



PRISON OFFICERS'
ASSOCIATION

PRISON OFFICER



AUTUMN / WINTER 2020

*The Prison
Officers'
Association would
like to wish all
our Members a
very happy and
safe Christmas
and New Year*





Retiring in 2021 or 2022?



Don't miss your chance to get a
tax rebate AND maximise your tax free cash at retirement
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Example of a €10,000 AVC lump sum (example based on paying higher rate tax at 40%)

| | |
|--|----------|
| AVC Payment made by officer | €10,000 |
| Less CAS Administration Fee | - €350 |
| Amount Invested in AVC Fund | €9,650 |
| Tax Relief @40% of AVC amount (€10,000) | €4,000 |
| Total Amount paid to officer at retirement | €13,650* |
| Profit | €3,650 |

Warning: The value of your investment may go down as well as up.

Warning: The values quoted do not take account of investment gains or losses.

Warning: Pension and Tax Legislation is subject to change.

To claim income tax relief for the 2020 tax year, the AVC must be made and the income tax claim must be presented to the Revenue before Oct 31st 2021.

*Assumes nil investment growth and does not take account of the annual management charge of 1%.

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ATTENTION ALL MEMBERS

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

Any Member who wished to submit articles and photographs, please send submissions by Friday 26th February 2021

to admin@poa.ie

ALL SUBMISSIONS FOR THE SPRING NEWSLETTER MUST BE SENT BY EMAIL

TO admin@poa.ie

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

Editor: Dermot Kelly

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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: Rapidprint, Sealtec House,
Athlone Road, Farranyoogan, Longford

Colleagues,
Welcome to the Winter 2020 edition of the Prison Officers Magazine. 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. Sadly, since the publication of our summer magazine we have lost another colleague. WTO Siobhan Dignam, Shelton Abbey died suddenly on Tuesday 21st July 2020. Our thoughts and prayers are with Siobhan's family, friends and colleagues in Shelton Abbey and the wider Prison Service. May Siobhan rest in peace. Due to the restrictions imposed on us by the global Covid-19 pandemic it was necessary to amalgamate the Autumn Newsletter and Winter Magazine.



COVID-19

Whilst a partnership approach was taken in the early weeks of the pandemic, it was clear to us that the IPS had decided to walk away from this well proven methodology during the summer period. This of course occurred at a time with the "R" rate was at its lowest and the country was enjoying a short reprieve from the ongoing crisis. There is no doubt on the part of the POA that the hard work done by our members in a radically changing and evolving environment contributed in no small way to the success in keeping our prisons Covid free for such a prolonged period of time.

FORMER GENERAL SECRETARY STEPHEN DELANEY (SNR) REMEMBERED

The Irish Prison Service lost one of its best on September 22nd 2020. Stephen Delaney joined the Irish Prison Service in 1958, started in Mountjoy and worked throughout his career in St. Patricks, Limerick, Portlaoise, Shelton Abbey and Wheatfield before retiring in 1992.

BRANCH NEWS

Arbour Hill has seen quite a few retirements in the last few months. Ciaran McArdle, Des Gray, Trevor Ryan, Ken Finnegan, Kate Lydon, Paul Doyle, Richie Stapleton, Lorcan Sheehan, Conor Cullen Willie

McMahon and Derek Hynes have all retired. The Prison Officers. Cork Prison has seen legend Colm Cronin, retire from the Irish Prison Service after a long and distinguished career. The Midlands Prison had to deal with their first outbreak of Covid-19. While an anxious time for everyone, the staff in the Midlands Prison come through and that is thanks to everyone who worked together. Cloverhill Prison finally have works beginning on improvements to their Mess area and the start of a new Staff Gym.

CIVIL SERVICE DISCIPLINARY CODE COMES INTO EFFECT

The Civil Service Disciplinary Code and the Civil Service Underperformance Policy has come into operation in the Irish Prison Service with effect from Thursday 1st October 2020. From this date the Prison (Disciplinary Code for Officers) Rules 1996 will be revoked and replaced by the Civil Service Disciplinary Code to deal with disciplinary matters in the Irish Prison Service.

RPO'S

Since our last publication, RPO classes 01/2020, 02/2020 and 03/2020 have completed their training in the IPSC. Unfortunately, due to the restrictions imposed on us by Covid-19, there was no official graduation for these classes. The Prison Officers Association would like to take this opportunity to wish all new members to the Prison Service well in their future careers. Best of luck to one and all.

RUSTY RAMBLERS

The Rusty Ramblers July hike took them to the Waterford/Tipperary border enjoyed the wonderful scenic views of "The Coumshingaun Loop". Due to COVID-19 their wild camp in Mayo was postponed and they ended up in the Slieve Bloom Mountains in Co Laois. Unfortunately, their big international trip to Andorra had to be cancelled. Instead the Rusties headed to Newcastle in Northern Ireland for 3 days, hiking up Slieve Donard and Slieve Binnian.

DARRAGH KENNY - MEMORIAL

Our colleague Darragh Kenny was a native of Gort, Lecarrow, in county Roscommon. Having joined the Irish Prison Service, Darragh made an immediate impact with colleagues and friends where he worked in Mountjoy Prison in Dublin. Sadly, on the 15th day of January 2013, Darragh died suddenly through cardiac arrest at just 28 years old. Every year Darragh is remembered by all his colleagues and friends when they take part in a memorial cycle. This year a group of cyclists, who cycle with the Lecarrow Lazars Cycling club, decided to complete a personal goal and cycle from Mizen to Malin

CRIMINAL INJURIES QUESTIONS AND ANSWERS.

Over the past number of months, the National Office of the Prison Officers Association has received numerous queries in relation to Criminal injuries and the Criminal Injuries Compensation Scheme. Resulting from this we have formulated a questions and answer guide for our members who may have been injured and are submitting an application to the Criminal Injuries Compensation Tribunal.

HISTORICAL ARTICLE

Mark O'Brien sent us in two very interesting Historical Article about the Prison Service Staff of all grades who fought in the British Army in World War 1, Many were killed in action or died from their wounds. Others were prisoners of war and Dr. B.J. Hackett Assistant Medical Officer, Mountjoy Prison was awarded the Military Cross.

PAY

The final pay measure under the terms of the Public Service Stability Agreement 2018 – 2020, a 2% pay adjustment was implemented with effect from Thursday 1st October 2020. On Tuesday 24th November 2020, the ICTU Public Services Committee held a meeting where the Chairperson outlined that following recent engagement with the Department of Public Expenditure, the Officer Board were expecting an invitation to discussions on a successor to the Public Service Stability 2018 – 2020. The constituent unions of the ICTU Public Services Committee having listened to the briefing given by the Chairperson decided to accept any such invitation should it be without pre-conditions. Read more inside.

WEBSITE AND EMAIL ACCESS TO POA INFORMATION

In order to access information on the website you must be signed up as a member. Information is restricted to members and can only be accessed by signing up. Any member who wishes to sign up for Website and Email Access please email admin@poa.ie and a username and password for the Members Section will be issued and your personal email address will be added to our members database. You will then receive regular email updates from Headquarters.

CONCLUSION

I would like to 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. I cannot emphasize enough the vital importance for members to regularly attend meetings, check notice boards, sign up for emails and check the POA Website. This enables you the member the opportunity to keep up to date with all that is going on within the Union. Wishing all Members and their families a Merry Christmas and a Happy New Year.

DERMOT KELLY EDITOR



CHRISTMAS GREETINGS



Dear Members,

As we approach the end of what is most likely the strangest year any of us have ever experienced I would like to take this opportunity on behalf of the National Executive Council and myself to wish you, your families and loved ones a Very Happy Christmas and a peaceful New Year. 2020 will long be remembered as the year of the Corona Virus but what should never be forgotten is the unbelievable work, dedication and professionalism shown by our members as they adapted to an ever changing workplace while dealing with the pandemic. To keep the cases in the prisons to an absolute minimum while the infection rate in the community escalated at alarming levels is an achievement that has been recognized across the globe. You should be extremely proud of your work. This pandemic continues to provide challenges for everybody and we, as Prison Officers, need to continue our vigilance to maintain a workplace that is as safe as possible.

As frontline staff, a fact that is rarely acknowledged by the general public or the media, many of you will have to work over the festive period and I wish you well. I hope that you are safe and that your work commitments do not affect yours or your families' enjoyment of the festive period.

The past year has been a difficult year and particularly so for the families and friends of the colleagues we lost during the year. Our thoughts and prayers are with the families of Richie Brennan (Midlands), Jane Deegan (Portlaoise), Owen Hiney (Wheatfield), Mary O Riordan (Cork) and Siobhan Dignam (Shelton Abbey) who passed away during the year. We also remember all the families who have suffered bereavements over the past 12 months.

As our Annual Retirement Function was another unfortunate casualty of this dreaded pandemic I would like to take the opportunity to wish all our members who have retired over the past 12 months a Happy, Healthy and Prosperous retirement. It is our intention to hold a Retirement Function to honour those members once Covid-19 restrictions allow.

Despite the pandemic the business of the union has continued and 2020 was another busy year. I would like to thank the members of the National Executive Council and each and every branch representative for your support, dedication and often unappreciated work on behalf of your colleagues. Without your participation the union could not survive and ultimately the wider membership would be at a loss.

I would like to wish all of those who are out long term sick a speedy recovery. I would like to express our best wishes and support to our colleagues who were subjected to vicious assaults on duty throughout the year, I hope that they can return to good health as quickly as possible.

So once again I'd like to wish you, your families and loved ones a Happy Christmas and a peaceful New Year.

Stay Safe.

Tony Power, *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 an extremely busy year for the Union working on your behalf on numerous matters including the many issues and challenges that faced us all from the coronavirus pandemic. I am sure as the year 2020 commenced that none of us would have thought that our Country would have to go into lockdown before St Patrick's day due to a global pandemic, get some respite for the summer months and have to go back into lockdown again prior to Christmas in order to try and keep the numbers of people contracting this horrendous virus down as low as possible. It is incredible to think that Prison Staff managed to keep this virus out of the Countries Prisons during the first wave when this virus hit us and kept the numbers so low during the second wave given the prevalence of the virus in the community.

I would like to take this opportunity on behalf of the National Executive Council to thank all our members for the outstanding work that was done in minimising the effects of the coronavirus in our Prisons. This has been a great achievement and a fine example of Public Service. It wasn't that long ago during the financial crisis that Public Servants were being vilified by many in Irish society, yet in this crisis it was Prison Staff and other Public Servants and essential workers that stood up to the plate when needed and all deserve great credit. On behalf of the National Executive Council I would also like to pass on condolences to members that may have lost family members, loved ones or friends to this terrible disease.

Last Christmas in my Christmas Greeting I wrote that the Public Service Stability Agreement 2018 – 2020, would be concluding at the end of 2020. The final measure to be implemented was a 2% pay adjustment with effect from Thursday 1st October 2020. It would then be necessary for the ICTU Public Services Committee to negotiate a successor to this agreement to determine Public Service pay going forward. However progress on having a successor agreement in place has not gone as envisaged mainly due to the difficulties and challenges related to the coronavirus.

It is never easy when negotiating agreements such as the PSSA 2018 – 2020, however it is clear given the economic effects of the coronavirus pandemic and the uncertainties that exist around Brexit that any negotiations around a successor agreement will be extremely challenging. At the time of this edition of the magazine going to print the ICTU Public Service Committee were expecting an invitation to discussions on a successor agreement, with the Committee having decided to accept any such invitation should it be without pre-conditions.

On a more personal note, to those members 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 and wish you a speedy recovery.

Sadly, this year due to the ongoing Public Health restrictions the Union was not able to honour members that retired during the year at the Prison Officers' Association's annual retirement function normally held in early December. This was very disappointing as the retirement function is normally a very successful occasion. We will however arrange to hold a retirement function when Public Health measures are eased sufficiently to allow us to do so. I would however like to take the opportunity to wish those members who retired during the year and their families, a long healthy and 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 over the past year we lost several of our colleagues and I am sure we are all thinking of the families of Mary O Riordan Cork, Owen Hiney Wheatfield, Jane Deegan Portlaoise, Noel Tolan Mountjoy, Richie Brennan Midlands and Siobhan Dignam Shelton Abbey, at this time.

I would also like to give a special mention to Stephen and Tommy Delaney who lost their Father Stephen Senior in September this year. Stephen was a President and Tommy a General Treasurer of the Prison Officers Association. Their Father Stephen Senior was a former President and General Secretary of the Prison Officers Association and long serving President of the Association of Retired Prison Officers (ARPO), Stephen will be missed by many.

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*



COVID-19 UPDATE

on weeks where prisoners are not availing of physical visits. Furthermore, prisoners will not be permitted to avail of a virtual visit on the same week as they receive a physical visit.

Resourcing of visits

Physical visits and virtual visits will take place on specific days which may vary from location to location. However, physical and virtual visits will not run concurrently on the same day.

All tasks associated with physical visits will be resourced through the usual dedicated resources.

In order to ensure the greatest degree of infection control, and to help ensure the good order and security of each prison, each unit within a prison will be assigned a specific day/half day for physical visits to occur, depending on numbers required.

Impact on Regimes

The provisions of each prisons Regime management plans must be amended to facilitate physical visits on specific days. Such changes will maintain the focus on ensuring a safe working environment for all staff and maximising out of cell time of prisoners not impacted by physical visits.

Furthermore, all tasks developed in response to COVID19 will continue to be performed subject to Public Health advice and the decision of IPS management. Any impact arising from a change in COVID 19 related tasks will be discussed between the parties. All Prisons must identify and provide a list of all COVID19 related posts.

Screening and searching of visitors

All visitors will be subject to temperature screening and questionnaire. Visitor screening will take place in visitor waiting room with standard screening taking place at screening/search area in line with the relevant SOP.

Cash and prisoner property

There will be no cash handling exchanged from visitors and new EFT/An Post arrangements for any lodgements to prisoner accounts. In addition, there will be no exchange of prisoner property in stage 1 of the easing of restrictions. This will remain under review as the easing of restrictions progress through various stages. Any resumption of Property exchange is dependent on individual Prison Governors written confirmation that they have a process in place to ensure full compliance with the Prisoner Property Policy including volumetric control.

On 24th July the POA wrote to the Director General regarding the decision made by the Irish Prison Service to swab test all visitors to Prisoners. Whilst the POA fully support any initiatives that assist in the reduction/elimination of

illegal substances in our prisons, we raised a number of concerns arising from this decision which included:

- No formal training has been delivered and signed off on
- No time and study motion had taken place – delays are an obvious concern when a return to full visits occurs
- Use of the machine appears to be cumbersome and at variance with other similar devices at Airports
- No intelligence based approach has been considered by IPS
- In the event of an unreasonable delay with the swabbing machine re-setting, visitors will not be allowed enter the Prison which could be a serious cause of conflict
- Breach of Section 12.2 of Agreed Report 5/1997

It was again obvious that ongoing consultative deficits with management were continuing to occur with a complete lack of understanding of the employment relationship appearing to prevail. This was particularly obvious with the approach taken by IPS to Divisional unlock. The POA expressed serious concerns in relation to the impact these decisions could have on our ability to restrict the spread of the virus in circumstances where greater movement and interaction of prisoners were allowed. No clear focus was evident on issues such as social distancing compliance among the prisoner population.

However, in September the Director General took the opportunity to write to all prison Governors and warn them that they should “ensure full compliance with all Covid-19 policies, Standard Operating Procedures and/or guidelines over the coming months. The DG went on to direct that “Any breach of policy, SOP or guideline must be treated seriously and where appropriate disciplinary actions must be commenced under the Code of Discipline as per the new Addendum”. Arising from the issuing of this diktat the Union wrote to the DG on Friday 18th September where we highlighted the conflicting approach taken by her office when managers failed to adhere to Public Health advice to that taken when basic grade staff (frontline workers) had minor infringements. An urgent meeting was sought with her and this took place on Thursday 15th October. At this engagement the Director General informed the Union that she had recently advised all Governors that should any further outbreaks occur where large numbers had to be sent off duty due to contacting tracing advice, the local Governor would also be held accountable in tandem with individual frontline staff. The POA will await the outcome that this decision will have, but we won't be holding our breath based on previous experiences!

Why do IPS continue to snatch defeat from the jaws of victory – Covid 19 update

“Any breach of policy, SOP or guideline must be treated seriously and where appropriate disciplinary actions must be commenced under the Code of Discipline as per the new Addendum” – Director General Caron McCaffrey (email to all Governors – Sept 2020)

In our previous article members were brought up to date on all matters relating to Covid dating back to the POA's initial contact with the IPS on 24th January 2020. Whilst a partnership approach was taken in the early weeks of the pandemic, it was clear to us that the IPS had decided to walk away from this well proven methodology during the summer period. This of course occurred at a time with the “R” rate was at its lowest and the country was enjoying a short reprieve from the ongoing crisis. There is no doubt on the part of the POA that the hard work done by our members in a radically changing and evolving environment contributed in no small way to the success in keeping our prisons Covid free for such a prolonged period of time.

We cautioned previously that the pace at which the IPS wanted the unwinding of restrictions to be lifted was unreasonable and potentially unsafe. This position was articulated by us at our first meeting with the new Minister for Justice on Tuesday 11th of August where the ongoing management of Covid was a specific item on the agenda for the Union.

As the end of the summer approached and following a number of engagements with management, a 25 point document was issued by IPS in relation to specific procedures to follow on the recommencement of physical visits. New temperature check equipment was installed, and health check questions would be asked of visitors in the waiting room with face masks to be worn at all times.

Furthermore a “Reintroduction of Physical Visits in the Irish Prison Service” document was issued to all Governors. This document was devised following extensive engagements between the IPS and the Prison Officers Association and represented an overarching process and principals arrangement under which the decision to reinstate physical visits would be operationalised. The main areas identified can be summarised as follows:

Regime Management Plans

The parties note that the application of Regime Management Plans in order to ensure safe working environment for staff and maximising access to prisoner regimes is the established position of the IPS.

Accordingly, any measures/tasks to be implemented in either the easing of physical visiting restrictions, the lifting of any other restrictions related to COVID 19 or any measures to enable greater out of cell time/prisoner access to regimes, will only be implemented through the utilisation of RMPs and resultant safe systems of work.

Process of engagement

It is reaffirmed that the parties will continue to engage on all relevant response measures related to COVID 19 or the unwinding of restrictions related to same. It is agreed that the appropriate forum for such engagement is through national engagement between the parties in the first instance.

The parties are also agreed that any changes in the roadmap outlined in this document, in response to Public health advice or operational reasons will be subject to discussions between the parties.

Visit details

Phase 1 – Return of Physical Family Visits (20 July 2020)

All prisoners will be entitled to receive **one physical family visit per fortnight**, of not more than 15 minutes duration.

In order to prevent the potential spread of infection all visits will be behind Perspex screens and visitors will be required to wear a face covering at all times.

No physical contact between prisoners and family members will be permitted.

Phase 2 - Monday 17th August 2020

All prisoners will be entitled to receive **one physical family visit per fortnight**, of not more than 15 minutes duration.

Physical visits during this phase will be **limited to two people** of which one visitor may be a child.

Visitors will continue to be required to wear a face covering

No physical contact between prisoners and family members will be permitted.

Composition of visiting options for prisoners

The IPS will continue to offer virtual visits to all prisoners

Pay Update

On Thursday 30th July 2020, the Union received correspondence from the Secretary of the ICTU Public Services Committee regarding their recent meeting with the Minister for Public Expenditure and Reform and a number of his Officials. This correspondence outlined that there was a wide ranging and constructive discussion between the parties and that the Minister re-affirmed the intention to honour the terms of the Public Service Stability Agreement, including the final payment of 2% due on the 1st October 2020.

Both sides agreed that there should be engagement in early September to explore the potential for a successor public service agreement. In essence, the meeting consisted of both sides setting out the broad context for talks on a possible future agreement.

It was agreed that a further meeting would take place in early September and it should be possible to better judge the prospects for such an agreement and the issues and difficulties that are likely to arise, following that meeting.

The final pay measure under the terms of the Public Service Stability Agreement 2018 – 2020, a 2% pay adjustment was implemented with effect from Thursday 1st October 2020.

On Friday 23rd October 2020, there was a meeting of the ICTU Public Services Committee where the Chairperson advised unions that there was no basis at that time for a negotiation with the Government on a new public service pay agreement.

The Chairperson expressed disappointment at the lack of progress made in recent months with the Department of Public Expenditure and Reform despite discussions with the Minister in July. The Chairperson further outlined that the basis of negotiations for a new public service agreement would need to address specific austerity measures, include an acceptable approach to pay, and provide a clear path to resolving particular long-standing issues within public service grades, groups and categories, ensuring an ultimate resolution in each case. He said these priorities had been outlined to DPER officials as the basic requirements of any negotiation.

There was a follow up ICTU Public Services Committee meeting held on Tuesday 24th November 2020, where the Chairperson outlined that following recent engagement with the Department of Public Expenditure, the Officer Board were expecting an invitation to discussions on a successor to the Public Service Stability 2018 – 2020.

The constituent unions of the ICTU Public Services Committee having listened to the briefing given by the Chairperson decided to accept any such invitation should it be without pre-conditions.

At the time of this edition of the magazine going to print there was a follow up ICTU Public Service Committee meeting scheduled to take place on Thursday 3rd December 2020, for the constituent unions to be updated on any developments.

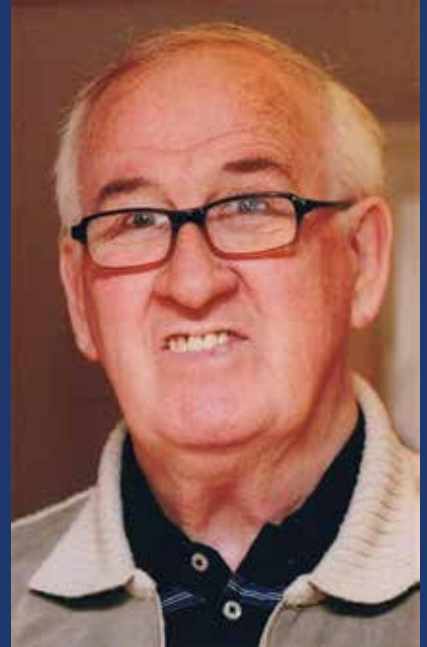
STEPHEN DELANEY

2/02/1939 to 22/09/2020

The Irish Prison Service lost one of its best on September 22nd 2020. Stephen Delaney joined the Irish Prison Service in 1958, started in Mountjoy and worked throughout his career in St. Patricks, Limerick, Portlaoise, Shelton Abbey and Wheatfield. Stephen retired in 1992.

Stephen was diagnosed with Pancreatic Cancer in June 2020. Just as you would expect he fought hard against all the odds and he kept going and had a positive outlook even throughout his chemotherapy treatment.

Stephen's Father, Joseph Delaney, was in the Prison service prior to the foundation of the state. He travelled to England to become an English Constable so that he could return to Ireland and join the Irish Prison Service as the then British Government didn't trust the Irish to work as prison officers and look after Irish prisoners. Stephen was married to Catherine (Kitty), who passed away in 2013 and is survived by his 3 sons and 1 Daughter, Stephen Jnr, Tommy, Joseph and Marguerite. Stephen Jnr and Tommy both also joined the Prison Service and both also became National Officers of the POA, President & General Treasurer.



Throughout his career in the Prison Service he was always highly regarded as Chief Officer Class 1, President & General Secretary of the POA. Stephen was proposed by the staff for POA headquarters while he was a Chief Officer. He served as President and General Secretary of the POA. He was also one of the founding members of the Medical Aid. During the 1998 Strike Stephen was the highest ranking officer to join the staff on the picket line. At the time he was promised from the Department of Justice that he would be Governor if he didn't go out on strike with the staff but for anyone of us that knew Stephen we know that he couldn't be bought.

When Stephen retired from the Prison Service in 1992 he joined and became President of the Association of Retired Prison Officers (ARPO). He held this post right up until his passing. He always loved representing staff and endeavouring to make conditions better for staff both serving and retired. Throughout his life Stephen spent 56 years representing staff from his first union job as Branch Secretary in St Patricks in 1963, following on as President & General Secretary of the POA and right up until June 2020 as President of ARPO.

Above and beyond all his many accomplishments in his work life the most important part of his life was his family. He was incredibly happy and proud of his family in every way, his wife, his children and his grandchildren meant everything to him and to anyone who knew Stephen or met him this was abundantly clear.

By Tom Delaney

A Farewell To Arms

Regrettably, the Covid plight continues virtually unabated at present.

One of the unfortunate consequences of this, among the greater myriad of misery and gloom that the virus is causing, is that we have been unable to organise any form of social gathering to bid farewell to those **for whom the bell tolls**.

I think it's rarely **in our time** that we have seen so many colleagues depart a single institution in such a short period. Hopefully, the **torrents of spring** will pass soon and the plans we had to wave farewell to those retiring can become **a moveable feast**.

The American humourist Kim Hubbard said one time.

"When some fellers decide to retire nobody knows the difference".

For us however, your departure brings to mind Hemmingway.

"Retirement is the ugliest word".

Long life, good health and happiness to you all!!

Retirements Arbour Hill 2020

Ciaran McArdle; Des Gray; Trevor Ryan; Ken Finnegan; Kate Lydon; Paul Doyle; Richie Stapleton; Lorcan Sheehan; Conor Cullen; Willie McMahon; Derek Hynes.



Trevor Ryan slips quietly into retirement amid the first nationwide COVID lockdown.

The Lunchtime Circle

Arriving during the lunch hour at our main gate area of recent weeks, one could be forgiven for imagining that some description of a Kafkaesque metamorphosis had occurred and that somehow you had been transformed onto the soundstage of a Carlos Saura film or arrived at an Andalusian fiesta during Holy Week. In fact, the reality is even more amazing.

Dave Leahy from the Lunchtime Circle has kindly, perhaps bravely, and at least somewhat recklessly, of his own volition, given up his lunch hours to teach guitar to four very mature staff. We understand that all four would prefer, at this stage, to remain anonymous for reasons that can only be speculated upon. Suffice to say that given the fact that the group appear to be sharing the one instrument we shouldn't expect a yuletide lunchtime concert anytime soon.

Dave himself on the other hand, and it has to be acknowledged, is an extremely gifted musician. Having mastered classical Spanish guitar at a very young age, Dave subsequently spent many years perfecting his art, eventually adding further strings to his bow by gaining recognition as a *tocaors* (Flamenco Guitarist).

Dave is a regular, during Feria, among the tavernas and bodegas of the Andalusian capital (Sevilla) when he returns to his second home among his friends in the Triana district.

I'm not sure if it will be the searing heat of Seville in summer or the lunchtime classes that will finally put Dave out of tune. OLÉ.

Raghaidh mé síos i measc na ndaoine

I will go down among the people.

These words form the opening lines of Seán Ó Ríordáin's insightful and revealing poem "Saoirse" and it was indeed captivating to listen to Ray McEaney's insightful and revealing commentary on the life, career and tribulations of one of Ireland's greatest poets.

Ray chose two of O'Ríordáin's works, Saoirse and the equally intense and vivid Cnoic Mellerí, to deliver this narrative chronicle. Raymond explained to the Lunchtime Circle that his great love affair with Irish poetry in general and the works of O'Ríordáin in particular, began in the 1970's when he received a copy of Eireaball Spideoige, from Br.Williams, Principle of Drimnagh Castle school, where he attended.

The love affair with the Irish language and with the works was clearly to the fore as Ray delivered and then translated these beautiful, captivating and thought provoking poems. Ray delved into the themes explored in the poetry of O'Ríordáin, themes not just of suffering and desire but, equally, those of contentment, fulfilment and ultimately happiness. The latter, explained Ray, is the great theme of Cnoic Mellerí. The poet's coming to terms with his catholic consciousness.

Níl teora leis an Saoirse
Ná le cnoica na samhlaíochta,
Ná níl teora leis na mianta,
Ná faoiseamh
Le fail

Many thanks Raymond for sharing this wonderful gift of yours; your love of poetry and our native language with us.

Ambrose Murphy
(Lunchtime Circle)



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Colm Cronin Cork Prison Retirement

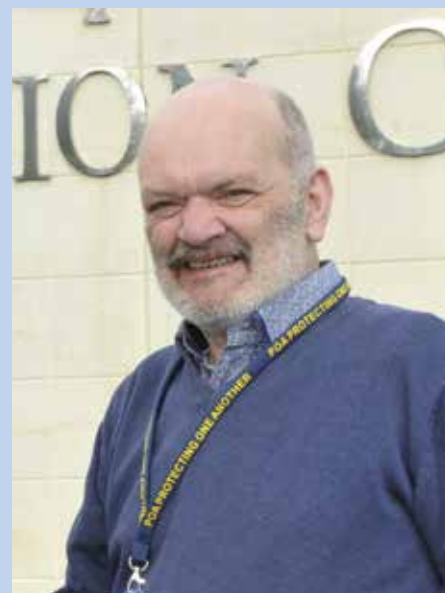


On Friday 2nd October 2020 the legend Colm Cronin, Cork Prison retired from the Irish Prison Service. Colm joined the service in 1985 and served in Fort Michell, Wheatfield, PSEC and Cork Prison. I'm sure a lot of people would agree that Colm was POA to the core. Colm finished up as a staff representative in Cork Prison where he held the position of Branch Secretary and was instrumental in the transition from the old prison to the new. Staff in Cork Prison realized, in particular around Christmas time the value of Colm Cronin. Colm was the voice of reason in dealing with management and many a deal for the benefit of staff was brokered. Colm was always a colorful character with many nicknames that can't be mentioned.

Colm's "war stories" were legend. Indeed, there weren't many locations in the workplace, or more properly places of employment that didn't provide Colm with the platform to regale his audience with tales of wonder. Some were even true!! Many a constructive discussion took place with Colm obviously regaling all with his own exploits as a staff representative. At the last POA training course while introducing himself Colm found out the one of the newer staff representatives was born the same year, he joined the service.

Colm has also been President of the Cork Council of Trade Unions and was successfully elected to the highest union body on the island ICTU as the Council of Trade Unions representative. Colm served for six years on the

ICTU National Executive and stood down in 2019. Colm has been involved in the trade councils nationwide and was also part of the decision making of the creation of the ONE Cork Project. Colm has been on the ONE Cork Steering Committee since its inception and has seen it grow each year, with 18 unions now being involved in the project. Colm has proudly served the POA with distinction and can enjoy, much needed and thoroughly deserved R&R with his family. I'm sure everyone will join me in extending best wishes for a long and healthy retirement.



MIDLANDS BRANCH NEWS

Thank you for your hard work, thank you for your professionalism, thank you for putting your service to the state before your own health, thank you for taking the risk, thank you for reducing the risks for everyone else.

We continue in our Covid-19 dominated world. It certainly feels too early to see when and how we will emerge from it. Perhaps we are recently seeing a distant light at the end of a very long tunnel. In the Midlands, we have

had our first outbreak. While an anxious time for everyone, we have come through and that is thanks to everyone who worked together.

A very big welcome to all the new staff that have transferred in and a big congratulations to all those who have been promoted.

Retirements and promotions have left the local Branch Committee very depleted and more than ever it is essential to bring in new members.

While the lack of Branch meetings is a problem it is hoped to have Branch elections shortly. Please consider coming off the ditch and putting yourself forward.

On behalf to the Midlands Branch can I wish all our members and our colleagues across the country a Merry Christmas and a peaceful New Year.

Keep Safe!
Paul Tucker- Chair.



THANK YOU

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DISCIPLINARY CODE

Civil Service Disciplinary Code and the Civil Service Under performance Policy

COMES INTO EFFECT 1ST OCTOBER 2020

The Civil Service Disciplinary Code and the Civil Service Underperformance Policy has come into operation in the Irish Prison Service with effect from Thursday 1st October 2020.

From this date the Prison (Disciplinary Code for Officers) Rules 1996 will be revoked and replaced by the Civil Service Disciplinary Code to deal with disciplinary matters in the Irish Prison Service.

The Revised Civil Service Disciplinary Code was introduced into the Civil Service with effect from Thursday 1st September 2016. Circular 19/2016, sets out the arrangements for dealing with disciplinary matters in the Civil Service

The purpose of this Code is to set out the arrangements for dealing with disciplinary matters in the Civil Service. It is also to ensure that all civil servants are aware that if there is a failure to adhere to the required standards of conduct, work performance and attendance, the disciplinary procedures set out in Circular 19/2016 will apply.

Procedures will be initiated where a concern arises about the conduct, work performance, and/or attendance of a civil servant. They will provide a fair and efficient process for dealing with any such concern. This Code applies to all civil servants other than new entrants serving in a probationary capacity.

The Civil Service Management of Under Performance Policy was introduced into the Civil Service with effect from Sunday 1st January 2017. Circular 24/2016, sets out the arrangements for managing under performance in the Civil Service.

The Civil Service Management of Under Performance Policy applies to all civil servants except new entrants serving in a probationary capacity. The purpose of this



Policy is to provide a clear framework to help managers to identify and deal with issues of Under Performance effectively in the Civil Service.

Links to both policies and the supporting handbook are available on the POA Website under Latest News - **Civil Service Disciplinary Code and the Civil Service Under performance Policy - Comes into effect 1st October 2020**

The full version of the policies are available on this webpage under the following links.

[Circular-19-of-2016-Civil-Service-Disciplinary-Code.pdf](#)

[Circular-24-of-2016-Management-of-Underperformance-Policy-1.pdf](#)

[Disciplinary-Handbook-September-2016.pdf](#)

Any members encountering difficulties regarding underperformance issues or subject to the disciplinary procedures set out in the Civil Service Disciplinary Code should make contact with your Branch Committee in order to receive the appropriate assistance and advice.

RPO CLASS COMPLETE TRAINING

RPO CLASSES COMPLETE TRAINING

Since the arrival of COVID-19 the IPSC like all of us had to change their work practices. It was always the tradition that each RPO Class that graduated would have a graduation ceremony, however this was not possible due to the global pandemic. Since our last publication, Class 01/2020 and 02/2020 have graduated. Unfortunately, due to the restrictions imposed on us by the Covid-19 pandemic, it was not possible to take photos of all our newest members. The Prison Officers Association would like to take this opportunity to wish all new members to the Prison Service well in their future careers. Best of luck to one and all.

Group 01/2020

| | |
|-----------|------------|
| Mark | Baker |
| Aidan | Corrigan |
| Andrew | Daniel |
| David | Duignan |
| Aaron | Heaney |
| Emilio | Iannacone |
| Mark | Kelly |
| Daniel | Lynch |
| Michael | Lyons |
| Dermot | Maguire |
| Gerard | Maher |
| Nollaig | Mahon |
| Ross | McGrath |
| Michelle | McManus |
| Cathal | McTernan |
| Niall | McWeeney |
| Donal | Moore |
| Garreth | Murphy |
| Kevin | O'Driscoll |
| Mary | Redmond |
| Adam | Roe |
| Donnacha | Shanahan |
| Guilherme | Valenza |
| Dillon | Walsh |

Group 02/2020

| | |
|----------|-----------|
| Tristan | Anthony |
| Daniel | Beegan |
| Lorraine | Byrne |
| John | Carroll |
| Evan | Connolly |
| Andrew | Dalton |
| Micheal | Farmer |
| Darren | Farrell |
| Keith | Farrell |
| Darren | Grady |
| Darren | Kearney |
| John | Mc Mahon |
| Colin | Murtagh |
| Derek | Nagle |
| Thomas | Nagle |
| Declan | O'Neill |
| James | O'Connell |
| Denise | Plunkett |
| David | Power |
| Bryan | Sharkey |
| Celine | Spence |
| Steafan | Williams |

RPO CLASS COMPLETE TRAINING

RECRUIT PRISON OFFICER CLASS 03/2020

On Friday 27th November 2020 the Recruit Prison Officers Class 03/2020 completed their training in the Irish Prison Service College. After 12 weeks of training these men and women have been posted to their assigned prisons for further training and development. The Prison Officers Association would like to take this opportunity to wish these new members to the Prison Service well in their future careers. Best of luck to one and all. Unfortunately this year there was no official Graduation or Class photo due to the restrictions imposed on us by the global Covid-19 pandemic. Please see in the following pages individual photos of Class 03/2020. If any RPO wishes to receive their photo, please contact POA President Tony Power at TonyPower@poa.ie

27th November 2020



RPO CLASS COMPLETE TRAINING



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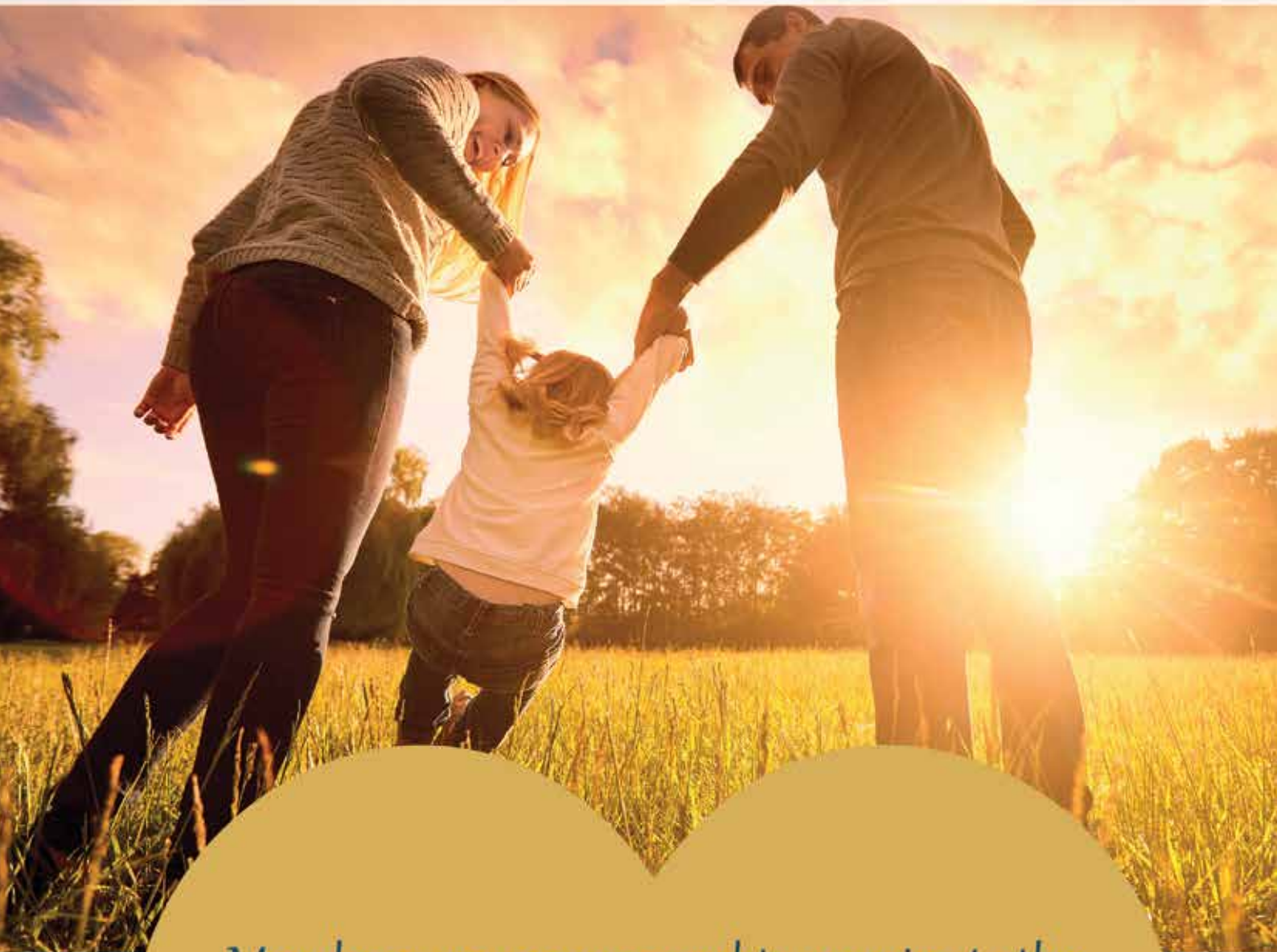


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RUSTY RAMBLERS



Our hike in July was on the Waterford/Tipperary border "The Coumshingaun Loop". Eight (8) Rusties enjoyed the wonderful scenic views of Coumshingaun and Danny trying to get his Ned through the narrow rock face. Just something to note in relation to Coumshingaun in August alone this year there were up to four (4) rescues off the mountain by South Eastern Mountain Rescue Association (SEMRA) due mainly to people not prepared for hiking in Irish weather.

August turned out to be a difficult month due to the localised Covid-19 lockdown of Laois, Offaly and Kildare, our wild camp in Mayo was postponed. We ended up in the Slieve Bloom Mountains in Co Laois hiking 17kms from the Cut to Mockinew Carpark with twelve (12) Rusties and sunny weather. Our wild camp finally took place on Monday the 31st of August just after the lockdown in Laois was lifted. We went along with Gerry's choice of venue Carey's castle in Clonmel.

A small group of six (6) Rusties camped out for the night, weather was perfect again, thank god.

In September while out hiking in the Slieve bloom mountains on my own I came across retired Poa members Paddy and Val (see picture), they were in great form and retirement is really suiting them.

Our big international trip this year was Andorra. However due to the Covid-19 pandemic our trip was cancelled. Instead 10 Rusties headed to Newcastle in Northern Ireland for 3 days, hiking up Slieve Donard on Wednesday and Slieve Binnian on Thursday.



RUSTY RAMBLERS



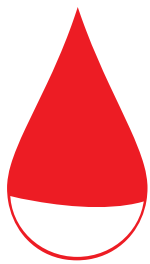
Naturally when the hiking was over on Thursday, we all took refuge in Quinn's Pub in Newcastle for Food and a few beverages, the night before in O'Hare's Pub we all availed of the British government's generous offer of half price grub an incentive to get people out eating.

Paudie in his wisdom took the British government up on the offer on Thursday night with a big juicy steak not realising the offer was only available Monday to Wednesday.

Regards Fergus Bracken.



We are asking you to consider Becoming a Platelet donor



How can I become a platelet donor?

- You can register your interest on www.giveblood.ie
- Text **PLATELET** to **53377** (to receive platelet donation information)
- Fill in the platelet application form (free post)
- Call to book an assessment
 - Cork 021 4807429
 - Dublin 01 4322833

Be a platelet Donor?

You may already be a blood donor, or giving blood maybe something you always wanted to do. But there is an extra special gift you can give, to help save or improve the lives of Irish patients. The Irish Blood Transfusion Service would like you to consider becoming a platelet donor.



What are platelets?

- Platelets are a precious component of blood
- Produced in the Bonemarrow and essential to enable blood to clot properly.
- Platelet donations needed frequently as these cells have a shelf life of just five days

Who needs platelets?

Children and adults with cancer or leukaemia need platelets after having chemotherapy and radiation treatment.

Platelets are also needed by:

- New born babies
- Bone Marrow and organ transplant patients
- Burns victims and patients undergoing extensive surgery

How are platelets collected?

The donation process is quite simple and takes from 60 to 90 minutes depending on the procedure. Your blood is processed through a cell separator where it is separated into the different components. The platelets are removed and collected in a bag, while the remaining components are returned to your body.

To be a platelet donor, you must:

- Be between 18 and 59 years of age (before 60th Birthday)
- Weigh 60 kg or more (9 stone 7 lbs.)
- All blood groups are needed O, A, B and AB



You cannot become a platelet donor if:

- You have ever received a blood transfusion
- You are female and had a pregnancy of any gestation
- You are required to take aspirin or ant-inflammatories regularly

Where can I give platelets:

Platelet donations can be made at our special platelet Centres in:

- IBTS, National Blood Centre, James's Street, Dublin 8
- IBTS, Munster Regional Transfusion centre, St Finbarr's Hospital, Douglas Road, Cork

When you give platelets you give someone:

- Another birthday
- Another school day
- Another summer day
- Another laugh
- Another chance

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*Offer available to eligible members of POA. You must fulfil the eligibility criteria of the plan, be applying to join the plan for the first time and apply to join between 1st July 2020 and 31st December 2020. This offer is not available to existing or past members of any Salary Protection Schemes administered by Cornmarket. Premiums will commence 6 months after the date you are accepted into the plan and cover commences. This cannot be claimed in conjunction with any other offer (e.g. Rewards/Free Period). Terms, conditions & exclusions apply. Cornmarket Group Financial Services Ltd. is regulated by the Central Bank of Ireland. A member of the Irish Life Group Ltd, which is part of the Great-West Lifeco Group of companies. Telephone calls may be recorded for quality control and training purposes. The POA Income Continuance Plan is underwritten by Aviva. Aviva Life & Pensions Ireland Designated Activity Company, trading as Aviva Life & Pensions Ireland and Friends First, is regulated by the Central Bank of Ireland.

Darragh's memory cherished by Mizen to Malin Cycle Event



He was just 28 years old when he died suddenly but, in his short life, Prison Officer Darragh Kenny had already made many friends on this earth. A keen sports participant, Darragh played soccer for St John's Athletic FC in Lecarrow, county Roscommon and in his childhood years he played Gaelic Football and Hurling for St Dominics GAA club in county Roscommon. Having joined the Irish Prison Service,

he made an immediate impact with colleagues and friends where he worked in Mountjoy Prison in Dublin. It was there on the 15th day of January in 2013 that he died suddenly through cardiac arrest.

Darragh was a native of Gort, Lecarrow, in county Roscommon. The son of Liam and Fidelma, he was a popular young man who enjoyed his work and his sports. In the aftermath of his death, as friends and family shared their grief, it was decided that his life should be commemorated and an annual event was organised in his memory. People from all over the country have taken part in a series of memorial cycles over the last number of years with over 90,000 Euro already raised and the 2020 event has already brought in over 11,000 euro - albeit in a different format.

To date, funds raised by the annual cycle have been donated to Croí, the Heart & Stroke Charity, in the fight against heart disease and stroke. Funds have helped Croí provide support



services and free accommodation in the Croí Courtyard Apartments for the families of those receiving heart or stroke care at Galway University Hospitals, with a plaque in Darragh's memory proudly displayed on the wall outside one of the Courtyard Apartments. This year a group of cyclists, who cycle with the Lecarrow Lazars Cycling club, decided to complete a personal goal and cycle from Mizen to Malin in mid-September. The Lecarrow Lazars cycling club normally



DARAGH KENNY PROJECT

runs a number of Charity Sportives and is involved every year with the organisation of the Darragh Kenny Memorial Cycle. Due to COVID-19 restrictions this year, all of these Charity Sportives have had to be cancelled. With this in mind the group of cyclists decided that they would use their cycle to raise some much, needed funds for charity. They chose Croí because of the clubs close link with the Kenny family and the Darragh Kenny Memorial cycle and also the Lough Ree Access for all boat based in Ballyleague and Lanesboro which will be used to transport wheelchair users from all over the country around the Roscommon lake and further afield.

The Lough Ree Access for All Boat is the only vessel in the Republic of Ireland and Britain which is licenced to carry up to 8 wheelchair users on board on the waterways. Its unique design makes it accessible to all people with disability and it is supported by members of the Irish Wheelchair Association and Independent living Ireland. For info, email: loughreeaccessforall@gmail.com. Croi have recently established a new free community support service across Ireland, Heartlink West. Funds raised from this cycle will support this dedicated helpline, led by Croi's highly-experienced cardiac nurse specialists with considerable expertise in risk factor management and cardiovascular care. The cycle is being self-funded by each of the cyclists and all money raised will go directly to these two deserving causes.

Due to the COVID-19 outbreak and current restrictions, the raising of funds for the Darragh Kenny Memorial fund had to be mainly through online and virtual events. A new series of social media pages were set up to keep the public up to date (search Darragh Kenny Memorial Fund) across Facebook, Twitter and Instagram, and donations can still be made online through the iDonate page. – <http://www.idonate.ie/DarraghKennyMemorialFund>

The fundraising in the streets may have been restricted but there was stopping the eleven people from the successful Lecarrow Lazars cycling club who set off on the mammoth journey from Mizen head to Malin head between September



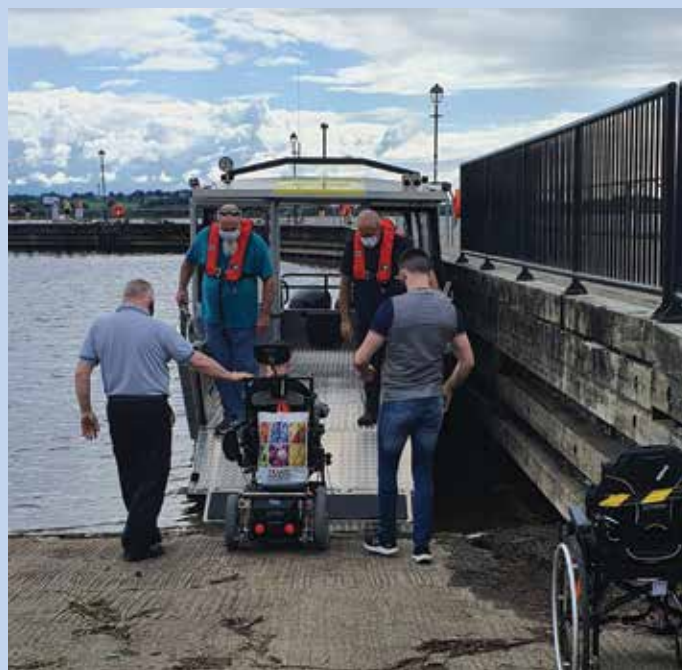
16th and September 19th. The club embraced the challenge with even more enthusiasm than normal and even though their numbers were restricted they still wore the Darragh Kenny Memorial jersey with some pride from the very south of the island to the very top most northern point. The event was a really terrific success. The cyclists this year were John Dolan, Mary Lennon, David Ingram, Declan O'Rourke, John Brennan, Marie Brennan, Brian Duffy, Michael O'Connor, Noel Galvin, Wilker Costa and Pdraig Hanley. The cyclists were supported by Brendan Donnelly as support driver.

The project team wish to thank everyone for their help and assistance. The fund is not yet closed. If you can assist please email: darraghkennymemorialfund2020@gmail.com or call Dylan or Lisa at 04333 21734.

by Dylan Costello

ABOUT CROÍ

Established in 1985, Croí is a registered Irish Heart and Stroke Charity. Croí's aim is to lead the fight against heart disease and stroke, with a particular focus on the West of Ireland. The purpose-built Croí Heart & Stroke Centre opened in Galway in November 2012 and is a leading centre for heart and stroke prevention, research, education, support and rehabilitation. See croi.ie for more info and follow Croí on Facebook, Instagram and Twitter (@croiheartstroke)



CRIMINAL INJURIES

Over the past number of months, the National Office of the Prison Officers Association has received numerous queries in relation to Criminal injuries and the Criminal Injuries Compensation Scheme. Resulting from this we have formulated the undermentioned questions and answer to guide our members who may have been injured and are submitting an application to the Criminal Injuries Compensation Tribunal.

Q1. What is the Criminal Injuries Compensation Tribunal and what do they do?

The Criminal Injuries Compensation Tribunal provides for the payment of ex-gratia compensation in respect of a personal injury inflicted on a prison officer. The injury must have been sustained on or after the 1st April 1986. The scheme is funded by the Department of Justice and Equality and administered by the Criminal Injuries Compensation Tribunal. The Tribunal currently consists of a Chair and six ordinary members. It administers two non-statutory schemes.

- The Criminal Injuries Compensation Scheme.
- A Criminal Injuries Compensation Scheme for Prison Officers.

Q2. Are there minimum requirements?

Yes.

- Applications must be in writing and made as soon as possible **but not later than 3 months after the injury event.**
- The injury must have been criminally inflicted.
- The event must have been reported to An Garda Síochána and full cooperation given to the criminal investigation. Applicants must indicate if the incident is the subject of criminal proceedings.
- Applications must be supported by appropriate documents and receipts.
- Other limitations also apply as set out in the Scheme.

Q3. When must an application be made?

Paragraph 21 of the General Scheme provides that an application must be made in writing as soon as possible after a crime of violence causing injury, including fatal injury, but in all cases not later than 3 months from the date of the event giving rise to the injury.

Q4. How do I report my Injury to the Criminal Injuries Compensation Tribunal?

Contact the Criminal Injuries Compensation Tribunal by phone. You will be advised by the Secretary of the Tribunal to request a Tribunal application form via email. **This application must be completed and returned to the tribunal within three months**

Q5. When submitting my application do I need all supporting documentation?

NO, supporting documentation may take longer than 3 months to obtain. Complete as much of the application form as possible and return the form to the Criminal Injuries Compensation Tribunal. It is vital that your application is received by the Criminal Injuries Compensation Tribunal **not later than 3 months from the date of the event giving rise to the injury.**

Q6. What happens if a situation arises and my application form is not submitted within 3 months after the date of injury.

Under the terms of the Scheme applications for

CRIMINAL INJURIES

compensation should be made as soon as possible and must be made within 3 months from the date of the incident causing the injury. However, the Tribunal has discretion to admit a late application "in circumstances determined by the Tribunal to justify exceptional treatment".

Q7. Will I get paid my allowances when I am out Sick as a result of an OID

Yes. As per the Director of Staff and Corporate Services instruction dated 13th September 2016 regarding Occupational Injury or Disease (OID) advised that allowances and additional hours payments **will not be suspended** pending a decision of an OID application.

It is important that Staff are aware that should their absence subsequently be deemed not to qualify as an IOD absence, any such allowances or monies which were overpaid will be recouped as per Circular 07/2018 - Recovery of Salary, Allowances, and Expenses Overpayment s made to Staff Members /Former Staff Members /Pensioners.

Contact Information

Criminal Injuries Compensation Tribunal

7-11 Montague Court
Montague Street
Dublin 2
Ireland

Tel: (01) 476 8670

Fax: (01) 476 8616

Homepage: <http://www.justice.ie/en/JELR/Pages/WP15000110>

Email: criminalinjuries@justice.ie

Occupational Injury or Disease - Checklist

1. Report incident to Governor and / or Gardai.
2. Ensure prisoner(s) are put on report (P19).
3. Seek medical treatment for injuries from G.P. and / or Hospital on day of injury.
4. Fill out NIRF (National Incident Report Form) immediately if possible or on return to work.
5. Submit email to HR Governor request to have your injury recognised as an injury on duty. If you wish you can request that your allowances and annualised hours continue to be paid pending the decision on the OID application.
6. Contact Criminal Injuries Tribunal via email reporting the incident and request a criminal injuries application form.
7. Criminal injuries application form must be completed and returned to the Criminal Injuries Tribunal **within three months of injury**.
8. Obtain copies of witness statements.
9. Obtain copy of P.19(s).
10. Obtain medical reports from G.P. and/or Hospital.
11. Submit medical reports to Criminal Injuries Tribunal.

Records of Irish Police Forces in the War: The Irish Times December 9th 1916

The records below include member of the Royal Irish Constabulary, Dublin Metropolitan Police and General Prison Service. These were extract of record of Prison Officers serving in the First World War as published in the Irish Times 9th December 1916.

Prison Service Staff of all grades fought in the British Army in World War 1. Among the regiments Prison Staff served in were;

- Irish Guards.
- Royal Dublin Fusiliers.
- Royal Irish Fusiliers.
- Royal Irish Rifles.
- Grenadier Guards.
- Suffolk Yeomanry.
- Shropshire Light Infantry.
- 21st Lancers.
- 6th Dragoon Guards.

| WARDERS, etc. | |
|--|--|
| BRYAN, H. P., Instructor Industries, Cork (Male (R.A.M.C.)). | |
| BRODERICK, M., Ordinary Warder, Dundalk (M.T., A.S.C.). | |
| CLANACHAN, J., Ordinary Warder, Londonderry (Royal Irish Fusiliers. Killed in action). | |
| CROWE, G. D., Assistant Hospital Warder, Maryboro' (R.A.M.C.). | |
| CRILLY, J., Schools Warder, Tralee (Irish Guards). | |
| DELOUGHREY, T., Ordinary Warder, Belfast (Royal Garrison Artillery). | |
| DEMPEY, E., Mess Servant, Maryboro' (Royal Dublin Fusiliers). | |
| EDWARDS, P., Hospital Warder, Dundalk (R.A.M.C.). | |
| EMERSON, J., Ordinary Warder, Kilkenny (Royal Engineers). | |
| FLEMING, P., Trade Instructor Warder, Belfast (Royal Engineers). | |
| FLOOD, M., J., Ordinary Warder, Belfast (Royal Field Artillery). | |
| FITPATRICK, W., Ordinary Warder, Cork (Royal Irish Regiment). | |
| GOOREVAN, J. P., Ordinary Warder, Cork (Royal Dublin Fusiliers). | |
| HARGROVES, T., Ordinary Warder, Cork (R. Dublin Fusiliers). | |
| HILL, C., Ordinary Warder, Maryboro' (R.G.A.). | |
| HADE, A., Ordinary Warder, Maryboro' (Royal Irish Rifles. Prisoner of War in Germany). | |
| HOGAN, D., Clerk Warder, Mountjoy (R.A.). | |
| KERR, T. J., Ordinary Warder, Mountjoy (6th Dragoon Guards). | |
| KENNEDY, C., Ordinary Warder, Mountjoy (Army Gymnastic Staff). | |
| KELLY, P. J., Ordinary Warder, Londonderry (Royal Engineers). | |
| KELEHER, J., Ordinary Warder, Maryboro' (Royal Garrison Artillery). | |
| LANGHAM, A. E., Mess Servant, Mountjoy (21st Lancers). | |
| LEE, J. K., Ordinary Warder, Cork (R.I. Regt.). | |
| LOUGHREY, J. J., Ordinary Warder, Dundalk (Army Ordnance Corps). | |
| LEMON, W. J., Ordinary Warder, Maryboro' (Grenadier Guards). | |
| McBRIDE, T., Ord. Warder, Cork (R.M.L.I.). | |
| MURPHY, J., Ordinary Warder, Cork (R.E.). | |
| MAHER, Michael, Ordinary Warder, Kilkenny (Royal Irish Regiment). | |
| MONTEITH, R., Ordinary Warder, Londonderry (R.F.A.). | |
| McDONALD, J., Ordinary Warder, Maryboro' (Irish Guards). | |
| MORGAN, John, Ordinary Warder, Mountjoy | |

GRAND RECORDS OF IRISH POLICE IN THE WAR

Weekly Irish Times (1876-1920); Dec 9, 1916;

ProQuest Historical Newspapers: The Irish Times and The Weekly Irish Times
pg. 30

- Royal Garrison Artillery.
- Royal Engineers.
- Royal Field Artillery.

Several members joined the Royal Navy. A number of staff remained in Headquarters Irish Command also.

A number of prison staff enlisted in the Military Provost Corps. The Military Provost Corps provided operational support, technical advice and expertise in handling prisoners of war. In reality they just swapped the jailers uniform for an army uniform. They were retained serving at the Prisoner of War camp in Oldcastle, Co. Meath. The old Workhouse in Oldcastle was commandeered by the army, refurbished and brought to a sufficient standard for use as a Prisoner of war Camp. Governor Major Robert Johnson V.C. was the Governor in charge.

Major Johnson V.C. joined the General Prisons Board in 1911. He was P.O.W. Camp Commandant 1914

-1915, Governor of Maryborough Gaol (modern day Portlaoise Prison) 1915-1916 and Camp Commandant again 1916 - 1918

| | |
|---|--|
| MAHER, Michael, Ordinary Warder, Londonderry (Royal Irish Regiment). | |
| MONTEITH, R., Ordinary Warder, Londonderry (R.F.A.). | |
| McDONALD, J., Ordinary Warder, Maryboro' (Irish Guards). | |
| MORGAN, John, Ordinary Warder, Mountjoy (Royal Field Artillery). | |
| MURPHY, J., Ordinary Warder, Tullamore (Royal Engineers). | |
| MEANEY, M., Ordinary Warder, Clonmel (R. Irish Regiment). | |
| McNAMARA, J., Ordinary Warder, Clonmel (Royal Garrison Artillery). | |
| MANLEY, J., Ordinary Warder, Clonmel (Suffolk Yeomanry). | |
| MAHER, T., Ordinary Warder, Clonmel (Royal Irish Regiment). | |
| McGRATH, Michael, Ordinary Warder, Clonmel (R. Irish Regiment. Died of wounds). | |
| O'HANLON, P., Storekeeper Warder, Armagh (A.S.C.). | |
| O'NEILL, James, Ordinary Warder, Maryboro' (Irish Guards. Killed in Action). | |
| ORTON, T. E., Ordinary Warder, Mountjoy (Shrops. L.I.). | |
| O'NEILL, J., Hospital Warder, Clonmel (R.A.M.C.). | |
| BERRY, J. J., Ordinary Warder, Belfast (Royal Navy). | |
| PARKER, T., Ordinary Warder, Belfast (R.E.). | |
| REID, Hugh, Ordinary Warder, Clonmel (Royal Irish Regiment). | |
| SIMPSON, W., Ordinary Warder, Belfast (Royal Navy). | |
| SMITH, J. J., Ordinary Warder, Dundalk (R.A.M.C.). | |
| SMITH, F. W. C., Ordinary Warder, Mountjoy (Royal Dublin Fusiliers). | |
| TATE, John, Trade Instructor Warder, Belfast (Royal Irish Rifles). | |
| TRAVERS, W., Ordinary Warder, Maryboro' (Irish Guards). | |
| TROWBRIDGE, T., Ordinary Warder, Mountjoy (Royal Irish Regiment). | |
| WALSHE, J., Ordinary Warder, Mountjoy (Army Ordnance Corps). | |
| WALSHE, W., Instructor in Gardening, Clonmel (Royal Irish Regiment). | |
| MATRON. | |
| GREENE, Lelia E., Matron, Ennis (Royal Nursing Reserve. Died Jan. 2, 1916). | |

GENERAL PRISONS SERVICE.

THREE KILLED.

The General Prisons Service of Ireland has also given its quota to swell the ranks of the fighting men. In the following list is given the name and rank of the officer, place of service before the war, and name of office or regiment to which he went on joining the Army.

HEADQUARTERS STAFF.

KEOGH, James, 2nd Division Clerk (Irish Guards).
OWEN-LEWIS, Major A. F., D.S.O., Inspector of H.M. Prisons (Staff Officer, Headquarters, Irish Command).
RONALDSON, E. G., 2nd Division Clerk (Quartermaster-Sergt. Military Provost Corps).

GOVERNORS AND MEDICAL OFFICERS.

HACKETT, Dr. B. J., Assistant Medical Officer, Mountjoy (Captain, R.A.M.C. Was awarded the Military Cross for conspicuous gallantry and devotion to duty at Loos on 2nd October, 1915).
JOHNSTON, Major E., V.C., Governor, Maryboro' (Commandant, Prisoners of War Camp).
LUSCOMBE, Major G. A., Governor, Kilkenny (Assistant Commandant, Detention Camp).
MORRIS, Dr. W. E., Medical Officer, Waterford (R.A.M.C.).
SHEVELL, Captain E. W., Governor, Galway (Headquarters, Irish Command).

Awards

Dr. B.J. Hackett Assistant Medical Officer, Mountjoy Prison
Captain Royal Army Medical Corps was awarded the Military Cross for conspicuous gallantry and devotion to duty at Loos on the 2nd October 1915.



By Mark O'Brien

HISTORICAL

The following staff members were killed in action or died of wounds up to the above date.

- J. Clanaghan, Ordinary Warder Londonderry Prison, Royal Irish Fusiliers. Killed in Action.
- Michael Mc Grath , Ordinary Warder

Clonmel Gaol, Royal Irish Fusiliers. Died of Wounds.

- James O Neill, Ordinary Warder Maryborough Gaol, Irish Guards. Killed in Action.
- Ms. Lelia E.Greene, Matron Ennis

Gaol, Royal Nursing Reserve, died in service .

Prisoner of War

A. Hade Ordinary Warder Maryborough Gaol, Royal Irish Rifles was listed as being a Prisoner of War.

Governor Major Robert Johnson V.C.

Robert Johnson was born on the 13th of August 1872 in the townland of Cloughore between Ballyshannon and Belleek in south Donegal. Educated in the Isle of Man , Robert Johnson played international rugby for Ireland , being capped twice the first time against England in 1893. Robert Johnson was also a member of the British Lions squad which toured South Africa in 1896.

When the Lions tour ended , together with Tom Crean Johnston stayed on in South Africa. When the First Boer War started in 1899 , again with Tom Crean , Robert Johnson enlisted in the Imperial Light Horse. In October of 1899 in the Battle of Elandslaagte , while still a Captain , Johnston particularly distinguished himself winning his V.C. Captain Charles Herbert Mullins also won a V.C in the same action . Their joint citation reads:

On the 21st October, 1899, at Elandslaagte, at a most critical moment, the advance being momentarily checked by a very severe fire at point blank range, these two Officers very gallantly rushed forward under this heavy fire and rallied the men, thus enabling the flanking movement, which decided the day, to be carried out.[8]

In 1900 Johnson was seriously wounded . Nursed back to health by Tom Crean , he returned to London in early 1901 . On the 25th July 1901 during an investiture in Buckingham Palace both Johnson and Mullins received their V.C.

Robert Johnson returned to Ireland in 1911 and joined the General Prisons Board for Ireland. He was appointed Commandant of the Prisoner of War camp at Oldcastle , Co Meath in 1914. The Workhouse in Oldcastle was built in 1842 and at the outbreak of the war in 1914 was empty. Fortified and made ready from 1914 until June of 1918 it housed up to 600 men of German or Austro-Hungarian origin.

Robert Johnston transferred to His Majesty's Convict Prison Maryborough in 1915 and then returned to Oldcastle Prisoner of War Camp in 1916. He remained in charge of the camp at Oldcastle until June of 1918 when all internees were transferred to the Isle of Man . It was deemed by the British

Government at that time to be a safer location to house that amount of prisoners due to the political situation in Ireland.

Major Robert Johnson V.C. , retired Prison Governor , settled in Kilkenny where he was appointed Resident Magistrate. He died on the 24th March 1950 .

The location of his medals is unknown.



By Mark O'Brien



Always there to
serve your needs

Jan to Sept 2020

News from the Prison Officers Medical Aid Society

Supporting Prison Officers and their Families for almost 40 years - The Medical Aid Society continues to meet all your healthcare needs.

For the first 9 months of 2020 - We have paid out **€9.7 MILLION** for our Members

- We continue to maintain a full operational service for the Society and process your claims.
- We redirected anticipated savings made in this period to our Members.
- **We have negotiated with all the Private Hospitals for Covid costs.**

Our offices are **OPEN** and working at **FULL CAPACITY** for **CLAIMS PROCESSING**, and work involved with **Third Party Injury cases**.

Rest assured - Your Society will look after everyone's needs during this time and into the future!



€887,000

Prescriptive Drug Claims Paid



€351,000

Scans Paid



€5,700,000

Paid out for
Hospital Care



€361,700

Casualty / Outpatient / Other



€696,000

GP Care



€332,000

Dental



€160,600

Optical



€863,000

Covid-19 Emergency
April - June Potential Savings
Refunded



€422,000

Consultants

Prison Officers' Association Annual Retirement Function 2020

Members will be aware that in late October early November each year the Prison Officers Association sends out invitations to members that retired during the previous twelve months inviting them and a guest to attend a retirement presentation in a Hotel in Dublin.

The purpose of the Annual Retirement Function is to honour members of the Prison Officers' Association on their retirement from the Prison Service after lengthy dedicated service and for their loyalty and support to the Union. It is our way of saying thank you for many years of support and solidarity and the Retirement Function is always a most enjoyable event and very successful occasion appreciated by the many in attendance.

Sadly, this year due to the ongoing Public Health restrictions related to the Coronavirus Pandemic the Union was not in a position to be

able to honour members that retired during the year at the Annual Retirement Function which is hugely disappointing and out of our control. All Branches were notified in early October that due to the ongoing Covid-19 pandemic and the ever changing associated restrictions unfortunately the Prison Officers Association had to postpone this year's Annual Retirement Function.

However, this is merely a postponement and the Retirement Function will be rescheduled. The Union will arrange to hold a Retirement Function when Public Health measures are eased sufficiently to allow us to do so and all those members that retired during the year 2020 will be notified.

In the meantime the Prison Officers' Association would like to wish all our members who retired over the past year a Merry Christmas and Happy New Year and a long healthy and enjoyable Retirement.

CLOVERHILL BRANCH NEWS

After years of false dawns and broken promises from perfidious Governors and after sustained pressure from the local branch we finally have the beginning of the works on improvements to the mess area and the start of a new staff Gym, when these works are completed, we will finally have staff facilities that befits our members.

Working during this Pandemic is difficult but our members have shown their professionalism, dedication and adaptability as

we work in an ever changing environment. The ability of our members in doing their daily duties has been the key component for the prison service in keeping corona virus largely out of our prisons. We all deserve credit for this, and with our solidarity and unity we will get through this.

In other news we see the end of the public service stability agreement and the start of talks for a new agreement, where this lead us we don't know but we can only hope that the government will

reward ourselves and our frontline colleagues for our heroic work during this pandemic.

On behalf of the branch I would like to wish all our members a happy Christmas, in whatever form that may be. Also, our condolences to all those who have lost loved ones in the past year. I wish to thank the national officers, the ladies in Merrion square and all those in cloverhill who have assisted the branch throughout the year. Your help is always appreciated.

Neil Brady, Branch Secretary.

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**

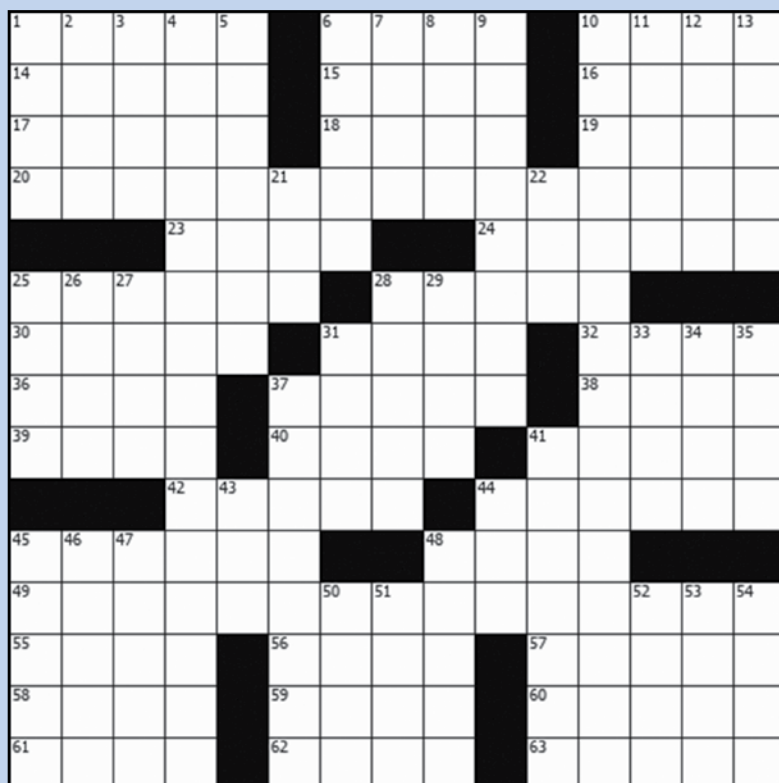
Web: www.poa.ie

POA WEBSITE NOW MOBILE FRIENDLY

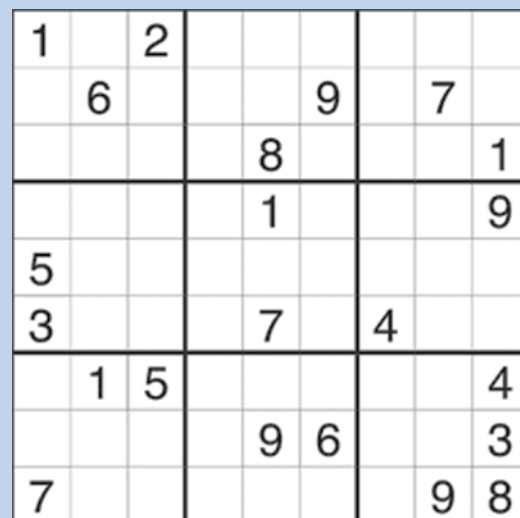
ACCESS POA INFORMATION ON YOUR SMARTPHONE. DON'T FORGET TO SIGN UP FOR EMAIL ACCESS

BRAIN EXERCISES

CROSSWORD



SUDOKU



Please send completed Sudoku Entries by

Friday 26th February 2021 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

2021 to

The Editor,

Prison Officer Magazine,

18, Merrion Square,

Dublin 2.

5 prizes of €25 will be

awarded to winning

entries.

ACROSS

1. Iron fishhooks
6. Monday chore, perhaps
10. Standoffs
14. Hirshhorn Museum attraction
15. Christiania until 1925
16. Leave unmentioned
17. Satchel's given name
18. Broadway King
19. Emulate a bull?
20. Direction
23. Makeshift swing
24. Popular thesaurus
25. Revolted
28. Saw things
30. Presentation staple
31. Y2K presidential candidate
32. Hardy soul?
36. Like Bo Peep's sheep
37. Performance conclusion

DOWN

38. Stewpot
39. Logical start?
40. Dawdles
41. G sharp
42. Prepares eggs, in a way
44. Mrs. Miller's partner, in a 1971 film
45. More than budding
48. Worst kind of loser
49. Location
55. --- l'Évêque (French cheese)
56. Ms. Cantrell
57. Perform penance
58. "Let ---!" (advice to the obsessed)
59. They're nonreturnable
60. Offer to a hitchhiker
61. Science subj.
62. Netlike material
63. Eat away at

DOWN

1. Strange sport
2. Copycat
3. Gambling game
4. Direction
5. Fashionable
6. Tom or Thomas
7. "Be that --- may ..."
8. Opening at a casino
9. Feted ones
10. Location
11. Campaigner's concern
12. Center fielder, in the scorebook
13. Nullifies a correction
21. Two-way preposition
22. Decompose
25. Fruit with a wrinkled rind
26. Cattle goad
27. Level flats
28. Iceman's tools

DOWN

29. New Haven collegians
31. Radio feature
33. Comical Cinders
34. Strip of pavement
35. Surfeit
37. Con
41. Extensive ranch land
43. Exclamation of surprise
44. Soft shoe, for short
45. Meat garnish
46. Salvation Army founder
47. Swordsman's maneuver
48. Break into smithereens
50. Subspecies
51. Five breakers
52. Pet from Kansas
53. Author Bagnold
54. Russo or Coty

— WINTER WINNERS —

CROSSWORD WINNERS

| | | |
|---------------|----------------|-----|
| Paul Geraghty | Loughan | €25 |
| Owen Lynch | Loughan | €25 |
| John Sheridan | Loughan | €25 |
| Mick Campion | Midlands | €25 |
| Paul Tansey | OSG Wheatfield | €25 |

SUDOKU WINNERS

| | | |
|------------------|------------|-----|
| Jarlath McCarthy | Cork | €25 |
| Brian Martin | Cork | €25 |
| Ciaran Maher | Wheatfield | €25 |
| Elaine Sisk | Dochas | €25 |
| Matt O'Neill | Cork | €25 |



Inspire Workplaces - On line Resources

Inspire Workplaces 24/7 counselling service is available to all Irish Prison Staff (formerly Carecall). This is an important enhancement of the Irish Prison Service EAP, Prison staff still have full access to local SSO's and centrally based EAO's and are encouraged to continue to engage with local SSO's and EAO's who are available to provide advice and support on a range of issues and may well suggest a referral to Inspire Workplaces where more focused emotional support is considered to be helpful. The EAP can be contacted at 043-333 5316 or at eapsupport@irishprisons.ie

The Counselling Service is a confidential employee support service designed to support employees resolve personal or work related concerns, through telephone and on-line support and telephone or face to face counselling (up to 6 sessions) free of charge to all serving Prison staff.

Attendance at counselling sessions must be undertaken when off duty. Appointments are available in the evenings and at week-ends. However, once counselling sessions are scheduled for you, any cancellations within 24 hours or non-attendances for whatever reason will be included in the 6 sessions allowed. Should you cancel your appointment within 24 hours or indeed not turn up for one of your scheduled sessions this incurs a financial cost but more importantly your benefit from the course of 6 sessions provided is reduced as a consequence. You are strongly encouraged to attend all scheduled sessions and when it is necessary, to provide more than 24 hours' notice to your counsellor in the event you need to cancel or reschedule your appointment

In addition to the counselling service proved by Inspire Workplaces, prison staff also have access to extensive on-line support provided by Inspire Workplaces via their website, www.inspirewellbeing.org.

When you are browsing the website, Inspire Workplaces have a menu of options on the top right hand corner, one of which is a login option. The log in details for this service, for prison staff are:

Login: [irishprisonservice](#) Password: [ips@eap](#) (all lower case)

There are 3 options to choose from on the left of the home page:

1. On-line tests – This section includes optional self-report tests on Stress and Alcohol consumption and may well provide an indication that further support is warranted.
2. Self-help library – This sections includes advice and support on topics including amongst others anger, anxiety, bereavement, my family, sleep, stress, and my work. Under each of these topics there is a number of sub-categories. For example, if you click on My Family, you are directed to advice on 'empty nest syndrome' and 'single parenthood' and the advice and guidelines contained in these sections are certainly well worth a look.
3. Useful reports – this section lists reports on key topics like Mindfulness and Mental Health and Work and also includes reports from the World Health Organisation report.

The website also has a section to support students, either yourself if you are studying or one of your children.

If you would like to keep in touch with Inspire Workplaces, you can enter your email address. They can also be followed via Facebook, Twitter and you may wish to view recommended YouTube videos.

To access counselling or telephone support from Inspire Workplaces, you can contact them 24/7 on their helpline number at: 1800 817 433