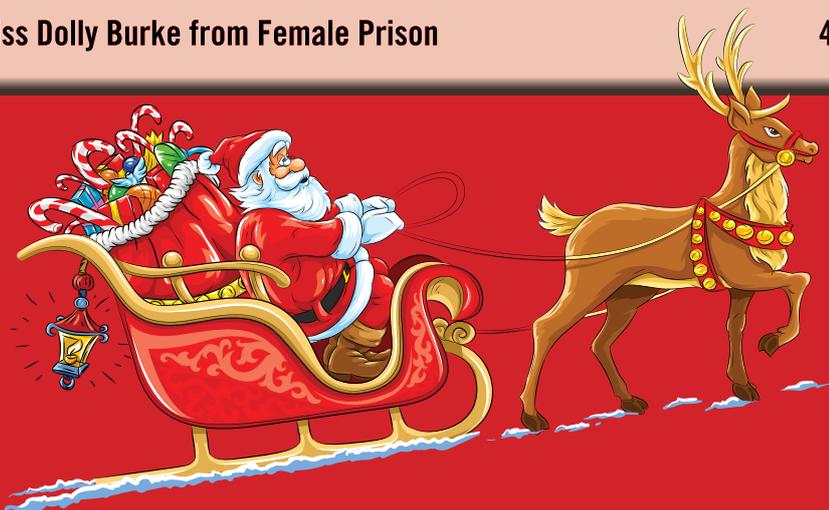
and a

Happy New Year

to all Members

CONTENTS

Editorial	3
Seasons Greetings	5
Information Bulletins	7
Retirements	15
Industrial Relations Workplace Relations Act 2015	21
Spike Island	26
Branch News	28
Brain Exercises Crossword / Sudoku	35
Mill Isle 2015	36
IPS Athletics	39
Irish Examiner Cork City Marathon Celebrates 10 Years of Running Success	40
Historical Article The Unexpected Departure of Miss Dolly Burke from Female Prison	42



ATTENTION ALL MEMBERS

I am now inviting submissions to be included in the March Newsletter.

Any Member who wished to submit articles and photographs, please send submissions by Friday

26th February 2016 to admin@poa.ie

ALL SUBMISSIONS FOR THE MARCH NEWSLETTER MUST BE SENT BY EMAIL TO admin@poa.ie

The 'Prison Officer' is published four times a year.

Editor: Paul Purcell

Design, Layout & Production:
Artwerk Ltd, 18 Alderwood Rise,
Springfield, Dublin 24.
Tel: (01) 4511073.

The 'Prison Officer' is published by The Prison Officers' Association, 18 Merrion Square, Dublin 2.
Phone: 01-6625495
Fax: 01-6768563

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

Printed by: Turner's Printing Company Limited, Longford.

Colleagues,

May I take this opportunity to wish all Members and their families a Merry Christmas and a Happy New Year. At this time of year our thoughts and prayers are with all who have lost loved ones during the year and in particular to the family



and friends of Jason Mills Cloverhill, and Fergus Bolster St. Patrick's. May they rest in peace.

In this magazine you will find Information Bulletins with a summary of what occurred at National Executive Council Meetings since September 2015. You will also find included in this magazine articles on the Retirement Function, Branch News, Workplace Relations Commission (my thanks to Frankie Watters who wrote this article), Fort Mitchel (Spike Island) article, IPS Athletics, Service Provider Adverts, Crossword/Sudoku page and a Historical Article supplied by Brendan Doorhey. I would to thank Brendan for his regular contributions to the Prison Officer Magazine.

Lansdowne Road Agreement

I wish to remind members that the Department of Public Expenditure and Reform wrote to the Public Services Committee last September to outline that there are technical difficulties in changing the PRD (Pension Levy) in the course of a tax year. As a result DPER have technical difficulties in delivering the reduction in PRD of €400 from 1 September 2016. Therefore, rather than reduce PRD by €600 on 1 January and by €00 on 1 September, they will reduce the liability by the full calendar year value from 1 January 2016. The combined annual value of the two reductions is, of course, €1000 but, because the full €000 reduction does not apply from 1 January, the value in the calendar year 2016 is €732.

Accordingly, from 1 January 2016, instead of a reduction of €600, the full calendar year reduction of €732 will be applied to Public Servants' salaries. The 1 September reduction will not apply, (as it is incorporated into the reduction from 1 January), and the balance of the reduction due, i.e. €268, will be applied from 1 January 2017. This will be achieved by increasing the liability threshold to €26,083.33 from 1 January 2016 rather than to €24,750 from that date and by increasing the threshold to €28,750 from 1 January 2017.

The overall value to each Public Servant in the calendar year 2016 will be exactly the same as if the increases had been applied on 1 January 2016 and 1 September 2016 but Public Servants will receive that value sooner than if those dates were applied.

This reduction along with the reduction in the USC announced in the October 2015 budget will see members take home pay increased.

Industrial Relations

As reported to the National Executive Council there has been a sea change in our dealings with the IPS since the Lansdowne Road Agreement was passed by the Public Services Committee. This is a positive development as we can see progress in areas such as the trades report, healthcare and transformation. As some areas still require third party intervention we now meet with the IPS in the newly formed Workplace Relations Commission. Please see article about the WRC in this magazine.

Branch Committees

In January 2016 there will be new Branch Committees in place for three years. It is important that new people get involved in the union to represent members going forward. I wish to thank all committee members who have decided

to step down and I look forward to working with new committees in 2016.

Spike Island (Fort Mitchel)

Please see article in relation to Fort Mitchel in this magazine. I must thank Tom O'Neill (ex CTO Cork and Fort Mitchel) for the article and photos kindly supplied by Finbarr Cole. As there are currently substantial works ongoing I encourage members and their families to visit Spike Island for a great day out.

Retirements

This year again has seen a slight increase in number of Members retiring from the Irish Prison Service. Once again retirees attended the retirement function held in the Davenport Hotel on the 1st December 2015. Those who attended the Prison Officers' Association retirement function have photographs displayed in this magazine. It is important that those Members who retire are honoured by the Prison Officers' Association. Thirty years is a long time in the difficult job we do and this retirement function is the Prison Officers' Association way of paying tribute to those men and women who have given so much to provide a service for the Irish people.

POA Website

I would like to thank ALL Members who access our website, traffic has certainly increased and this is a vital vehicle for the dissemination of information. To date over 1,200 Members have signed up for email access and I would like this to increase. I encourage more Members to sign up by emailing admin@poa.ie to access important information that you may not be aware of. To further increase ease of access to the POA website the current website has been further upgraded with a mobile version available for members to access on their smartphones.

Conclusion

I take this opportunity to thank you the member for reading this magazine. It is vital that information both Industrial Relations and Local News is disseminated to members to ensure an accurate account of how the Prison Officers' Association carries out its business. As we are now in a new pay agreement it is still important for members to attend meetings, check notice boards, sign up for emails and check the POA Website. I would also like to thank Shirley, Bernadette and Tom for all their assistance during the year. Their work is invaluable for the running of our organisation.

Paul Purcell, Editor

Cork Prison – present and future



CHRISTMAS GREETINGS

Dear Members

I would like to take this opportunity to wish you, your families and all your loved ones a very Happy Christmas this year. For those of you who are working over the festive period I wish you well and hope you get the time to have some festive cheer.

The last twelve months have been very demanding and a busy time for the Union and its Representatives. I would like to take this opportunity to thank all the National Executive Council and the Local Representatives for their support and efforts over the last three years, as their term of office comes to an end in January 2016. Without their participation the union could not survive and ultimately the wider membership would be at a loss.

It is with this in mind, that I would like to encourage members to come forward and represent the Union



for the new term in the hope that we could remain united and strong into the future.

Finally, I would like to wish all of those who are out long term sick a speedy recovery in the hope that they can return to work within the near future. In particular, I

would like to express our best wishes and support to our colleagues who were subject to vicious assaults throughout the year, in the hope that they can return to good health as quickly as possible.

To anybody who has suffered bereavement during the past twelve months, you are in our prayers at this time.

Merry Christmas

Stephen Delaney
President



CHRISTMAS GREETINGS

Dear Members

It's Christmas time again and on behalf of my colleagues on the National Executive Council and on my own behalf, I am delighted to convey Christmas Greetings by wishing each member, their families and loved ones a Merry Christmas and a Happy New Year. I would also like to take this opportunity to thank all the members for your continuing support of the Prison Officers' Association during the year.



The past year was very busy with the Union working on your behalf on numerous issues including Transformation under the Haddington Road Agreement, National Monitoring and Review, Sick Leave, Health and Safety matters and claims at the Justice Departmental Council. We are currently awaiting an Arbitration hearing on matters relating to Travel and Subsistence arising from the management's decision to introduce the General Civil Service Travel and Subsistence arrangements into the Irish Prison Service with effect from 1st July 2015. This year saw the resolution of the Portlaoise Environmental Allowance issue that had been outstanding for so long. There was also extensive engagement during the year at the Labour Relations Commission now the Workplace Relations Commission on matters relating to the National Ballot that concluded in March 2015.

We also unfortunately witnessed an unprecedented increase in serious assaults on staff during the year, which was the central issue at Annual Delegate Conference 2015 and resulted in an urgently required extension to paid sick leave for Prison Officers seriously injured in the course of their duties being granted by the employer. To the members of the Prison Service who were victims of serious assaults and other traumatic incidents while carrying out their duties on behalf of the State over the past year, I would particularly like to take this opportunity to extend to you best wishes from all on the National Executive Council.

On the pay front income recovery across the Public Service workforce which has been a key trade union goal since the introduction of the Public Service Pension levy in 2009 followed by the 2010 direct

pay cuts will commence from January 2015. The Government has published the Financial Emergency Measures in the Public Interest (FEMPI) Bill, 2015. This is the sixth piece of FEMPI legislation since 2009, but the first to initiate a process of restoration in remuneration for public servants including Prison Officers. The Bill, when enacted, will put into law a number of changes agreed in the Lansdowne Road Agreement. It is anticipated that this Bill

will be progressed in the Houses of the Oireachtas over coming weeks, in order to commence the PRD benefits of the LRA from 1 January 2016.

Once again the Union had great pleasure in honouring members that retired during the year at the Prison Officers' Association's annual retirement function which was held on Tuesday 1st December 2015. The retirement function was again a very successful occasion and to those members who retired during the year and their families, I wish them good health and an enjoyable retirement. It's well deserved.

Unfortunately at this special time of year our thoughts turn to those that are no longer with us and those that are unwell. Our prayers and best wishes are with those members who are currently ill as well as those friends, relatives and colleagues who have passed away during the year. Sadly since last Christmas two of our members passed away and I am sure we are all thinking of the families of Jason Mills Cloverhill and Fergus Bolster St Patrick's at this time.

Christmas is a special time of year for all, especially the family. For many of our members' families, their loved ones will be at work in the Prison Service on behalf of the State over the Christmas period. All too often their efforts go unnoticed and unappreciated when the time comes to pass out messages of appreciation, so to all those members who will be on duty, I want to thank you and wish you and your families well over the Christmas period.

John Clinton
General Secretary

INFORMATION BULLETINS NATIONAL EXECUTIVE COUNCIL MEETINGS SEPTEMBER 2015 – DECEMBER 2015

INFORMATION BULLETIN NATIONAL EXECUTIVE COUNCIL MEETING 11th September 2015

There were nine main headings on the Agenda for the NEC meeting held on Friday 11th September 2015. ITEMS 1 - 4 are all matters mainly relating to

Pay and Allowances. Issues of this nature in the main are normally dealt with at NEC meetings prior to moving on to general matters that were dealt with since the previous NEC meeting. ITEMS 5 - 9 relate to general matters that are regularly dealt with by the POA. All matters on the Agenda for NEC meetings receive similar attention.

Please see below a summary regarding the nine headings that were dealt with on the Agenda of this NEC meeting.

Pay & Allowances

ITEM 1: Pay

The NEC was given the following briefing on this matter:

There is a meeting of the ICTU Public Services Committee scheduled to take 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. There was a copy of the Result of the Prison Officers Association Ballot on this matter issued in the executive file.

The NEC was informed that the Union will now have to cast our votes as mandated, **against** the LRC Proposals at the ICTU Public Services Committee meeting scheduled for next Wednesday.

The NEC was also informed under this item on the Agenda that there were twenty-two meetings/engagements with the Irish Prison Service, since the last NEC meeting relating to the ongoing Transformation Process/HRA. The NEC was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

ITEM 2: 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 in the executive file. The NEC was briefed regarding ongoing claims and the outcome of the Justice Departmental Council meeting. 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 also informed 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.

ITEM 3: Travel and Subsistence

The NEC was informed 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.

ITEM 4: Portlaoise Environmental Allowance

The NEC was previously informed on Friday 27th March 2015 that the Irish Prison Service sent correspondence to the POA outlining it was DPERs interpretation of the Arbitration finding that the Environmental Allowance "is confined exclusively to those Officers who are in receipt of it". There was a meeting held with Dr G McMahon on Thursday 23rd April 2015 and a further submission on this matter was forwarded to the Civil Service Arbitration Board, by the Prison Officers Association. The Prison Officers Association received clarification from the Civil Service Arbitration Board on Thursday 30th July 2015, which was issued in the executive file. The Arbitration Board clarified that the Allowance in question should be applied to all Prison Officers serving in Portlaoise Prison including those more recently appointed to positions there. The NEC was informed that the local Branch would be kept updated on all developments in respect of this matter, including payment schedules when confirmed.

General Matters

ITEM 5: Assaults

The NEC was informed that there has been a high level of assaults in recent months in the Irish Prison Service and they received a full briefing on this serious matter at the meeting. The internal reporting structure was reintroduced with responsibility resting with a designated local

representative for liaising with POA Headquarters.

ITEM 6: Employee Assistance Service

The NEC was informed that there was a meeting of the Advisory Committee held on Tuesday 8th September 2015 where a number of matters were discussed including the requirement for an SSO competition and matters relating to the roll out of CISM.

The Agenda for this meeting and a copy of the minutes of the previous Advisory Committee meeting were issued in the executive file. The NEC was briefed on the outcome of the Advisory Committee meeting.

ITEM 7: Health and Safety

The NEC was informed that a meeting is due to take place shortly between the IPS and the POA regarding all National/Local Health and Safety issues. There was correspondence issued in the executive file regarding this matter and a full briefing was given to the NEC at the meeting.

ITEM 8: Sick Leave

The NEC was informed that there have been significant developments in the area of sick leave recently. Specific briefings were given in relation to the Serious Physical Assault Scheme for Officers in the Irish Prison Service and Pregnancy Related Sick Leave. There is currently a review ongoing of the Sick Leave provisions in the Civil Service which the NEC will be kept updated on.

ITEM 9: Finance

There was correspondence issued in the executive file regarding a number of financial matters. Members will be aware that the renewal of the Income Continuance and Group Life Plans were overdue. Members of these schemes will shortly be contacted by the service providers regarding revised terms and conditions that will be attached to these policies.

The above is a summary of the issues raised at this National Executive Council Meeting. Please contact the National Executive Council Member who attended this meeting for clarification on any of these issues.

If you wish to receive this bulletin by email please email admin@poa.ie

ISSUED ON BEHALF OF THE
NATIONAL EXECUTIVE COUNCIL

INFORMATION BULLETIN NATIONAL EXECUTIVE COUNCIL MEETING

21st October 2015

There were fourteen main headings on the Agenda for the NEC meeting held on Wednesday 21st October 2015. ITEMS 1 - 5 are all matters mainly relating to Pay and Allowances. Issues of this nature in the main are normally dealt with at NEC meetings prior to moving on to general matters that were dealt with since the previous NEC meeting. ITEMS 6 - 14 relate to general matters that are regularly dealt with by the POA. All matters on the Agenda for NEC meetings receive similar attention.

Please see below a summary regarding the fourteen main headings that were dealt with on the Agenda of this NEC meeting.

Pay & Allowances

ITEM 1: Pay

The NEC was given the following briefing on this matter:

There was a meeting of the ICTU Public Services Committee held on Wednesday 16th September 2015, at the Teachers Club, Parnell Square, Dublin 1, 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. The result of the Ballots from the affiliate unions was 2,344

votes in favour of acceptance of the LRC proposals to 207 votes against. There was a copy of the voting system showing the amount of votes that each union is entitled to at the ICTU Public Services Committee issued for information purposes in the executive file. In accordance with the decision taken by the ICTU Public Services Committee, the Secretary has written to the Minister for Public Expenditure and Reform (DPER) to confirm that the terms of the Lansdowne Road Agreement are acceptable to the Committee.

The ICTU Public Services Committee was also informed that DPER had written to the Committee to say that there are technical difficulties regarding the phased pay restoration to Public Servants in particular with regard to changing the PRD (Pension levy) in the course of a tax year.

The Phased Pay Restoration for 2016 was explained to the membership as follows in the Bulletin that accompanied the Ballot papers for the Lansdowne Road Agreement:

- **PHASE ONE:** 1st January 2016 – The pension levy threshold (the salary amount above which the levy is payable) increases to €4,750 (from the current threshold of €5,000). This will reduce the Pension levy by €600 per annum for all Public Servants above the threshold.
- Annualized salaries up to €24,000 will increase by 2.5% through a partial reversal of the 2010 public service pay cut.
- Annualized salaries between €24,001 and €31,000 will increase by 1% via the same mechanism.
- **PHASE TWO:** 1st September 2016 – Pension levy threshold increases to €28,750. This will further reduce the Pension levy by €400 per annum for all Public Servants above the higher threshold.

- The combination of these measures in 2016 will improve all public service full time incomes by around €1,000 per annum

The bullet points above outline the terms of the actual Lansdowne Road Agreement (Bullet points 1 and 4 relate to the Pension levy). However the technical difficulties which centre on delivering the reduction in PRD (Pension levy) of €400 from the 1st September 2016 only came to the attention, of the ICTU Public Services Committee on Wednesday 16th September 2015.

Arising from the aforementioned technical difficulties rather than reduce PRD (Pension levy) by €600 on the 1st January 2016 and by €400 on the 1st September 2016, DPER will reduce the liability by the full calendar year value from the 1st January 2016. There is correspondence from the Secretary of the ICTU Public Services Committee regarding this matter contained in the executive file.

Please see the letter on page 12 sent by the Secretary of the PSC on Wednesday 16th September 2015, to Affiliate Unions of the ICTU Public Services Committee Re Technical Difficulties with Phased Pay Restoration under the Lansdowne Road Agreement

The NEC was also informed under this item on the agenda that there were eleven other meetings/engagements with the Irish Prison Service, since the last National Executive Council meeting relating to the on-going Transformation Process/HRA. The NEC meeting was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

Sectoral Process for the Lansdowne Road Agreement: The NEC meeting was informed that at the meeting of the ICTU Public Services Committee held on Wednesday 16th September 2015,

the Chairperson informed affiliated Unions present that the Sectoral Group process for the Lansdowne Road Agreement would be operated by the new Workplace Relations Commission (WRC). The NEC was briefed on this matter at the meeting.

Meeting with the WRC Advisory Service: The NEC meeting was reminded that as part of the discussions that took place during the PSA 2010 – 2014 (Croke Park Agreement) both the POA and the IPS recognised the need to engage with the Advisory Service of the Labour Relations Commission to try and improve the conduct of industrial relations. This never happened at that time so in June 2014 the Union wrote to the Advisory Service seeking their assistance. There was a meeting held on Friday 9th October 2015 with the WRC Advisory Service and the NEC was briefed regarding the outcome of this meeting.

Costings meeting: Arising from an engagement at the Labour Relations Commission that took place on Monday 27th April 2015, there has been a costings exercise taking place between the IPS and POA in respect of matters listed at Appendix 1 of the Haddington Road Agreement (Proposals for the Irish Prison Service). The Union has utilised IPC Consulting to assist us with this exercise and we are scheduled to re-engage with the IPS on this matter at the Labour Relations Commission (Now the WRC since Thursday 1st October 2015) on Monday 9th November 2015.

Rent Allowance: The NEC meeting was also informed under this item on the agenda that the issue of the rent allowance for new entrants was also discussed at the ICTU Public Services Committee held on Wednesday 16th September 2015. The NEC was updated on matters relating to the rent and was informed that there would be a requirement for future briefings on this matter over the coming months.

ITEM 2: PMDS

There was an update given at the NEC meeting in relation to a number of recent developments regarding PMDS in the Civil Service. There were a number of matters regarding PMDS raised by the Official Side at the last meeting of the Civil Service General Council and the NEC was briefed in respect of these matters.

ITEM 3: Justice Departmental Council

There was a meeting of the Justice Departmental Council held on Thursday 1st October 2015. The Agenda for this meeting and a copy of the briefing document circulated at the Justice Departmental Council was issued in the executive file. The NEC was briefed regarding the claim outlined below and the outcome of the Justice Departmental Council meeting.

- 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*)

ITEM 4: Portlaoise Environmental Allowance

The NEC was informed that having received clarification from the Civil Service Arbitration Board on Thursday 30th July 2015 that the Portlaoise Environmental Allowance should be applied to all Prison Officers serving in Portlaoise Prison including those more recently appointed to positions there that the local Branch Committee had been kept updated on all developments in respect of this matter, including payment schedules. There was correspondence regarding this matter issued in the executive file relating to payment schedules.

ITEM 5: Travel and Subsistence

The NEC was informed that having submitted a Statement of Claim for

the attention of the Civil Service Arbitration Board through the Staff Side Secretary of General Council in respect of DPERs decision to introduce the Civil Service rates for Travel and Subsistence into the Prison Service that the Union had not as yet received the Official Sides Counter Statement. The NEC was informed that they would be kept updated on this matter.

General Matters

ITEM 6: Employee Assistance Service/CISM

The NEC was informed that at the last meeting of the EAP Advisory Committee held on Tuesday 8th September 2015 the issue of the roll out of CISM was discussed. The Union followed this matter up at the recent monthly HR meeting with the IPS and there was an exercise on how a Critical Incident might be handled utilising CISM procedures conducted at Limerick Prison on Monday 19th October 2015. The Union was present for this exercise conducted at Limerick Prison and the NEC received a full briefing on this matter at the meeting.

ITEM 7: Sick leave

There was a Copy of Circular 12/2015 issued in the executive file. The purpose of this Circular is to set out the arrangements for sick leave in the Civil Service.

The NEC was informed that this Circular revokes Circular 6/2014 and they were be briefed at the meeting regarding the content of Circular 12/2015. The NEC was also given an update on recent developments in the areas of Pregnancy Related Sick Leave and Critical Illness.

ITEM 8: Uniform Committee

A meeting of the Uniform Committee was held on Wednesday 23rd September 2015 at the IPS Headquarters Longford.

Management have confirmed that the Personal Uniform Pack and the footwear will be issued before the end of 2015. Discussions are continuing regarding the introduction of a new type of uniform trousers. The Agenda from this meeting was issued and the NEC were updated on all related matters.

ITEM 9: Control and Restraint

A were a number of meetings of the Control and Restraint Steering Committee were held at the IPS College as follows:

- Tuesday 9th June 2015 (Special Meeting)
- Wednesday 9th September 2015
- Friday 2nd October 2015
- Tuesday 20th October 2015 (Focus Group Meeting)

The Focus Group was established to bring together documentation and recommendations relating to various aspects of Prisoner escorts.

A new module has been introduced to the Control and Restraint manual. This module will train staff in Personal Protection Techniques. The NEC was briefed on all related matters.

ITEM 10: Deaths in Custody

The NEC was informed that there was a meeting of the Deaths in Custody Sub Committee held on Friday 11th September 2015 at the IPS Dublin. They were briefed on the outcome of this meeting and there was correspondence issued in the executive file.

ITEM 11: Voluntary Committees

A number of matters relating to voluntary committees that are operating in the Irish Prison Service were again discussed by the NEC at the meeting. Arising from recent developments and engagements with the Advisory Services at the WRC, it was decided that the outstanding

directive relating to voluntary committees should be stood down.

All branches have autonomy in relation to the operation of these committees locally. Local branches will now engage with Governors regarding any and all voluntary committees.

All members must contact their local branch prior to any involvement with voluntary committees.

ITEM 12: Appeal in Respect of a decision taken by the Disciplinary Committee

The Disciplinary Committee met on Monday 21st September 2015, in respect of a complaint in accordance with the Rules. The report on this matter was submitted to the National Executive Council. An appeal has been forwarded to POA Headquarters regarding the decision of the Disciplinary committee. Procedural issues regarding this appeal were addressed by the NEC at the meeting.

ITEM 13: Finance

There was correspondence issued in the executive file relating to updated mobile phone offers.

ITEM 14: AOB

The NEC was informed that the Annual Retirement Function for members that retired during 2015 will take place on Tuesday 1st December 2015.

The above is a summary of the issues raised at this National Executive Council Meeting. Please contact the National Executive Council Member who attended this meeting for clarification on any of these issues.

If you wish to receive this bulletin by email please email admin@poa.ie

ISSUED ON BEHALF OF THE
NATIONAL EXECUTIVE COUNCIL

INFORMATION BULLETIN NATIONAL EXECUTIVE COUNCIL MEETING

11th November 2015

There were eight main headings on the Agenda for the NEC meeting held on Wednesday 11th November 2015. ITEMS 1 - 2 are matters mainly relating to Pay and Allowances. Issues of this nature in the main are normally dealt with at NEC meetings prior to moving on to general matters that were dealt with since the previous NEC meeting. ITEMS 3 - 8 relate to general matters that are regularly dealt with by the POA. All matters on the Agenda for NEC meetings receive similar attention.

Please see below a summary regarding the eight main headings that were dealt with on the Agenda of this NEC meeting.

Pay & Allowances

ITEM 1: Pay

The meeting was updated on the outcome of the costing exercise that has been taking place between the IPS and POA, in respect of matters listed at Appendix 1 of the Haddington Road Agreement. The Union had utilised IPC Consulting to assist us with this exercise. The parties reengaged on this matter at the Workplace Relations Commission on Monday 9th November 2015. This engagement at the WRC proceeded as scheduled and documentation relating to this matter was issued in the executive file. The NEC was briefed on the outcome of the engagement and informed that this issue had now concluded with an agreed costing document emerging between the parties under the auspices of the WRC.

The NEC meeting was also informed that there were seven other meetings/engagements with the Irish Prison Service, since the last National Executive Council meeting relating to the on-going

Transformation Process/HRA. The NEC meeting was briefed regarding the aforementioned meetings and informed of the forthcoming schedule of meetings.

Christmas Pay: The NEC meeting was informed that the Union had received recent correspondence from the IPS regarding the instructions concerning the arrangements to apply to attendance over the Christmas period 2015, the New Year and the treatment of the rescheduled rest day for staff whose rest day falls on Christmas Day. This correspondence was issued in the executive file and the NEC meeting was briefed on this matter. A further update maybe required at the December NEC meeting.

ITEM 2: Travel and Subsistence

The NEC meeting was informed that the Union has not yet received a Copy of the Official Sides Counter Statement to our Statement of Case regarding the recently implemented Travel and Subsistence arrangements in the Prison Service. Regular contact is being maintained with the Staff Side Secretary of the Civil Service General Council on this matter and the NEC was informed that they will be regularly updated on this important issue.

General Matters

ITEM 3: Equality Decision

The NEC meeting was informed that the Union has been assisting a gender discrimination claim taken by two female Prison Officers from the Portlaoise Branch. This complaint could not be resolved by Mediation, so therefore proceed by way of Investigation. There was a hearing on the complaint held by an Equality Officer on Tuesday 9th December 2014. The Equality Officer issued their decision on this matter on Tuesday 29th September 2015, which was issued in the executive

file. The Equality Officer did not rule in favour of the complainants. The Union is continuing to support the complainants in this matter in appealing the decision of the Equality Officer.

ITEM 4: Family Imprisonment Group

The NEC meeting was given an update on the current position regarding the roll out of the Family Imprisonment Group operating in the Irish Prison Service. There will be a Seminar held on matters relating to the Family Imprisonment Group at the IPS College on Thursday 19th November 2015.

ITEM 5: Healthcare Report

The NEC meeting was informed that the Prison Service has forwarded a Draft Copy of the Healthcare Report to the Union for our observations. The meeting was also informed that a copy of the Draft Healthcare Report has been forwarded on to all Branches to allow Branch Committees submit any observations they wish to have raised regarding the Draft Report. This matter was discussed at the meeting.

ITEM 6: Inspector of Prisons/ Professor Andrew Coyle Report

The NEC meeting was informed that the Inspector of Prisons Judge Michael Reilly and Professor Andrew Coyle presented their Report titled "Culture and Organisation in the Irish Prison Service - A Road Map for the Future" to the Minister for Justice and Equality on Tuesday 3rd November 2015. There was a copy of the Executive Summary of the aforementioned Report issued in the executive file and matters relating to the Report were discussed at the meeting. The full report is available on the Home Page of the Office of The Inspector of Prisons.

ITEM 7: Finance

There were a number of financial issues discussed at the meeting including:

- The POA legal policy, where an updated system for accounting and easier monitoring is been introduced. There was correspondence issued in the executive file on this matter and a full briefing was given at the meeting.
- There was correspondence issued in the executive for the attention of the NEC in relation to a proposal regarding a Group Mortgage Scheme to POA members. This matter was discussed and cleared at the meeting.
- Matters relating to the Annual Retirement function which will be held on Tuesday 1st December 2015 were discussed.
- There was an application for re-joining the Prison Officers Association dealt with at the meeting

ITEM 8: AOB

Cloverhill: Raised matters that were raised during a recent Branch meeting. This issue was deferred to the December NEC meeting

The above is a summary of the issues raised at this National Executive Council Meeting. Please contact the National Executive Council Member who attended this meeting for clarification on any of these issues.

If you wish to receive this bulletin by email please email admin@poa.ie

ISSUED ON BEHALF OF THE
NATIONAL EXECUTIVE COUNCIL

The following is a letter sent to Affiliate Unions of the ICTU Public Services Committee Re Technical Difficulties with Phased Pay Restoration under the Lansdowne Road Agreement

16th September 2015

Colleagues,

In accordance with the decision recorded at today's meeting of the ICTU Public Services Committee, I have written to the Minister for Public Expenditure and Reform to confirm that the terms of the Lansdowne Road Agreement are acceptable to the committee.

As discussed at that meeting, the Dept. of PER has written to say that there are technical difficulties in changing the PRD in the course of a tax year. As a result they have technical difficulties in delivering the reduction in PRD of €400 from 1 September 2016.

Therefore, rather than reduce PRD by €600 on 1 January and by €400 on 1 September, they will reduce the liability by the full calendar year value from 1 January 2016. The combined annual value of the two reductions is, of course, €1000 but, because the full €1000 reduction does not apply from 1 January, the value in the calendar year 2016 is €732. Accordingly, from 1 January 2016, instead of a reduction of €600, the full calendar year reduction of €732 will be applied to Public Servants' salaries. The 1 September reduction will not apply, (as it is incorporated into the reduction from 1 January), and the balance of the reduction due, i.e. €268, will be applied from 1 January 2017. This will be achieved by increasing the liability threshold to €26,083.33 from 1 January 2016 rather than to €24,750 from that date and by increasing the threshold to €28,750 from 1 January 2017.

The overall value to each Public Servant in the calendar year 2016 will be exactly the same as if the increases had been applied on 1 January 2016 and 1 September 2016 but Public Servants will receive that value sooner than if those dates were applied, as illustrated on the attached table.

I hope that explains the matter.
Tom Geraghty (Secretary PSC)

INFORMATION BULLETIN NATIONAL EXECUTIVE COUNCIL MEETING

1st and 2nd December 2015

There were fifteen main headings on the Agenda for the NEC meeting held on Tuesday 1st and Wednesday 2nd December 2015. ITEMS 1 - 4 are all matters mainly relating to Pay and Allowances. Issues of this nature in the main are normally dealt with at NEC meetings prior to moving on to general matters that require attention. ITEMS 5 - 15 relate to general matters that are regularly dealt with by the POA. All matters on the Agenda for NEC meetings receive similar attention.

Please see below a summary regarding the fifteen main headings that were dealt with on the Agenda of this NEC meeting.

Pay & Allowances

ITEM 1: Pay

The NEC was given the following briefing on this matter:

There were ten meetings/engagements with the Irish Prison Service, since the last National Executive Council meeting which was held on Wednesday 11th November 2015 relating to the on-going Transformation Process/HRA. The National Executive Council was briefed regarding the aforementioned meetings/engagements and informed of the forthcoming schedule of meetings.

HRA Increments: The NEC meeting was informed that the Union had received correspondence from the ICTU Public Services Committee dated 10th November 2015 outlining the Official Sides position in respect of what the final date would be, by which increment measures incurred under the HRA would apply. Subject to agreement with the ICTU Public Services Committee the Official side are proposing that no increment measures occur after 1st July 2017.

Trades Review Report: The NEC meeting was informed that under the terms of the Public Service Agreement 2010 – 2014 there was a task review process carried out in each prison and it was agreed to carry out a joint task review of the Trades' as a stand-alone function which would incorporate a review of the Building Services Division. Work on the Trades Review Report concluded at the Workplace Relations Commission on Monday 9th November 2015 and the Trades Task Review was subsequently issued to all branches. This matter was discussed at the meeting.

ITEM 2: Justice Departmental Council

The NEC meeting was informed that there is a meeting of the Justice Departmental Council scheduled to take place on Thursday 3rd December 2015. The POA and the AHCPS have submitted a joint claim seeking access to all inter Departmental promotion Competitions in the Department of Justice and Equality for Prison Service Grades from the Grade of Prison Administration and Support Officer Grade 3 up to and including the Grade of Governor 1. The basis and background to this claim was explained at the meeting.

ITEM 3: Civil Service Management of Underperformance Policy

The NEC meeting was informed that there is currently a circular being developed in the area of a process to address underperformance in the Civil Service. There was documentation on this matter issued in the executive file and a briefing was given at the meeting on the up to date position regarding the proposed future management of underperformance in the Civil Service.

ITEM 4: PMDS

The NEC meeting was informed that due to Government commitments

under the Civil Service Renewal Plan the current method of PMDS is currently being reviewed under Action 11 of the renewal plan where it refers to strengthening the performance management process. The NEC meeting was updated on all matters relating to PMDS.

General Matters

ITEM 5: ACO Competition

The NEC meeting was informed that the Irish Prison Service has forwarded a Draft Circular for a proposed competition for Assistant Chief Officer. There were a number of matters relating to this proposed competition discussed at the meeting.

ITEM 6: SSO Competition

The NEC meeting was informed that the Irish Prison Service is proposing to hold a competition for Staff Services Officers. In this regard the content of a Circular to advertise the competition was recently agreed. The meeting was informed that the IPS has been in contact with the Union to outline their position that they intend to confine the competition to areas only where vacancies exist. This matter was discussed at the meeting.

ITEM 7: Civil Service Disciplinary Code

The NEC meeting was informed that there has been a review taking place of the Civil Service Disciplinary Code. In line with previous undertakings there was a briefing given to the NEC on the aforementioned review. This is an important issue due to the POA Claim on the agenda of the Justice Departmental Council for the introduction of a new Code of Discipline for grades represented by the Prison Officers' Association to replace the Prison (Disciplinary Code for Officers) Rules 1996.

ITEM 8: Uniform Committee

The NEC meeting was informed that there was a meeting of the

Uniform Committee held on Thursday 26th November 2015 at the IPS Headquarters Longford. The NEC was briefed on the outcome of the aforementioned meeting and updated on all matters relating to the Uniform.

ITEM 9: Control and Restraint

The NEC meeting was informed that there were two meetings of the Control and Restraint steering committee held on Monday 16th and Tuesday 17th November 2015 at the IPS College. There was correspondence issued in the executive file regarding the aforementioned engagements and a number of Control and Restraint matters were discussed at the meeting.

ITEM 10: Family Imprisonment Group/Family Links Initiative (FIG)

The NEC meeting was informed that there was a FIG seminar held at the IPS College on Thursday 19th November 2015. Participants at the Seminar were informed of the FIG key objectives, work done to date, benefits to all stakeholders, learning outcomes and of future plans etc.

The Family Links Initiative was developed in conjunction with Bedford Row Family Project, Tallaght West Child Development Initiative, Parents Plus and the Irish Prison Service in response to "Picking up the Pieces": *The Rights and Needs of Children and Families Affected by Imprisonment* published by the Irish Penal Reform Trust. The purpose of the seminar was:

- To give an overview of the origins of the Family Links Initiative
- To outline the development of the initiative to date
- To develop a framework for the future development of the Family Links Initiative

Arising from the successful outcomes

achieved at a pilot scheme in Limerick Prison it is intended that the FIG initiative will be rolled out to all prisons in the near future.

ITEM 11: Health and Safety

The NEC meeting was informed that the IPS had recently forwarded a revised smoking policy document to the Union which we believe to be totally inadequate. In this regard the Union will reconfirm our position to the IPS that we believe the original Policy document issued in 2006 is a far more acceptable Policy than the revised smoking policy document.

ITEM 12: Recruitment of Nurses

The NEC meeting was informed that on Friday 20th November 2015, the Irish Prison Service forwarded correspondence to the Union outlining their intention to imminently recruit Prison Nurses and they further outlined within this correspondence matters associated with terms and conditions, specifically pension entitlements. The Union had an urgent engagement with the IPS on Thursday 26th November 2015 and the NEC meeting was updated on the outcome of the aforementioned engagement with the IPS in particular our serious concerns around pension entitlements regarding this grade.

ITEM 13: Finance

There were a number of matters relating to financial issues addressed at the meeting.

ITEM 14: Workplace Relations Act 2015

The Workplace Relations Act 2015 was signed into law on 20th May 2015, to commence from 1st October 2015. The Act introduced a number of root-and-branch reforms for resolving workplace disputes and enforcing employment law in Ireland. The new system is supposedly meant to simplify matters by providing one single point of entry for employment disputes and one sole route of

appeal. Due to the recent changes it was arranged for an employment law expert to give a presentation to the NEC at the meeting on the workings of the new Workplace Relations Act.

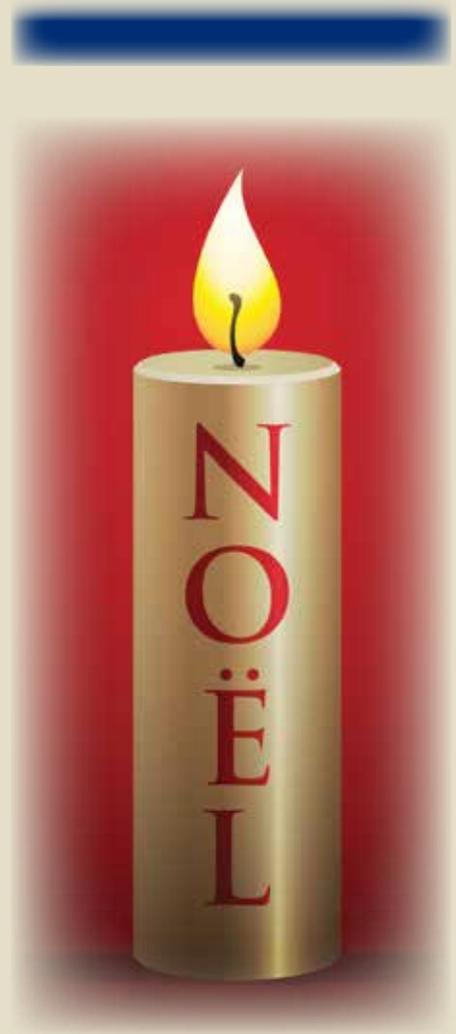
ITEM 15: AOB

Midlands: Raised matters relating to the OSG Allowance

The above is a summary of the issues raised at this National Executive Council Meeting. Please contact the National Executive Council Member who attended this meeting for clarification on any of these issues.

If you wish to receive this bulletin by email please email admin@poa.ie

ISSUED ON BEHALF OF THE
NATIONAL EXECUTIVE COUNCIL



RETIREMENT FUNCTION 2015

On the 1st December 2015, the Prison Officers' Association honoured members who retired during 2015 at a function held at the Davenport Hotel. Mr Stephen Delaney President POA welcomed all to the retirement function and wished everyone well for the future. Mr John Clinton General Secretary paid tribute to the men and women who have retired in his address and wished everyone a long and happy retirement. A number of retirees complimented the Prison Officers' Association for this recognition as the POA are one of the few unions that honour their members in this way.

All guests were honoured with a token of our appreciation for their long and dedicated service. The National Executive Council wishes all those who retired a long and healthy retirement. The following is a list of Members who have retired in 2015.

NAME	PRISON
Martin O'Brien	Arbour Hill
Stephen Murphy	Mountjoy
Sam Kelly	Mountjoy
Anthony Carney	Mountjoy
Des Farrelly	Mountjoy
John Byrne	Mountjoy
Karl Martin	Mountjoy
Richard Keane	Mountjoy
William Fitzgerald	Mountjoy
Christopher D.Malone	Cloverhill
Denis Igoe	Castlerea
Michael Murray	Castlerea
Michael Brennan	Castlerea
T G Hughes	Castlerea
Majella Hill	Midlands
Anita Dargan Holland	Midlands
Caroline Byrne	Midlands
Catherine Brennan	Midlands

NAME	PRISON
John Herlihy	Cork
Paul Hodder	Cork
Tom Foster	Cork
JB Murphy	Cork
John Fitzgerald	PSEC Cork
Jeremiah Aherne	Training Unit
Declan Fitzgerald	Training Unit
John Finn	Training Unit
Peter Brady	St Patricks
Paul Carroll	St Patricks
John Mulligan	St Patricks
Terry O Connor	St Patricks
Gerry Jameson	St Patricks
Pat O'Brien	St Patricks
Gavin Carroll	Shelton
Paul Kelly	Shelton
Tommy Carroll	Shelton
Noel Mc Cann	Shelton

NAME	PRISON
Stephen O Hara	Loughan
Sean O Culain	Limerick
Elizabeth Moloney	Limerick
Dennis Collins	Limerick
Patricia Coleman	Limerick
Maureen Shine	Portlaoise
Mick Glendon	Portlaoise
Mary Cleary	Portlaoise
Aideen Maher	Portlaoise
Martin Carroll	Portlaoise
Cornelius Culleton	Portlaoise
Martin Howe	Portlaoise
Thomas Carroll	Portlaoise
William O Keeffe	Wheatfield
Liz Ward	Wheatfield
William Byrne	Wheatfield
John Doyle	Wheatfield



RETIREMENTS



RETIREMENTS



RETIREMENTS



RETIREMENTS



Group Mortgage Scheme for POA Members

Choosing a mortgage is one of the most important and probably largest financial decision you will make during your lifetime. It's also usually one of the most stressful. Which Bank? Which rate? Fixed or variable? What term should I choose? These are all decisions which you have to make and will have an enormous impact on your personal finances over the following 20-25 years of your life. That's why it's critical to make sure they are the right decisions.

It's with this in mind that Rockwell Financial Management are delighted to have been appointed as the mortgage service provider for POA members. Through the Group mortgage scheme we will walk you through the entire process, including the new Central Bank mortgage regulations. Whether you are a first time buyer, trading up or looking to switch your mortgage we aim to give you peace of mind but most importantly help ensure you are being offered the best interest rate available in the market.

Most people completely underestimate the difference 0.5% or 0.7% in their rate can make to the level of interest they will pay on their mortgage over a 20 to 30 year period. The reality is that it can save/cost you €000's. In the example below we are illustrating the effect it can have on a typical mortgage:

	Rate applicable*	Mortgage Balance	Term	Monthly repayment	Total interest payable	Interest saved
Current rate	4.20%	€200,000	25 years	€1,077	€123,366	N/A
0.5% reduction	3.70%	€200,000	25 years	€1,023	€106,847	€16,519
0.7% reduction	3.50%	€200,000	25 years	€1,001	€100,374	€22,996

This concept of ensuring you are receiving the most competitive interest rate possible doesn't just end once you've drawn-down your mortgage; it's something you should proactively review every 3 to 5 years. If you are not offered the most competitive rate available by your provider (and please bear-in-mind the banks are under no obligation to match the rates offered by their competition) you should investigate the opportunity to switch provider. This, however, is something people can be hesitant to do based on the perceived hassle of making the switch. That's exactly where the POA Group Mortgage Scheme with Rockwell can help.

Through the Scheme members can avail of any/all of the three core benefits on offer:

- Best mortgage rate** available in the market at the time (suitable to the individual) with an additional rebate of €250 upon drawdown of the mortgage (applicable to first time buyers, switcher mortgages and home movers)
- Fixed Legal fees** for all services associated with buying your first home, switching mortgage provider or moving up in the property market (available from a select panel of solicitors nationwide)
- Discounted Life Cover** – the best price in the market plus an additional 10% reduction off the monthly premium for the duration of the policy

Through the POA Group Mortgage Scheme, members can now rest assured there is an independent body available to advise on what's best for you. To find out more about the service please contact one of our mortgage consultants at Rockwell Financial Management on 01-2966120 or email us at poa@rockwellfinancial.ie. You can also visit our website: www.rockwellfinancial.ie/poa.

POA Group Mortgage Scheme

Rockwell Financial Management

Group Mortgage Scheme

BEST RATES GUARANTEED

- ✓ Best Interest Rate On The Market
- ✓ Fixed Legal Fees**
- ✓ Discounted Life Insurance***
- ✓ €250 Cashback*

Contact Us Today
01 2966120
poa@rockwellfinancial.ie
rockwellfinancial.ie/poa

1st time Buyers AND Members looking to Switch.

Rockwell Financial Management

Lending criteria, terms and conditions apply. Security & insurance required. *€250 related to the client upon mortgage drawdown. ** Legal Services are agreed with a panel of solicitors. *** Life Cover is subject to underwriting criteria.

Warning: If you do not keep up your repayments, your account will go into arrears, this may affect your credit rating which may limit your ability to secure credit in the future.

Warning: If you do not keep up your repayments, you may lose your home.

Rockwell Financial Management (Ireland) Rockwell Financial Management is regulated by the Central Bank of Ireland.

WORKPLACE RELATIONS ACT 2015: A radical overhaul of the State's Employment Rights Adjudication Bodies

The much-debated and long-promised Workplace Relations Act, 2015 ("the Act") which comes into operation on 1 October 2015 will apply to all employment legislation and equal treatment legislation and provides for the resolution, mediation and adjudication of employment disputes and complaints. The Act contains a number of novel provisions and its operation in practice will be scrutinised by all those involved in ensuring compliance with over 40 pieces of protective employment legislation. The Act wipes away the existing dispute resolution infrastructure including the Rights Commissioner Service, the Employment Appeals Tribunal and the Equality Tribunal and replaces them with a new Workplace Relations Commission ("the Commission" or "the WRC"). The Labour Court remains and will hear all appeals from the Commission.

The Act does not, with one exception in relation to the Organisation of Working Time act 1997, propose any change to workers substantive employment rights.

The Act deals exclusively with structural and procedural matters therefore substantive employment rights legislation remains unchanged. Perhaps there was a missed opportunity when streamlining the adjudication bodies to also consolidate and reform the employment legislation that the new adjudicating bodies will be required to apply.

The Workplace Relation Act was signed by the President on 20th May 2015 and the Act was effectively commenced on 1st October 2015.

Key Provisions of the Act:

- The establishment of a Workplace Relations Commission (WRC)
- The transfer of all the current functions of the Labour Relations Commission (LRC) to the new WRC
- The dissolution of the LRC and the EAT
- The transfer of the functions of the Director of the Equality Tribunal to the Director General of the WRC
- The transfer of function of the Rights Commissioner Service the first jurisdiction functions of EAT to adjudication officers of the WRC
- The early resolution, mediation & adjudication of

disputes/complaints for both employment & equality complaints

- Enhanced enforcement of employment rights
- The transfer of EAT functions to the Labour Court
- Standardised statement of the powers of inspectors under employment & equality legislation
- Standardisation of time limits and other procedural matters across suite of employment rights/employment equality legislation

The first holder of the position of Director General (DG) of the WRC is Kieran Mulvey.

Enforcement and Compliance

The DG may appoint Inspectors and those who already hold such position at the date of commencement of the Act will automatically continue in office. Inspectors will have a warrant of appointment which they must produce for inspection, if requested.

The act contains a number of new enforcement and compliance tools which include the service of a Compliance Notice by an Inspector where he or she is satisfied that a contravention of a relevant statutory provision has taken place. The notice will set out what the employer must do/or refrain from doing in order to achieve compliance Employer may appeal notice to Labour Court within 42 days.

An employer may appeal a decision of the Labour Court affirming the compliance notice to the Circuit Court within 42 days. A failure to comply with a compliance notice will be an offence but service of a compliance notice does not prevent employees pursuing individual complaints.

The other major innovation in respect to compliance is the introduction of a 'Fixed Penalty Notice'.

Such a notice may be given to an employer where the inspector is satisfied the employer has committed a scheduled offence. The employer has 42 days to pay the amount specified in notice (Max €2,000.00). No prosecution in respect of the relevant alleged offence can be instituted within 42 day period and there will be no prosecution if payment made on foot of the notice.

If the Fixed Penalty Notice is not paid the matter is dealt with by the District Court.

One other innovative provision of the Act is one which allows certain information to be disclosed by the WRC (e.g. employer's registration number, employee's PPS number). Information regarding the possible commission of an offence may be disclosed to the Commission and the Commission may in turn pass on this information to an "official body" (which includes: Gardaí, Revenue, ODCE, Health & Safety Authority and a list of other official bodies).

Complaints & Disputes

All complaints/disputes in respect to employment legislation are to be referred to the Director General - who may then refer the matter for Early Resolution, Mediation or Adjudication.

Either party may opt out of early resolution and or mediation, the matter is then referred to adjudication.

Agreement from resolution/mediation is binding & enforceable (but through a potentially expensive court action, 'a court of competent jurisdiction'). All appeals from the decision of an Adjudicating Officer are to the Labour Court.

The hearing of any matter by a WRC Adjudication Officer is held in private, however the hearing before the Labour Court (Full de nova Appeal), is held in public. There is an appeal from a decision of the Labour Court to the High Court but only on a point of law.

Referral of Complaints for Adjudication

There is now a standard 6 months limitation period for referral of all complaints. This may be extended for up to a further 6 months where complainant demonstrates 'reasonable cause' for failure to present within initial limitation period. This replaces the requirement to prove 'exceptional circumstances' in many protective employment acts.

There are various provisions in the act which will allow for the striking out of a claim or appeal. Complaints deemed by adjudication officer to be frivolous or vexatious may be dismissed at any time. An Adjudication Officers decision to dismiss may be appealed to Labour Court within 42 days

A complaint/appeal that has not been pursued by the complainant/appellant for a period of 1 year or more may be struck out by the Director General/Labour Court on Notice.

All existing Rights Commissioners & Equality Officers who held office before the enactment of the act were entitled to become Adjudication Officers.

Presenting a claim to an Adjudication Officer

The "Claimant" or a "Specified Person" (which, essentially, is anyone who would previously have been entitled to present a complaint and/or dispute under the old system and includes a Trade Union) on their behalf may make a complaint, in writing, and the DG must then refer it to an Adjudication Officer unless he determines that it should go to mediation.

The Adjudication Officer will inquire into the complaint, allow parties to be heard and present relevant evidence and will then issue a written decision. Proceedings before an AO will be held in private. The detailed provisions regarding the conduct of an Adjudication hearing are to be found in 'PROCEDURES IN THE INVESTIGATION AND ADJUDICATION OF EMPLOYMENT AND EQUALITY COMPLAINTS' which was published in October 2015 and is to be found at the website of the WRC (www.workplacerelations.ie)

Detailed statements in advance of a hearing are required in Equality and Constructive Dismissal cases. Hearing before an Adjudication Officer will be 'inquisitorial' as opposed to 'adversarial' and evidence will not be taken on oath. The published procedures contain no specific provision for cross examination of witnesses.

Adjudication Officer can compel attendance of witnesses and production of documents.

The redress that can be awarded by an Adjudication Officer remains the same as under existing legislation and this is one aspect of existing protective legislation that should have been reviewed.

If the Director General is of the view that a complaint/dispute can be dealt with by way of written submissions, he/she can inform the parties of his/her intention to deal with the matter without holding a hearing.

Either party may object within 42 days to such a decision and then there must be an adjudication hearing. Similar provision applies to Labour Court Appeals.

Appeal to Labour Court

The standard period within which appeal should be brought: i.e. 42 days from the date of the decision.

The Labour Court may take evidence on oath, may require attendance of any person at hearing of appeal and/or order production of documents in that person's possession or control.

A Labour Court appeals to be heard in Public and there is provision for the cross examination of witnesses

Section 50 of the act provides that the Labour Court may introduce rules providing for the conduct of an appeal, and these have been published as the 'Labour Court (Employment Rights Enactments) Rules 2015'.

These rules are also available at the website of the WRC.

These rules, amongst other matters, provide for the following:

Appeals in relation to the Unfair Dismissals Acts 1977 -2007 and Employment Equality Acts 1998 -2011

- Appeals in relation to Compliance Notices
- Appeals against the decision of an Adjudication Officer under all employment enactments other than the Unfair Dismissals Acts 1977 to 2015 and the Employment Equality Acts 1998 -2011
- Procedures at hearing of an appeal

The Labour Court may refer a question of law arising in proceedings before it to the High Court.

Costs and Fees

There is no mention of the payment of costs or expenses which is largely consistent with current protective employment legislation.

There is no provision in the act for legal aid.

Section 71 does provide that: 'The Minister may, in respect of

- (a) such services provided by the Commission as may be prescribed, and
- (b) such services provided by the Labour Court as may be prescribed,

charge the recipient of any such service a fee for the purpose of defraying the cost of the provision of that service by the Commission or the Labour Court, as the case may be.'

Currently there is no provision in place for such charges.

Enforcement of decision of an adjudication officer and the Labour Court

The act has completely reformed the provisions regarding the enforcement of protective employment legislation decisions by an adjudicating body. The new enforcement provide for enforcement of all decisions via the District Court.

There is a standard period of compliance: 56 days in case of decision of Adjudication Officer, 42 days in case of decision of the Labour Court.

The Court can order the payment of interest and can replace an order for re-instatement or re-engagement with compensation in the case of an Adjudication officer decision only.

There is no rehearing of the substantive issue before the District Court.

Significance and Relevance of the Workplace Relations Act 2015 for the POA

The possible dissolution of C & A Scheme

Of major significance to the POA is the fact that the Workplace Relations Act contains provisions that will potentially allow for the disbanding of the Civil Service Conciliation and Arbitration Scheme (C & A Scheme).

Prison Officers are Civil Servants; therefore Industrial Relations Procedures and Practices evolved and currently operate in the Prison Service in accordance with the Procedures set out in the C & A Scheme.

Section 86 (2) of the Act provides for the amendment is to Section 23(3) (a) of the Industrial Relations Act 1990 by the deletion of '(other than established civil servants within the meaning of the Civil Service Regulation Act, 1956)'. This amendment will, subject to designation by the Minister for Public Expenditure and Reform, provide access for established civil servants to the normal industrial relations machinery of the State, being the Workplace Relations Commission. Currently, civil servants, avail of a Conciliation and Arbitration Scheme.

The most significant workplace reform ever introduced into the Irish Prison Service, the PFOC in July 2005 was introduced by way of the C & A Scheme.

The work practises were facilitated through the Conciliation Service at the LRC when this work was concluded the PFOC went before the Civil Service Arbitration Board to decide the remuneration package.

The POA used the scheme to very good effect on PFOC July 2005 and the recent decision on Portlaoise Prison Environmental Allowance, February 2015 (Both decisions of the Civil Service Arbitration Board)

The Workplace Relations Act has also dissolved or modified the workings of the current Statutory Industrial Dispute Resolution/Adjudication Bodies all of which have been utilised since 2000 by the POA to seek and gain improvements for the membership. It will be a matter of 'wait and see' as to how effective the new structures will be in practice.



PRISON OFFICERS' ASSOCIATION

ANNUAL MULTI TRIP TRAVEL INSURANCE

Covers

The union member
His/her family
Worldwide, including USA/Canada
365 days
As many trips as you like
Winter Sports & Scuba Diving covered at no extra cost
Option to include Pre Existing Medical Conditions

**To avail of rates please visit
www.groupsure.ie**

Premiums

Single	€63.00
Couple	€70.00
Family	€73.00



POMAS the Prison Officers Health Insurance Scheme that is all about benefits and services for you the Officers & your Families..... remember that we are not about making profit for Investors, the only Investment that POMAS considers is

“Investing in your current & future Health needs”.

In 2015 – we are delighted to have processed 28,000 **CLAIMS FOR YOU**, these range from in-stay hospitalisation in high tech hospitals to claims for everyday medical expenses It represents 3,500 more claims processed for our members since 2014.

We have **given back** to our members in **ANNUAL PAYMENTS ALONE €1.5MILLION in 2015** & look forward to repaying our members their ANNUAL CLAIMS IN THE FIRST QUARTER OF 2016.

In 2015 we **refunded our members €353,000 for Dental Treatment**. This is a **BENEFIT** within POMAS HEALTH INSURANCE POLICY that **does not cost you anything extra** unlike taking out a unique DENTAL PLAN.....or any other Health Insurance Policies.

Remember when submitting your Dental Receipts as part of your annual claim to have your Dentist complete the “Dental Chart Form” & a fully itemised receipt so that we can best access your claim.

POMAS is unique in providing Benefit for Prescriptive Drug costs that members experience on a monthly basis. In comparison to **ALL other Health Insurance plans** on the market this is an **EXCEPTIONAL BENEFIT** with POMAS when you consider there are now **over 350 HEALTH INSURANCE PLANS ON THE MARKET** and one provider gives €25 per year as a Drug Benefit and the other 3 major providers in the market have no contribution towards prescription costs.





SPIKE ISLAND HERITAGE CENTRE

The Irish Prison Service transferred ownership of Spike Island to Cork County Council on the 11th of July 2010. This date is significant as it was on the 11th of July 1938 the British military vacated Spike and it was taken over by members of the Irish Army.

Following the closure of Fort Mitchel prison in 2005 the complex was unoccupied for almost five years. During this time the once manicured lawns had become overgrown and the first priority was to reclaim the lawns in the preparation for the handover ceremony. The Blocks and other areas once used by the Prison Service were in a remarkably good condition and required minimal maintenance to bring them to a habitable state.

The handover ceremony on the 11th of July was performed by the Minister for Social Protection, Deputy Eamonn O’Cuiv T.D., grandson of Eamon deValera who as Taoiseach was present at the 1938 ceremony. All was now set to open Spike Island and Fort Mitchel to the public for the very first time.

A private company received the contract to conduct public guided tours and this worked very well. The guided tour took in the lower island between the pier and the fort.

Also ‘C’ Class, Mitchel Block, Mitchel Hall and the 6” gun under Bastion 2. This gun had been restored as a project by members of the Prison Service assisted by some inmates. We have since progressed to self guided and audio guided tours, all proving to be very successful.

In 2013 a pathway was constructed around the outside of the moat at the top of the glacis incorporating seating and twelve information boards telling the story of the fort and the harbour. Walking or indeed running this path gives our visitors an opportunity to take in the beautiful views of Cork Harbour.

The Spike Island Development Company, which was set up by Cork County Council to oversee the development of the island, was successful in its application to Failte Ireland, for funding to further develop Spike and particularly the fort. This led to a major construction, restoration and interpretation contract beginning in August 2015. Included in this and within the fort the ‘B’ Class exercise yard has been roofed and this area is now referred to as the Gun Park. It will display and interpret part of our artillery collection, now numbering over thirty large guns. The covered yard is essential to protect these guns from the elements.

SPIKE ISLAND

Mitchel Block, now renamed the Punishment Block is being fully restored and will be used to tell the story of imprisonment on Spike. This includes the convict era between 1847 and 1883 during which twelve hundred convicts died. Recent research has concluded that this block was built approximately twenty years after the Young Irishman John Mitchel was held on Spike, therefore his cell must have been elsewhere within the fort. The building behind Mitchel Block is also being totally restored. This was originally built as a convict hospital and will be used to tell the story of John Mitchel and transportation from Spike in general. Also in that area, Bastion 6 is now fully accessible and landscaped and the prison walls and steel gates have been removed.

The most amazing changes are on Bastions 3, above the trades' stores and on Bastion 4 behind the new garage. The two ramps are now open and the prison walls and large steel gates removed. The Defence Forces returned the four saluting guns to Bastion 3 in 2012 and they are once again the saluting battery for Cork Harbour. They were removed in 1985 following the riot. Bastion 3 has been completely landscaped, the two flanking galleries, the underground gun crews quarters and Battery Observation Post has been uncovered. In the next few months lighting is being installed in all of these areas and these will be open to the public next season.

The original high level road between Bastions 3 and 4 has been reopened and this has enabled major excavation to be completed on Bastion 4. Access is once again possible to the second 6" gun using the two sets of steps covered over in 1987. The 6" gun has now been fully restored and is capable of being elevated and traversed. While excavating towards the second sets of steps some outstanding structures were discovered. This area will also be open to the public from early 2016.

The gym building has been used as a tea room for the public since 2010. As part of the major development it is presently being fully upgraded for the new season.



In 2015, to mark the thirtieth anniversary of the 1985 riot, a special exhibition was mounted in the knitting workshops near 'C' Class. This is a permanent exhibition and includes photographs, uniforms, artefacts and newsreel footage.

A shelter is being erected outside the fort near the end of the pier to accommodate those waiting for a boat. Also the pier itself is being extended to make it safer to turn vehicles.

A private company, Spike Island Adventure, have cleared some of the once overgrown gardens on the left side of the road to the fort. They constructed an obstacle course in the gardens and this has proven very popular and beneficial to visiting teams, corporate groups and visiting parties.

The visitor numbers have increased year on year culminating in approximately thirty-three thousand visitors to the island this year.

The details of our opening dates for 2016 are available on our web site. Also bear in mind that we are open all year for pre booked guided tours so if anyone wishes to arrange a private tour the details are also on our site. Members of the Prison Service can always be assured of an enjoyable and informative visit to Spike.



Willie Gould – Marathon Man

With just less than 2 years on the running scene Willie Gould completed his first marathon . A wonderful achievement for someone that just started as a recreational runner, Willie developed a great interest in the running scene and attended all the inter firm events throughout 2014 and very seldom in the prizes it never deterred him from his continued participation. He quietly up the mileage and took on his first major challenge with the Cork City Marathon on June Weekend this year. Purely a recreational runner Willie set his sights on the Dublin City Marathon and after many weeks of hard training and the Cork To Cobh 15 mile event under his belt he successfully completed the Dublin City marathon in a

very respectful time of 3 hours and 42 mins. An amazing achievement in such a

short time, congratulations to Willie and best of luck with the new book .



On behalf of the Midlands Branch Committee I would like to take the opportunity to wish all our members and their families a Happy and Healthy Christmas and a prosperous New Year. I would also like to thank the membership for their continued support for the Local Branch Committee. I would also like to express my gratitude to the members of the branch committee for their invaluable assistance throughout the year.

At the time of writing the members of the Local Branch Committee are coming to the end of their tenure as staff representatives and notices are displayed inviting nominations from interested members to join the committee. Hopefully, come the AGM at the end of January, we will be able to fill all the positions on the branch for the first time in quite a while. The closing date for nominations is 5.00pm on 31st December 2015 and should there be a need for an election that will be held during January with the count taking place

at the AGM at 8.00pm on Thursday 28th January 2016.

2015 was once again a challenging year for staff at the Midlands, being the largest prison in the state brings its own problems and there have been a number of very serious assaults on staff over the past 12 months. As you will appreciate there is a certain level of psychological trauma that goes along with the physical injuries received and so we would like to wish those members who were the victims of assaults all the best in their recovery.

July saw us back in the Labour Relations Commission to deal with PSEC Midlands issues. The new roster was the main bone of contention and while the result was not as we had hoped we are scheduled to go back to the new Workplace Relations Commission shortly for a review of the outcome of the ruling.

In November we had another date at the WRC to deal with disagreement forms.

There were a large number of disagreements discussed at this engagement including staffing levels, work/training, escorts and in-patient escorts. The Prison Service has committed to a further Joint Task review of some areas of the Midlands and we will keep the membership updated on any progress.

At the time of writing we are in the middle of doing the Placement Policy. As a result of a motion passed at a branch meeting there has been a massive change in how the Placement Policy is now being done. As with all new initiatives there has been more than a few teething problems but hopefully these will be ironed out over the next couple of days and we will be up and running early in the New Year.

Finally I would just like to thank the National Officers and the staff in Merrion Square for their help and advice throughout the year.

CONDOLENCES

Our deepest sympathy is expressed on behalf of all our members in the Midlands to all our colleagues who have lost loved ones over the past year. To all of the bereaved families, our thoughts and prayers are with you all at this most difficult time. May they rest in peace.

RETIREMENTS

To all those who have left us, ACO Caroline Byrne, Officers' Majella Hill and Catherine Brennan and Nurse Officer Anita Dargan-Holland, may we wish you a long, happy and healthy retirement.

ARRIVALS AND DEPARTURES

To those who have left us we would like to wish you the best of luck and welcome those that have joined the ranks of the Midlands and hope you are happy and safe here.

CONGRATULATIONS

We would like to take this opportunity to congratulate those members who have recently got engaged, married or divorced and to those who have recently had additions to the families.

MIDLANDS RUSTY RAMBLERS

Another update on the trials and tribulations of the Rusty Ramblers. Where to start, it's been a fun couple of months. We started off September with a navigation day out in the Comeragh Mountains, where teams started out from different locations and with map and compass followed a path to specific locations, that was the theory. In reality however, with busy lives and work commitments, only one team set out. On the plus side, we got a lovely day out hill walking, improved our skills and got to test

out our new walkie talkie equipment and mobile phone tracking, with our location being sent back to base to keep an eye on us.

As always we encourage our members to push themselves and take on new challenges, with that in mind four brave souls set off to do Ben Nevis again, because apparently having just done it in May wasn't enough. So Alan, Paul, Paudie and Marty went back to Scotland, took a different route and made it back to the summit. It was a much different scene that greeted them with bare rock everywhere instead of the snow that had been there previously. After some rest and refreshments (and the purchase of a duck!!!!) they headed home with more knowledge and skills to pass on to the group.

In October the group headed for a gentle walk in the Blackstairs. The walk was to be led by Mr. Bracken and yours truly. We got maps and google earth to help us plan the route, but lacked on the ground knowledge. I must admit to crying off of the walk as I was near death's door with man flu. 14 ramblers headed out led by Mr. B and all went well until the lack of local knowledge led them to come down across a boulder field. What had been scheduled to take 40 minutes took a number of hours. Thankfully everyone made it through unscathed, eventually.

In November, 13 of us undertook a two day First Aid course. With funding from IPS and the generous use of the facilities at Brian Stack House we completed Adventure Sports First Aid Level 2 under trainer Pat Reid. We learned about everything from simple dressing of wounds and bandages to the use of a defibrillator. We went from class room to scenarios we would likely face if an accident befell one of us on a day out, (although I may never look at a Mars bar in quite the same way ever again). Pat has

over twenty years' experience in emergency first aid from teaching and being part of the Dublin -Wicklow Mountain Rescue team. His knowledge was invaluable and brought home to us the potential dangers a simple trip or fall could present on a day out. Thankfully nothing has happened while we've been out and now with the skills we've learned we could help ourselves should the need arise.

Some members took part in a webinar hosted by renowned adventurer Pat Falvey, with the intention of making a trip to Russia to climb Mount Elbrus probably in 2017. The group got information about the route, itinerary, gear and most importantly preparation needed to successfully get to the top of the largest mountain in Europe (5642mtrs). Time and thought will have to be put in before we undertake such an ambitious trek.

We ended the month with a walk up Brandon Hill in Kilkenny. In almost summery conditions we started off and kept a brisk pace along road and trail. Upon reaching the summit some warmer clothes were required. Then a quick turnaround ensured we made it back down before the rain came down.

More walks are planned through December and into the New Year with hopefully more camping and courses to be done. If anyone wants to come along on any of our activities please look us up and feel free to join us.

I'd like to take this opportunity to wish all my fellow Rusty's and indeed everyone reading this article a very Merry Christmas and a safe and Happy New Year.

Derek Hovenden.

Great night at Midlands Charity Boxing event

What a night the 26th of June turned out to be, what started as a drunken call out by Shane 'Mega-Mouth' Mitchell to the former Laois legend, Portlaoise golden boy and Gerry Ennis step son Brian 'Bubble Wrap' McCormack which happened to be caught on video snowballed into the most successful night the jail had in years.

A few of the jail greats game together to organise a charity fight night, we choose the Jack and Jill foundation because of the help and support they showed to our colleague Ronan Dunne and family. However a night of world class pugilism is not easy pull off, so we went about advertising for contenders to step up to the plate(not the dinner plate they are used to). We threw down the gauntlet to our colleagues across the wall in Portlaoise to take on the midlands and they gave us two volunteers out of staff of 4000 (just saying).



So sixteen of the prison services finest athletes stepped forward but due to circumstance they withdrew and we were left with sixteen degenerates, now the fun began.

Ten weeks before the event we started an intense training camp, which only stopped on Sundays, Bank Holidays and the odd dinner hour to gather our thoughts in 'Telfords'



With the help of Portlaoise boxing club and Gov Fran baker for providing equipment and a special mention to our head boxing coach and guru Johnny (ray of sunshine) Dollard, we set about molding these sow's ears into silk purses, it wasn't long before our strict late starters and slow learners training regime started baring fruit, once the boxers got over the shock of actually getting hit, the tantrums and tears stopped (Steve snowflake Crowley) and killing machines began to emerge,

In a flash the training camp was over and it was time to get ready to rumble, the venue the Kileshin hotel housed a sold out crowd of over 300 wardens baying for blood, master of proceedings our very own Michael Buffer Jason MacSweeney got the show on the road and with DJ Chris Maher's individual entrance music, the crowd was whipped into a frenzy. Our ring girl Mrs. Brown (Stag Brennan) called the rounds and the cry of 'Lets get Ready To Rumble' lifted the roof. What happened next will never be forgotten. We had eight bouts of boxing, each one a classic. At this point we would like to thank our sixteen boxers without their efforts and dedication this night would of not being the success it was so to Alan Molloy, Mark Keating, Peter O'Halloran, Killian Looney, Carmel Swords,

Trish Duncan, Mick O'Neill, Ken O'Donnell, Steve Crowley, Kevin O'Riordan, Declan Hennessey, Noel Rowe, Shane Mitchell, Bruno McCormack, Keith Ryan, Alan Garvey. Without your blood, sweat and tears, this would not have been possible. Every single fight was closely contested and the fighters performed admirably. Each thrilling bout thoroughly entertained the blood-thirsty horde of onlookers.

Our sincere thanks, ye were only brilliant and all the staff from Midlands and Portlaoise who came out to support us on the night

A great night was had by all and in the process we managed to raise €7,253 for the Jack and Jill foundation which we presented to their representatives in the staff mess on the 30th of October the following is a list of people we would like to thank for organising and help on the night

Portlaoise Boxing Club

Governor Baker

The Midlands Staff Mess Committee

Liam Cushen Midlands Print Shop

All sponsors of the raffle

Volunteers on the night

Thanks again from the committee



ST. PATRICK'S INSTITUTION

On behalf of the POA in St. Patrick's, I would like to wish all members past and present a happy Christmas and a very prosperous and peaceful new year.

It is with great sadness that we remember our friend and colleague Fergus Bolster who sadly passed away this year. We would also wish to pass on our condolences to all members who have lost loved ones in 2015. We would like to wish the best of luck to members of staff who retired in 2015 after giving many years of service. May each and every one of them enjoy their well deserved retirement and we wish them many years of health and happiness.

To all the staff who have transferred to

different prisons and locations, we wish them success in their future careers.

2016 will bring fresh challenges for staff especially with the proposals and implementation of transformation. In support of all members, the branch committee will continue on a daily basis to uphold the rights and to safeguard staff in St. Patrick's from any perceived difficulties they may face.

We acknowledge the loyalty and would like to thank staff for their support for the branch committee in these challenging and difficult times.

Since the publication of the Inspector of Prisons report and the subsequent

sustained reduction in staffing levels, there are now serious Health and Safety concerns. This is despite continuous promises from IPS and Change Management to address these concerns and to date have failed to come close

The local branch continues to raise these issues with both national officers and local management on a continuous basis.

Beannachtaí na Nollag agus sonas is séan don Athbliain

P.A Redmond

Branch Chairman

TRAINING UNIT

There were two retirements from the Training Unit during 2015. The staff would like to wish Jerry Aherne and Declan Fitzgerald a long, happy and healthy retirement for the future. Amigo's wit and slugging will be missed and Decco's golf lessons will have to be endured by some other unfortunates. We hope that they both keep in touch in the future.

We would like to welcome Ray Burke, Arlette O'Connell and Donnacha Walsh to the Training Unit. We hope that they will enjoy their time spent here with us.

We would like to wish Jean Carey all the best in the future on her move back across the wall.

TUGS

The TU Golf Society has been very quiet over 2015. The matchplay event didn't take place due mainly to a lack of interest.

The Annual Xmas Golf Outing took place on Friday 27th November at Corballis Golf Course and on to the Waterside Hotel in Donabate. A good day was had by all however the weather made the golf a bit of an endurance test. The winning team on the day with a fantastic score of four under was Eoghan Nolan, Richie Kenny, Stephen Mannion and Paul Cahill. In second place with a great score of two under was Pdraig Nolan, Paddy Carr, Phil O'Meara and Frank O'Donnell. There was much talk after the golf about

changing some of the prizes next year to include sat-navs as apparently one of the teams got a little lost on the day.

Social Nights Out

The silly season is almost upon us and we hope to organise a social night out in the not too distant future. A date and venue is under discussion and it will hopefully be a great night.

The staff of the Training Unit would like to pay our condolences to all those who have lost loved ones during the year and wish everyone a Merry Christmas and a Happy, Healthy and Prosperous New Year.

It was a wild wet day as the Wheatfield Anglers headed west towards Arran Mor off the Galway coast.

The weather wasn't enough to stop this tough bunch of warriors who were on a serious mission .

The ferry crossing from Rossaveal didn't produce any casualties, and we were settled into the Arran Island Hotel with great ease by Rosinna and her capable staff.

A sociable night was had with the obligatory sing along in the hotel bar to finish off a good night , having visited 66% of the islands hostleries.

Saturday morning and dark glasses seemed a necessity ,now I don't know whether that was for the sun or to hide bloodshot eyes.

Our charter boat arrived at the pier and we all boarded, some reluctantly but we had a full crew for the day ahead.

The days activities were slightly curtailed due to winds but we carried on (well most of us did).Some people found shelter in the spacious luxury cabin.

We may not have caught as many species as previous years but the pollock gave us some good fishing throughout the day.

Thankfully, due to financial assistance from IPSSLA we were able to transport the fish home safely in our new Igloo 5 day cooler boxes.

As the fishing finished it was a close call but it was myself who claimed the Des



Boyle Memorial cup with a fine sized fish of over 55 lb's.

I would like to thank Brian Cahill for his fish mongering skills which made light work of the catch for the rest of us, we only had to enjoy the finished product.

Another great night of craic agus ceoil ensued in the hotel to finish off a brilliant weekend.

Here's looking forward to next years activities, where ever we may end up.

Seasons Greetings

The local branch committee would like to take this opportunity to wish all members of Wheatfield prison officers Association a very merry Christmas and a peaceful new year.

Condolences

The branch committee would like to extend their sympathy to the relatives of our colleagues who have passed away as Christmas is a time we miss them most also anyone who lost a loved one during the last year .

We would especially like to wish Officer Eugene Garrigan a very merry Christmas and hope he has a speedy recovery.

Arrivals and Departures

The committee would like to extend a warm welcome to all the members who have come to wheatfield and bid a fond farewell to those who have left wheatfield for pastures greener.

The committee would like to thank all members for their support in 2015.

We would like to thank all the members for the support during our term of office and invite new members to join the committee in 2016.

Wheatfield Sports And Social Club

The committee would like to thank Martina for all the hard work she put into the Social Club over the last number of years .

I think all members will agree we had a funtastic day in Tayto park in August.

The event was very well attended and we cannot wait for next year already (so the kids say) We also went to Gowran Park this year and this was another success.

To any new members for 2016 an application form can be obtained from any committee member.

The cost is only €5.50 per week which we feel is tremendous value.



abbey insurance



Great rates to make
you abbey on Car, Home
and Travel Insurance

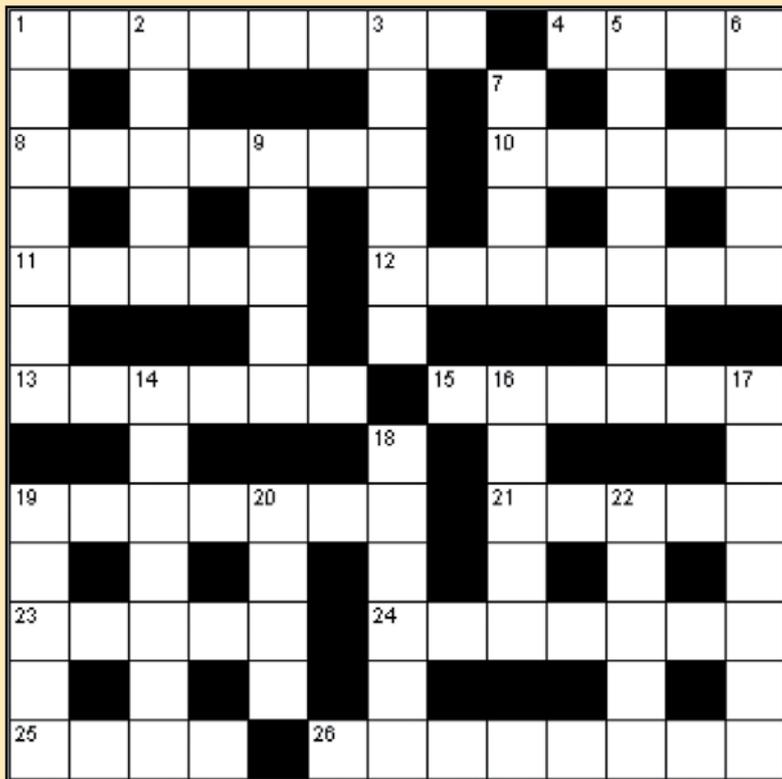
To receive a quote, call

1890 808 666

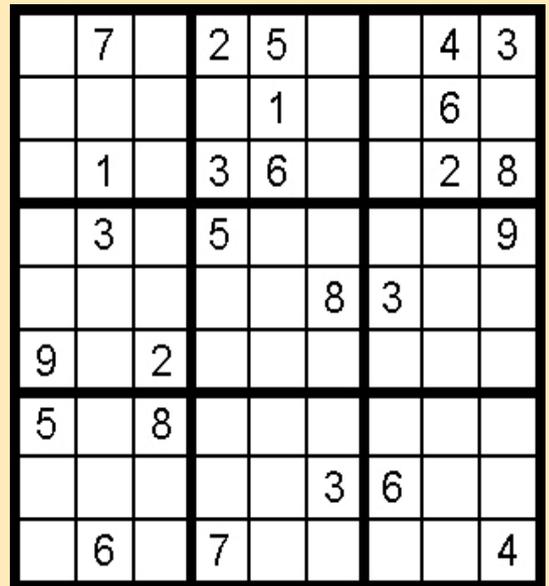
or visit www.abbeyunionstar.ie

Prestige Underwriting Services (Ireland) Limited
trading as Abbey Insurance is regulated by the
Central Bank of Ireland.

CROSSWORD



SUDOKU



Please send completed Crossword Entries by
Friday 26th February 2016 to

The Editor
Prison Officer Magazine,
18, Merrion Square, Dublin 2.
5 prizes of €25 will be awarded to the winning entries.

Please send completed
Crossword Entries by
Friday 26th February 2016 to

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

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

ACROSS

1. Anteater (8)
4. Parts of a play (4)
8. Unfathomable (7)
10. Declare invalid (5)
11. Permit (5)
12. Mariner (7)
13. Denunciation (6)
15. Polar region (6)
19. Amalgamated (7)
21. Publish (5)

23. Din (5)

24. Aromatic herb (7)
25. Hazard (4)
26. Edible snail (6)

DOWN

1. Intransigent (7)
2. Majestic (5)
3. Gusto (6)
5. Devise or invent (7)
6. Storage towers (5)

7. Cab (4)

9. Darned (5)
14. Dried grapes (7)
16. Salary increase (5)
17. Cigar (7)
18. Detestable (6)
19. Relating to an arm bone (5)
20. Notion (4)
22. Vernacular (5)

— WINNERS —

CROSSWORD WINNERS

Ivan Lynch	Portlaoise	€25
Martin Casey	Cork	€25
Billy Burke	Cork	€25
Sean Freeman	Cork	€25
Brian Martin	Cork	€25

SUDOKU WINNERS

John Tuohy	Wheatfield	€25
Frankie McKeown	Wheatfield	€25
Sean O Connor	Arbour Hill	€25
Ann Whitty	Portlaoise	€25
Jarlath McCarthy	Cork	€25

PRIZES KINDLY SPONSORED BY AXA INSURANCE

In 2014, Governor Fergus Woods DSM arranged for the Irish Prison Service to march alongside the Northern Ireland Prison Service to commemorate their fallen Officers who gave their lives in the course of their duties. This was an historic moment as the two Prison Services paraded together for the first time.

On Friday 6th of November 2015, the Northern Ireland Prison Service once again held their Annual Memorial Service in Millisle. This year, a contingent of Irish Prison Officers made up of various prison Guards of Honour, led by Governor John Farrell and Governor Fergus Woods proudly took up the invitation to attend the ceremony and marched side by side with our counterparts in the Prison Service College, Millisle, Northern Ireland.

On arrival we were warmly greeted by Lady Silvia Hermon, MP for North Down and Isobel Millar MBE, Treasurer of the Northern Ireland Prison Service Benevolent Fund.

The ceremony began with an inspection of the joint Prison Services on parade by Northern Ireland Justice Minister David Ford and the Director General of the Northern Ireland Prison Service Sue McAllister.

This year will be another year marked in history as it will be the last time the ceremony will be held in Millisle. The existing memorial stone in Millisle was erected in 1979 with money raised from donations made by the serving staff at that time. In 1988, two further stones were erected to form the existing memorial which remains in place today.



Since its formation in the early 80's the Central Benevolent Fund has organised the annual Memorial Day which includes a parade of serving and retired staff led by the Northern Ireland Prison Service Pipe Band. The inter-denomination service was conducted by Prison Chaplains (which included Rev Alan Ruffi, Church of Ireland National Prison Chaplaincy Adviser, West Dublin Campus) with a roll of honour read out in memory of the 31 Officers that gave their lives in service. Wreaths were laid on behalf of the Irish Prison Service by Chief Officer Malachy Kelly and retired CTO Declan Healy representing ARPO.

After the ceremony A/Governor Woods presented Ian Simpson, Chairman of the Northern Ireland Prison Service Benevolent Fund with a painting which depicted



MILL ISLE 2015

the Main Gate of Crumlin Road Prison side by side with the Main Gate of Mountjoy Prison with their respective Officers standing outside. In the centre of the portrait there is a shamrock poppy in between both gates with the caption 'lest we forget'.

I would like to take this opportunity to thank our friends in the Northern Ireland Prison Service for their kind invitation and warm welcome (and for the tea and sticky buns too!)

Paul Kellett
Assistant Chief Officer
Portlaoise Prison





cornmarket
group financial services ltd

Here to help you

SAVE
UP TO
€535*

ON YOUR HEALTH INSURANCE



We compare all four providers...



With Cornmarket's Free Health Insurance Comparison Service you have access to a team of experts who:

- ✓ Will compare all four insurers on the market
- ✓ Will identify the free or discounted child offers so you can protect the ones you love
- ✓ Could save you up to €535* by switching from VHI Health Plus Excess (B Excess) to GloHealth Best Smart plan or €456 if you switch to Aviva Health Plan 16.1.

What's more you can rest assured that you will not get a cheaper quote for the same policy if you contact the insurance company directly. In fact, in some instances you may actually avail of lower premiums through specific offers with Cornmarket.



Call us today on: **(01) 470 8098** or visit **www.cornmarket.ie**

IPS Travel to Germany



Mens Team : Mick Dooley, Bernard Quinn, Gerry Moore, Michael O'Brien, Eddie Byrne, Donal Murphy, Finbarr O Dwyer and Don Keohane

IPS Athletics cross country team traveled to Germany for this years European Prison Officers Cross Country Championships. The event was held on the NATO air base in Geilenkirchen from the 4th to the 6th of November. It was run on a mix of grass and trail running surface with 10k for men and 5k for ladies.

The mens team were first off in the 10k event, with Finbarr O Dwyer really pushing it hard up front and really mixed it well with the young guys running a great race to finish 3rd overall, Finbarr was well backed up by

Don Keohane and Martin Carroll with Donal Murphy making up the scoring quartet to give the Irish guys 3rd team. Michael O'Brien, Gerry Moore and Eddie Byrne all bunched well to ensure team success. Mick Dooley and Bernard Quinn also took part in this event, Bernard one of the founder members of this event achieved success in the senior age categories .

The ladies event had small numbers but proved to be very competitive with the Swedish girls dominating this event. However good team running by the Irish girls ensured

runners up spot here. Ursula Byrne put in a wonderful performance here just missing out on 2nd place after a sprint finish, Claire Lyons new to the cross country scene finished very strong also closely followed by Angeline Gleeson and Deirdre Delaney to complete the team positions.

A special thanks to the IPS Sports and Leisure Association for providing running kits for this event and we look forward to their continued support for future events that are in place for the year ahead.



Ladies Team: Deirdre Delaney, Claire Lyons, Angeline Gleeson and Ursula Byrne



IRISH EXAMINER CORK CITY MARATHON CELEBRATES 10 YEARS OF RUNNING SUCCESS

Call for Uniformed Service Personnel in Ireland and Abroad to Participate In newly launched 'Battle of the Badges'

Cork, 9 December 2015: The Irish Examiner Cork City Marathon will celebrate a decade of sporting success on Bank Holiday Monday 6 June 2016. In ten years the marathon has grown to be one of the biggest events on the Irish sporting calendar, attracting almost 100,000 runners to participate in the full and half marathon as well as the team relay and youth challenge.

To celebrate 10 years, the Irish Examiner Cork City Marathon is calling on all uniformed personnel to participate in the newly launched 'Battle of the Badges'. The category encourages teams and individuals from the various uniformed bodies, such as the Gardaí, Naval Service, Registered Nurses, Fire Brigade, Ambulance, Coastguard, or anyone in uniform, to run for the honour of their profession.

"In the past ten years the Cork City Marathon has earned a reputation for being inclusive. We encourage individuals of all levels and abilities to get involved – from first timers to professional athletes. This year, to mark our 10 year anniversary, we are encouraging participation – and some healthy competition – among colleagues in uniform," said Jim

O'Donovan, Race Director, Cork City Marathon.

"We want to see as many uniformed services as possible represented in the Irish Examiner Cork City Marathon 2016. It's all about team spirit, participation and that special sense of achievement. There will be also be awards for the winning individuals and teams" he added.

The 26.2 mile Irish Examiner Cork City Marathon course is internationally recognised, with certification from the International Association of Athletics Federations (IAAF). One of the fastest courses in Ireland, the Cork Marathon has been praised for its inclusivity, with entry fee concessions for those who are unwaged and in receipt of benefit ensuring that young and old and those with varying ability are included in the marathon.

Commenting on behalf of the headline sponsor of Cork City Marathon, Karen O'Donoghue, Marketing Manager with the Irish Examiner said: "We are delighted to partner with Cork City Marathon again in 2016 for this special celebratory marathon on Bank Holiday Monday, 6 June. We look forward to welcoming several thousand runners, spectators, volunteers and runners of all levels, speed and fitness."

Entry forms and full details on the Irish Examiner Cork City Marathon 2016 are available online at www.corkcitymarathon.ie. Early bird entry is available until 31 December 2015.

About Cork City Marathon

Cork City Marathon was revived in 2007 after a break of 21 years. It reflected a growing interest or a rekindling of interest in road running that



had peaked in the mid-1980s but had waned in the intervening years.

One of the innovations in the Cork City Marathon was the inclusion of a Team Relay challenge, with teams of between 2 and five members combining to cover the 26.2 mile distance. In 2013, a Youth Team Relay was introduced, providing an opportunity for young people between the ages of 16 and 18 to participate in what is one of the most challenging and rewarding sporting and personal achievements.

Eligible entrants for Battle of the Badges

Serving and/or Retired Uniformed Service Personnel, including but not confined to:

- Airport Fire & Police
- Ambulance Service
- An Garda Síochána
- Registered Nurses
- Naval Service
- Postal Service
- Prison Service
- Civil Defence
- Coast Guard
- Customs
- Defence Forces
- Fire Service





CAPITAL ADVISORY SERVICES

PROVIDING EXTRA RETIREMENT BENEFITS FOR
PRISON OFFICERS SINCE 1988!

Money back from the tax-man!

So what are the benefits of joining the Prison Officers AVC Scheme?

- **Tax Relief** – Availing of generous tax efficient savings of up to 40% on your contributions
- **Additional Tax Free Cash** – Part or all of your AVC fund can provide a further tax free cash lump sum to supplement your gratuity in retirement.
- **October 31st 2016 Deadline** – why not make a once off payment for the previous tax year and get 40% back on your contribution within weeks.
- **Easy** – Once you join you have no further action to take. Your contributions are deducted through payroll before income tax is deducted.
- **Flexible contributions** - you may at any time increase, decrease, make lump sums or stop
- **Tax Free Investment Growth** – no DIRT or exit tax is payable from returns within your AVC fund.

CONTACT

Ken Fitzgerald QFA
DIRECTOR

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

Aaron McCann QFA BA Dip IS
DIRECTOR

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

*Cloverhill, PSEC, Cork, Limerick,
Midlands, Portlaoise,
Training Centre,
Shelton Abbey*

*Arbour Hill, Castlerea, Dochas Centre,
Loughan House, Mountjoy, St. Patrick's
Institution, Training Unit, Wheatfield,
Santry Stores*

Janette McLellan

Email: admin@casavc.ie
Phone: 01 687 4080

Dublin Office:

20 Molesworth St., Dublin 2

Cork Office:

19 White Street, George's Quay, Cork

K.D. Retirement Services Limited trading as Capital Advisory Services
is regulated by the Central Bank of Ireland

**Warning: The value of your investment may go down as well as up.
Past fund performance is no guide to future fund performance**

THE UNEXPECTED DEPARTURE OF MISS DOLLY BURKE FROM CORK FEMALE PRISON

27th May 1921

Johanna Mary – better known as Dolly – Burke was born on the 13th December 1899 at Glengoole, Littleton, Thurles, Co. Tipperary.

During the Irish War of Independence, (1919 – 1921) she joined the 7th Battalion, 3rd Tipperary Brigade of Cumann na mBan.

At a Summary Court in Tipperary on the 31st January 1921, she was sentenced to six months for refusing to give information on her colleagues in the Cumann. She was committed to Cork Female Prison at Sunday's Well. It's now a museum and worth a visit. As a political prisoner, Dolly refused to work and was not granted the then usual one-sixth remission. She was to be released on the 30th July 1921, but that all changed on the 27th May 1921.

The following is a report from Catherine J. McCarthy, Superintendent of Cork Female Prison to the General Prisons Board, Dublin Castle, on her rescue that afternoon.

"H.M. Prison for Women

Cork

27.5.1921.

Escape from custody of Sinn Fein Prisoner Dolly Burke whilst awaiting her removal to Waterford Prison.

I beg to report that at about 2.45 p.m., three persons, a young man accompanied by two young women, called to the Prison Gate and requested an interview with the above named prisoner. They were informed by Gate Wardress Elizabeth Fennessy that she had already received two visits, to which she was entitled by the rules. He then stated that he was her brother, that he was leaving Cork and might not have another opportunity of seeing his sister and requested Miss Fennessy to ask the lady in charge to grant him a special visit, under the circumstances. I was absent from the Prison at the time and Principal Wardress Cresswell, being in doubt as to whether a visit might be given, requested information from the Chief Warder of the Male Prison, who advised her that the visit should not be given. Miss Cresswell then sent Miss Murphy to the gate to inform the visitors accordingly. The man and the two young women had been admitted to the waiting room and were locked between the entrance gates whilst Miss Fennessy had left to get instructions from Miss Cresswell. On being refused the special visit to Dolly Burke, the man produced a revolver and demanded to be taken to the prisoner. When the officers refused, he, with the assistance of the young women,

pushed the Wardresses into the waiting room, took away their keys and locked them in. The man with one woman proceeded to the exercise enclosure where Dolly Burke was exercising, leaving one woman to guard the imprisoned Wardresses. Miss Cresswell, who had locked Dolly Burke in the exercise enclosure had her under her supervision until she was called to give instructions about the visit. On her return to the office, after about four minutes, she saw through the office window, which opens immediately on the exercise enclosure, the prisoner, Dolly Burke, being dragged over the wall near the hospital building. The wall is 3 feet 8 inches from the outside and 9 foot from inside enclosure. As the prisoner was permitted to have the use of a garden seat and as she is a strong and agile young woman, it would not have been difficult for her, with the assistance of a fairly strong man on the outside, to scale the wall and by running through the grounds outside the new hall, she and her accomplices, could easily have reached the gate in two minutes. Miss Cresswell states that when she saw the prisoner disappear over the wall, she ran to the spot and found a man standing there, who explained that he could not interfere, because armed men threatened to shoot him. This man, Desmond, was with another named O'Neill, employed by Mr. Scully, Builder, 6 French's Quay, Cork, was employed completing some repairs to the hospital eave gutters and the green house. Both men were arrested by the police when they visited the prison a few minutes after the escape. I am satisfied that the Wardresses and Acting Chief Wardress could not be held responsible for the escape of the prisoner, that nothing but an armed guard at the gate could have prevented the occurrence."



The armed guard was withdrawn in February 1921 and Dolly Burke was the only prisoner in custody on the day of the escape.

Dolly's brother Michael was sentenced to 10 years at a Court Martial in Cork on the 16th May 1921 for possession of firearms, ammunition and a bomb. He and forty three others escaped from Kilkenny Prison on the 26th November 1921.

(See Prison Officer, December 2009).

On the 26th July 1944, Dolly was

living at 2 Congress Terrace, Fethard, Co. Tipperary, when she married Thomas Smyth, Garranguile, Cloneen. She died at the House of Visitation, Clonmel, on the 3rd April 1968. Following High Mass at Fethard Church, she was buried in Cloneen Cemetery.

Catherine Julia McCarthy was born in England in April 1860. She joined the English Prison Service at Norwich Prison in June 1884. She was Acting Matron in December 1891 when she was offered and accepted the position of Superintendent of

Grangegorman Female Convict Prison. Grangegorman closed in August 1897. Staff and offenders were transferred to Mountjoy. She was transferred to Cork in April 1917. She retired in July 1921.

Following her retirement, the rank of Superintendent was abolished. The Chief Wardress was then the Senior Officer in the Female Prison.

My thanks to Sean Reynolds, Mountjoy Museum for the photographs of Cork Female Prison.

B. Doorhey



The Prison Officers' Association

Sign up NOW

**To access
POA Information by email
and Members Section of
the POA website**

**Register by contacting your Local
Branch Committee or email your
details to admin@poa.ie**

Web: www.poa.ie

POA WEBSITE NOW MOBILE FRIENDLY

ACCESS POA INFORMATION ON YOUR SMARTPHONE. DON'T FORGET TO SIGN UP FOR EMAIL ACCESS