

IRISH PRISONS INSPECTORATE

TRAINING UNIT

**TRAINING UNIT INSPECTION:
7TH - 10TH MARCH 2005**

Role of the Irish Inspector of

Prisons and Places of Detention

The Office of the Inspector was established by an order signed by the Minister for Justice, Equality and Law Reform on the 21st February 2002. There is a statutory provision in the forthcoming Prisons Authority Bill for the establishment of a Prisons Inspectorate. The following are the terms of reference for the Inspector of Prisons and Places of Detention.

TERMS OF REFERENCE

To -

- (a) Inspect and report, as the Inspector considers appropriate, to the Minister on prisons and places of detention under the aegis of the Department of Justice, Equality and Law Reform.
- (b) Report in particular on conditions in those institutions and on the regimes in place for prisoners and detainees.
- (c) Investigate and report on any specific issue referred to the Inspectorate by the Minister.
- (d) Submit to the Minister an Annual Report on the activities of the Inspectorate.

GUIDELINES

In carrying out an inspection of any prison or place of detention the Inspector will, in general terms, have regard to such matters as:

- (a) the quality of the regime
- (b) the attitude of staff and inmates
- (c) the health, safety and well-being of prisoners
- (d) the condition of the buildings
- (e) questions of humanity and propriety
- (f) any general pattern which may indicate possible inadequacies in the management of the prison

As the terms of reference provide, the Minister may also request the Inspector to investigate and report on specific issues or incidents connected with the running of any prison or place of detention. Furthermore, the Inspector may raise issues of concern, arising out of an investigation or an inspection, either with local management, the Director General of the Prisons

or the Minister. To facilitate the Inspector in carrying out his functions, he may consider complaints from prisoners but only to the extent that such complaints are relevant to the functions of the Inspector. The Inspector will, not later than four months following the end of each calendar year, submit a written report to the Minister on his activities during the year.

It is intended that the annual report will be published. The Inspector will also furnish the Minister with such information relating to his activities as the Minister may require from time to time.

The functions outlined above will also apply to any child-detention centres and remand centres designated by the Minister under Section 150 of the Children Act, 2001.

These terms of reference may be further refined in the forthcoming Prisons Bill in the light of the experience gained in the interim. The Inspector will also be entitled to report and make recommendations, in the light of experience gained, on the contents of the legislation which will eventually make statutory provision for the Prisons Inspectorate.

Any enquiries or comments about the inspectorate should be directed in the first instance to:

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REPORT ON VISIT TO TRAINING UNIT

COMMENCING THE 7th MARCH 2005 TO 10TH MARCH 2005

1. INTRODUCTION

1.1 On the 7th March to 10th March 2005 an inspection of the Training Unit was carried out by the Inspectorate Team which consisted of:

Mr. Justice Dermot Kinlen	Inspector of Prisons and Places of Detention
James Woods	Special Adviser to Inspector
Dr. Owen Carey	Consultant
Paul Ward	Consultant

1.2 The purpose of inspection is to identify issues and take note of any areas of concern and good practice which may pertain.

Date: Mr. Justice Dermot Kinlen
Inspector of Prisons and Places of Detention

2. Background

- 2.1 The Training Unit is located at Glengariff Parade, North Circular Road, Phibsborough, Dublin 7 and is a semi-open centre. It is contained within the high boundary wall of Mountjoy Prison but is operated completely independently of Mountjoy Prison with its own entrance, staff, workshop, educational facilities, etc. It is semi open in that the prisoners' bedrooms have no steel bars on the windows and the prisoners can move from area to area unaccompanied by staff. Each prisoner has a key to his room. [Staff have a master key that can open any of the bedrooms.]
- 2.2 The Training Unit was built on a part of Mountjoy Prison's grounds and the building began in 1973/4 and was completed in 1975. The first prisoner admitted was in August 1975. The main focus of the Training Unit is to provide industrial training and education to prisoners, assisting them in securing employment on release. The prisoners may also be placed on courses or programmes on release which they commenced in the Training Unit and then linked into similar courses/ programmes in the community on discharge.
- 2.3 The Unit operates a drug-free environment which is monitored by constant random urine testing. It accommodates 96 prisoners and it is not a "committal prison" in that all of the prisoners are received on transfer from other prisons and not directly from the courts. The majority of the prisoners have served a greater part of the sentence in other prisons and then transferred as part of a planned sentence programme. It caters for adult

male prisoners, the majority of whom are between the ages of 19 and 35 years.

3. Statistical Information

3.1 Staffing

Governor Grade 2	1
Assistant Governor	2
Chief Officer Class 2	1
Clerk Grade I	1
Chief Trades Officer Class 2	1
Industrial Training Instructors	7
Assistant Chief Officers	6
Clerk Grade 2	2
Trades Officer	4
Assistant Industrial Supervisors	3
Prison Officers	<u>47</u>
Total	75

3.2 Other Staffing

Doctors (daily) (job sharing)	2
Teachers (165 teaching hours per week)	7.5
Probation & Welfare Officers	2
Senior Probation & Welfare Officer	1
Psychiatrist (visiting psychiatrist once per month)	1
Chaplain (full-time, R.C.)	1

Dentistry - attend the Mountjoy dental surgery once per week

Optician - attend once every three months, otherwise in emergency

Voluntary counsellors (drug, alcohol & gambling)

Various other voluntarily personnel (St. Vincent de Paul, etc)

3.3 Prisoners' Sentence Profile

Serving sentences of:-

0 - 6 months	0
7 - 12 months	1
13 - 24 months	15
25 - 48 months	22
49 - 84 months	31
85 - 120 months	10
Over 120 months	1
Life sentences	<u>16</u>
Total	96

3.4 Age Profile of the Prisoners

16 - 18 years old	nil
19 - 21 years old	11
22 - 25 years old	18
26 - 30 years old	24
31 - 35 years old	14
36 - 40 years old	14
41 - 45 years old	6

46 - 50 years old	4
51 - 60 years old	4
61 years and older	<u>1</u>
Total	96

4. Governor's Briefing

4.1 On Monday the 7th March 2005 I went with my Special Adviser, Jim Woods, to visit the Training Unit. I was met by Governor John O'Brien who introduced Assistant Governor Mahon, Assistant Governor Greally and Chief Officer Wardick.

4.2 There are ninety six single rooms in the prison so the maximum they can take is 96 people. It is not a committal prison and there is a waiting list. There is a total staff of 75. It has been in existence since August 30 years ago. It is the only drug free prison in the Irish system. They take only males over seventeen. Occasionally they take people who are serving short sentences and who are in prison for fines or for debts. A number of their prisoners are serving life sentences. People who want to come to this prison have to sign an undertaking to keep off drugs including alcohol. There is random urine testing quite frequently and anyone found to take any banned substance will be sent back into some other prison. However, if they "repent" they may be readmitted.

4.3 Recently they have had a new water sprinkler system installed in all of the bedrooms but is not yet operational. The Governor outlined that the library is

going to be officially re-opened on 21/3/05 having been relocated, fitted out with modern shelving and with additional books being added to its stock. He paid tribute to the work done by the Visiting Committee members in helping to bring the library to its present standard.

- 4.4 All of the prisoners' bedroom doors have their own separate keys. This means that the prisoner can lock himself into his room if he wishes to be alone. However, the staff have master keys.
- 4.5 The Governor continued his briefing by telling us that there were two doctors, each of whom does two days a week each and then takes on alternate Fridays. They are always available on call at week ends and in an emergency. Prisoners are unlocked at 8.00am and are locked up again at 9.40pm. They have communal dining, four to a table. Breakfast is served at 8.30am, a cup of tea at 10.45am, lunch at 12.25pm which is the main meal of the day. They have a cup of tea at 4.30pm and evening tea at 6.30pm while at 8.45pm they have a cuppa and a bun. Visitors are allowed from 2.00pm - 4.00pm Monday to Fridays and 10.00am - 8.00pm Saturdays and Sundays. Most visits are at the weekend. There are a number of visiting rooms which will be described later in this report.
- 4.6 There was never in recent years any assault on staff and only one in the last two and half years on a fellow prisoner. Some years ago there was a suicide.

4.7 One third of the prisoners, on average, go out to work/education/courses or higher education each day to FÁS, PACE, education centre, work/location, or where they are completing a construction course at an old castle where they get direct employment and apprenticeship. They must in the latter position have a junior certificate or an equivalent or literacy or numeracy skills to that standard and must be interested in employment in the construction industry. They must be able to communicate verbally, work as part of a team, display manual dexterity and be properly motivated. Each morning the officer in charge at the gate gets a list of the prisoners who will be leaving that day on temporary release.

Two officers are involved in the CONNECT project in the Unit. CONNECT was introduced with a €60 million budget from the EU with great acclaim and was to spread to all the prisons by 2003.

4.8 The City of Dublin VEC Sports and Cultural Council held their public speaking finals in the Training Unit in March 2004. One of their prisoners won a large silver cup which is proudly displayed in the Governor's office. He was apparently an outstanding orator. He performed against many students from the other VEC colleges throughout the city and got first place. This function was attended by many dignitaries including senior civil servants.

5. Business Plans for Training Unit for 2004

5.1 The Inspectorate went on to discuss with the Assistant Governor the business plans. We had asked Prison Service Headquarters for a copy of the latest business plans and were told that the latest plans were 2003. However, the Governor and the Assistant Governor produced a plan for 2004. We had prepared a summary of the 2003 one but after some readjusting we dealt with the 2004 one. Herewith are our findings.

**Business Plan 2004 for Prisons and Places of Detention
Institution: Training Unit**

1. Financial Management	<p>1.1 Manage within the overall Budget allocation for 2004 Result: Exceeded by 1,500 hours</p> <p>1.2 Implement new Financial Management System as it is rolled out to additional Institutions Result: Has not reached Training Unit yet</p>
2. Operational Management	<p>2.1 Ensure Emergency Planning in place to cover emergency situations, e.g., fire, riot and hostage-taking Result: Done, evacuations at least 3 times per year</p> <p>2.2 Implement new system for recording assaults in the Prisoner population Result: Yes, on system</p> <p>2.3 Extend the current visiting ID system in place at Mountjoy Prison Result: Not applicable to T.U.</p> <p>2.4 Implement the Report of the Expert Group on bullying Result: Yes, implemented</p> <p>2.5 Introduce an annual review of security at all institutions, commencing in 2004 Result: Not applicable as security levels are as heretofore</p>

<p>3. Human Resource Management</p>	<p>3.1 Implement Human Resource aspects of Government decision in regard to prison closures (Transfer of staff from Shanganagh) Result: Yes, four staff from Shanganagh now in Unit</p> <p>3.2 Manage staff resources within overall budget allocated for overtime for 2004 Result: Exceeded quotation</p> <p>3.3 Implement whatever new attendance arrangements are agreed with the Prison Officers' Association Result: New clock-in system being installed</p> <p>3.4 Introduce PMDS for Prison Service grades from Assistant Governor (and equivalent) to Governor Result: Yes, done</p> <p>3.5 Partnership to continue to operate in Institutions where it is in place Result: Yes in place</p> <p>3.6 Ensure adequate number of trained staff for emergency situations, eg., C& R Training Result: No C&R training here</p>
<p>4. Regime Development</p>	<p>4.1 Prioritise Education, Vocational Training and Prisoner Welfare Result: Being done - Connect</p> <p>4.2 Provide for the personal well-being of Prisoners, including Spiritual Care and Suicide Awareness Result: Yes, full-time chaplain and normal suicide awareness meetings</p> <p>4.3 Provide Care and Rehabilitation Programmes, ensuring equality of access for all Prisoners Result: Yes being implemented</p>
<p>5. Tackle the drug problem in Prisons</p>	<p>5.1 Continue measures to (i) provide a drug-free environment within the Training Unit and (ii) provide counselling / addiction services/facilities for risers. Result: Yes, counsellors being provided.</p>
<p>6. Prisoner Healthcare</p>	<p>6.1. Implement agreed Healthcare Standards as appropriate, to ensure Medical and Psychiatric care for Prisoners consistent with standards that apply in the community generally Result: Yes, being done to community standards</p>

7. Facility Management	<p>7.1 Manage the agreed Maintenance Budget for the Institution Result: Yes, done</p> <p>7.2 Provide local input to any construction works within the Mountjoy complex Result: Yes, within Training Unit only</p> <p>7.3 Assist in provision of new electronic and manual locking Result: Not applicable to T.U.</p> <p>7.4 Ensure Safety Statement in place and updated as necessary, backed by effective Health and Safety Procedures and Practices Result: Yes, being done</p> <p>7.5 Establish arrangements to review and implement, where practicable, recommendations of the Inspector of Prisons and Places of Detention Result: First report in 2005</p>
8. Tobacco Control	8.1 Implement new Tobacco Control Regulations as necessary in the Prison Service Result: Smoke-free areas.
9. Environmental and Waste Management	9.1 Set up systems to improve environmental and waste management in line with IPS Environmental Policy Statement Result: Yes, fully implemented as far as possible

1 Financial Management

Target 1.1 Manage within the overall budget allocation for 2004

Steps to achieve target 1.1
1.1.1 Conduct Budget Meeting with Heads of Services Result: Meet re o/t control & building needs
1.1.2 Identify need and prioritise, costing of agreed Result: Done
1.1.3 Meeting with Director of Finance - final approval received Result: Done
1.1.4 Monitor and review expenditure throughout the year Result Yes, done
1.1.5 Evaluate end-of-year-report. Result: Yes, being done

2 Operational Management

Target 2.1 Ensure emergency planning in place to cover emergency situations e.g.: fire, riot, hostage taking

Steps to achieve target 2.1	
2.1.1	Conduct review of existing Fire Plan, Riot Plan, Hostage-taking Plan and Fire/Riot/Hostage equipment Result: Yes, reviewed as applicable to the Training Unit
2.1.2	Produce report and recommendations to Governor for approval Result: Yes, being done
2.1.3	Implement recommendations as approved by the Governor Result: Yes, done
2.1.4	Review training needs for staff in relation to Fire, Riot and Hostage-taking. Result: Done in conjunction with Beladd Training Centre.
2.1.5	Produce report on training and recommendations to Governor for approval. Result: Yes, when applicable
2.1.6	Implement approved training programme for staff Result: Yes, ongoing when staff and trainers available

Target 2.2 Implement new system for recording assaults in the Prisoner Population

Steps to achieve target 2.2	
2.2.1	Conduct user acceptance test Result: Done but not applicable to T.U.
2.2.2	Receive Guidelines from Operations based on new classification system Result: Received same
2.2.3	Receive new computer system from IT Result: No
2.2.4	Train end users in the system Result: Yes, ongoing
2.2.5	Implement the new system Result: Yes, but almost no assaults in Training Unit
2.2.6	Review Result: yes but constant updating resulting in some problems
2.2.7	Conduct initial audit of assaults in 2004 Result: Not applicable

Target 2.3 Extend the current visiting ID system in place at Mountjoy Prison

Steps to achieve target 2.3	
2.3.1	Conduct research of Mountjoy System Result: Not applicable
2.3.2	Review and adapt for Cork Result: Not applicable
2.3.3	Consult and communicate system to Visitors and Offenders Result: Not applicable
2.3.4	Implement appropriate system Result: Not applicable
2.3.5	Monitor and Review Result: Not applicable

Target 2.4 Implement the Report of the Expert Group on Bullying

Steps to achieve target
2.4.1 Receive Report from Operations Result: not to hand yet
2.4.2 Appoint internal team for implementation Result: Yes, team selected
2.4.3 Implement new Guidelines & Launch Policy Result: Yes, whenever it is available
2.4.4 Review Policy Result: Whenever available

2.5 Introduce an annual review of security at all institutions, commencing in 2004

Steps to achieve target
*2.5.1 Receive draft guidelines for Feedback
*2.5.2 Provide observations
*2.5.3 Receive final Guidelines
*2.5.4 Conduct Security Reviews

* Not applicable to the Training Unit as security is not an issue.

3 Human Resource Management

Target 3.1 Implement Human Resource aspects of Government decision in regard to prison closures (Transfer of staff from Shanganagh)

Steps to achieve target 3.1
3.1.1 Integrate fully staff from Shanganagh to Training Unit Result: Done

Target 3.2 Manage staff resources within overall budget allocated for overtime for 2004

Steps to achieve target 3.2	
3.2.1	Ascertain exact budget for 2004 Result: Received the amount allowed
3.2.2	Agree measures to remain within budget Result: Could not manage within budget
3.2.3	Communicate measures to all staff Result: Yes, done
3.2.4	Implement measures Result: Yes, as far as possible
3.2.5	Review measures in light of monthly expenditure returns Result: Yes done

Target 3.3 Implement whatever new attendance arrangements are agreed with the Prison Officers' Association

Steps to achieve target 3.3	
3.3.1	Review new agreement Result: Done and ongoing at present
3.3.2	Identify implementation requirements Result: Yes, done as far as practical
3.3.3	Communicate system to all staff Result: Yes, being done at present
3.3.4	Implement system Result: Whenever agreement reached
3.3.5	Review Result: In due course. Not implemented as yet

Target 3.4 Introduce PMDS for Prison Service grades from Assistant Governor (and equivalent) to Governor

Target 3.5. Partnership to continue to operate in Institutions where it is in place.

Steps to achieve target 3.5	
Partnership to be set-up at Training Unit Result: Yes, ongoing talks at present	

***3.6 Ensure adequate number of trained staff for emergency situations
e.g.: C&R training**

Steps to achieve target 3.6
*3.6.1 Review training needs
*3.6.2 Review arrangements with Emergency Services.
*3.6.3 Identify number of hours allocated for same.
*3.6.4 Produce recommendations to Governor.
*3.6.5 Implement approved training programme.

* Not applicable to Training Unit

4 Regime Development

Target 4.1A Prioritise Education, Vocational Training and Prisoner Welfare.

Steps to achieve target 4.1A
4.1A.1 Establish current levels of attendance Result: Yes, being done
4.1A.2 Continue procedure for filling places Result: Yes, done
4.1A.3 Interview all new committals for education programme Result: Yes, done
4.1A.4 Check school enrolment against Prison releases Result: Yes, as far as possible
4.1A.5 Continue evening education programme Result: Yes, being done
4.1A.6 Enlist assistance of all other service providers within the Prison in marketing education Result: Yes, all other discipline agencies involved
4.1A.7 Produce Physical Education Development Plan for 2005 Result: Yes, ongoing
4.1A.8 Obtain approval for implementation from Governor Result: Yes, approval given
4.1A.9 Annual Report to Governor Result: Yes, done

Target 4.1B Workshops Training

Steps to achieve target 4.1B
4.1B.1 Continue City and Guilds Courses Result: Yes, all accredited
4.1B.2 Explore FETAC / HETAC qualifications Result: Yes, ongoing
4.1B.3 Continue Links with FAS Centres Result: Yes, going on daily
4.1B.4 Explore Third Level possibilities for trainees Result: As far as possible depending on demand

Target 4.2 Provide for the personal well-being of Prisoners, including Spiritual Care and Suicide Awareness

Steps to achieve target 4.2	
4.2.1	Provide Religious Services, Sacraments and Spiritual Counselling to all denominations Result: Yes, ongoing
4.2.2	Continue to convene quarterly multidisciplinary meetings to review current and new suicide prevention measures and implement as appropriate. Result: Yes, done
4.2.3	Implement recommendations as appropriate of the National Steering Group on Deaths in Custody Result: Yes, done where necessary
4.2.4	Convene special meeting of the Committee in the event of a death or serious suicide attempt Result: Yes, if needs arise
4.2.5	Implement recommendations when approved by Governor Result: Yes, done

Target 4.3 Provide Care and Rehabilitation Programmes, ensuring equality of access for all Prisoners.

Steps to achieve target 4.3	
4.3.1	Continue to establish links with Rehabilitative projects / programmes in the wider community Result: Yes, ongoing
4.3.2	Library Committee to continue Result: Yes, ongoing
4.3.3	Continue to support and refer Prisoners to the Intensive Supervision Scheme, Bridge Project, PACE Workshop, Priorswood House, Treble RRR, Bond Project and the various Drug / Alcohol Residential Treatment Centres Result: Yes, ongoing
4.3.4	Facilitate NA, AA, Samaritans, etc., continued access to those in need Result: Yes, all coming into Unit
4.3.5	Connect Project, Probation & Welfare and Educational Services to continue to facilitate transition from Prison to the Community Result: Yes, ongoing. Two officers involved plus others
4.3.6	All new Committals to be assessed by the Probation and Welfare within 5 working days of committal to ensure appropriate services within the Prison Result: Yes, happening
4.3.7	Parole Board Reports, Repatriation Reports and Risk Assessments to be completed on all appropriate Prisoners in the prison Result: Yes, being done
4.3.8	Long-term focused work with selected individual Prisoners to address offending behaviour Result: Yes. (through) welfare officer

5 Tackle the drug problem in Prisons

Target 5.1A Training Unit operates a monitored drug free environment.

Steps to achieve target 5.1A	
5.1A.1	Continue Drug Committee Meetings Result: Yes, being done
5.1A.2	Liaise with external Drugs agencies Result: Yes, being done daily
5.1A.3	Keep abreast of current best practice Result: Yes, through medical staff

Target 5.1B Provide Drug Treatment and Addiction Services for Prisoners

Steps to achieve target 5.1B	
5.1B.1	Retain services of NA & AA. Result: Yes, retained
5.1B.2	Continue our association with Community based addiction facilities Result: Yes, being done

6 Prisoner Health Care

Target 6.1 Implement agreed Healthcare Standards as appropriate, to ensure Medical and Psychiatric care for Prisoners consistent with standards that apply in the community generally

Steps to achieve target 6.1	
6.1.1	Health Care Committee to remain in place Result: Yes, local medical team - ongoing
6.1.2	Refresh review of report and recommendations Result: Yes, ongoing
6.1.3	Review recommendations that may be implemented in the Training Unit Result: Yes, reviewed
6.1.4	Review and approve appropriate recommendations Result: Yes, where feasible
6.1.5	Implement appropriate recommendations Result: Yes, when appropriate
6.1.6	Implement whatever arrangements need to be put in place in regard to Prisoner Medical Records System, healthcare standards, etc., arising from conclusion of ongoing negotiations with Medical Officers in the Labour Relations Commission Result: Yes, new operational code agreed and accepted, ongoing

7 Facility Management

Target 7.1 Manage the agreed Maintenance Budget for the Institution

Steps to achieve target 7.1
7.1.1. Identify budget for 2004 Result: Yes, identified
7.1.2. Prioritise works for the year Result: Yes, done
7.1.3. Review monthly Result: Yes, being done
7.1.4. Agree 2005 budget with Estates and Finance Result: Yes, done and agreement reached

*Target 7.3 Assist in provision of new electronic and manual locking

Steps to achieve target 7.3
*7.3.1 Identify areas of need
*7.3.2 Types of locks with the Governor of Works
*7.3.3 Prioritise schedule of installation
*7.3.4 Communicate system to all staff
*7.3.5 Implement new locking plan
*7.3.6 Evaluate and review

* Refers to a closed prison

Target 7.4 Ensure Safety Statement in place and updated as necessary, backed by effective Health and Safety Procedure and Practices

Steps to achieve target 7.4
7.4.1 Review Safety Statement Result: Yes, done
7.4.2 Identify areas requiring change Result: Yes, identified
7.4.3 Redraft where necessary Result: Yes, done
7.4.4 Construct updated edition Result: Yes, done
7.4.5 Familiarise staff Result: Yes, done and still being familiarised

***Target 7.5 Establish arrangements to review and implement, where practicable, recommendations of the Inspector of Prisons and Places of Detention**

Steps to achieve target 7.5
*7.5.1 Review recommendations of the Inspector of Prisons
*7.5.2 Set up Working Group (Heads of Function areas referred to in the report)
*7.5.3 Prioritise and agree areas requiring attention
*7.5.4 Implement change
*7.5.5 Evaluate and review

** No Inspections held yet*

8 Tobacco Control

Target 8.1 Implement new Tobacco Control Regulations as necessary in the Prison Service

Steps to achieve target 8.1
8.1.1 Agree unified Smoking Policy with headquarters and Governors Result: Yes, done
8.1.2 Set up team to evaluate and implement Result: Yes, was done
8.1.3 Implement new smoking Policy Result: Implemented
8.1.4 Review operation of new policy Result: Yes, has been reviewed and working well

9 Environmental and Waste Management

Target 9.1. In line with Irish Prison Service Environmental Policy Statement set up systems to improve environmental and waste management in the prison service

Steps to achieve target 9.1
9.1.1 Awareness Training for Governors Result: Yes, awareness course commencing in Beladd House in 2005
9.1.2 Appoint Environmental Co-ordinator in each prison as per Strategy Report. Result: Yes, been appointed
9.1.3 Provide relevant training for the nominated personnel and critical staff members. Result: Yes, ongoing
9.1.4 Set up an Environmental Management and Implementation team in each prison. Result: Yes, ongoing
9.1.5 Implement local Environmental Management System Result: Yes, as far as possible
9.1.6 Carry out annual management review of EMS Result: Just started and will be done when in full operation for a year

6. Meeting with Various Groups/Individuals

(a) Meeting with "HEADS OF SERVICE" Senior Management

The Inspectorate met the Chief Officer, the Assistant Governor, the Clerk Grade I, the Chief Trades Officer and the Head Teacher.

The Inspector asked that each of them would give an account of their areas of responsibilities and outline their difficulties in performing their role plus any ideas or suggestions regarding improvements within their particular field.

The Chief Officer outlined that there was no recognised post of "detail duties officer" within the Unit and therefore a lot of his time is taken up in making out roster duties, checking and recording reports and keeping account of the staff's overtime working. He felt the need for such a post as detail officer

and that in the proposed new roster, such a position is recommended. Staff absence “on the day” was another problem and he operates some days with 2-3 staff short. The normal daily staffing level was 16 posts but he generally operates at 14 posts.

The Chief Trades Officer stated that he had 4 Trades Officers working with him, a carpenter, electrician, plumber and a painter. In the proposed new agreement, the trades staff will be “grouped” with trades staff from other institutions and will mainly work out of one centre. He spoke of the new water sprinkler system that was installed in all of the prisoners’ bedrooms but not as yet fully commissioned. He was asked re the ants problem to which he replied that they were constantly spraying the affected areas. The spray was effective at the time of applying but the ants still kept returning, so it is a constant battle to eradicate them.

Regarding the office and stores areas, the Clerk stated that he had two Clerk Grades II’s, 1 Clerk Grade I and an officer acting as Clerk II. He complained that the computer “PRIS” system was not working properly and it could not be depended upon to give accurate discharge dates of prisoners. He said the sentences have to be calculated manually as well as by computer. He outlined the problems with a new sick leave recording system that was introduced by H.Q. (H.R.M.S.) but was unworkable and they now have returned to the old recording system. He claims that the computers are being constantly updated but that they were not receiving training in line with the update and consequently were behind in their updated knowledge.

It was stated that it costs €67,000 per year to keep a prisoner in the Training Unit and that these costs were one of the lowest in the prison system.

The Head Teacher outlined that he had 7.5 teachers attached to the Training Unit. Some of the teachers would also work in other prisons, e.g. morning in Mountjoy and afternoon in the Unit. He outlined the role of education within the Unit and how they work in conjunction with the work training programmes. He spoke of alternative education such as Pitman, E.C.D.L. physical education, confidence building, debating, Listowel Writers' Week, public speaking, music, production of C.D's, art work etc. He also spoke of the conventional education being conducted within the educational unit. A more detailed report on education will be included within this report.

The group felt the Training Unit provides a very good service to prisoners and those of them who wish to partake in work training, education or whatever line they wish to follow are encouraged, supported and helped all the way. They stated that the CONNECT Project was working very well and was very supportive to prisoners seeking employment, etc. The fact that the Unit's prisoners are "drug-free" helps enormously towards its smooth running. They felt that Mountjoy Prison being destined to move to a greenfield site in North Dublin left an air of uncertainty regarding the future location of the Training Unit. The Minister, as yet, has not announced where the Training Unit is going or if it is going anywhere. It is expected that it will be sold off as part of the overall Mountjoy complex.

(b) *Meeting the Senior Probation and Welfare Officer*

The Inspector met the Senior Probation Officer. She has two assistant probation officers in the Training Unit to help her. She is also the officer in charge of the Probation service in Dóchas. She maintains that for the unit's prison population of 96, predominately life-sentence prisoners, and the intensity of the work involved with this category of prisoner in the exit stage of sentence the current complement of two officers is insufficient. [The breakdown of prisoners' sentences states that 16 of the 96 in custody are serving life sentences]

She says that staffing levels have not increased since the Unit's establishment in 1975. She says that there is an increase in the prisoner population and that the burden on probation officers has increased dramatically. She listed all the extra work the probation staff now have to do and also said life sentence means much longer than it used to do. She gave a very impressive and indeed an open submission about the great increase in the work of the probation staff both internally and externally. She contends that the current work demands are unsustainable and that the allocation of an additional officer is long overdue. In fact in practically every prison I have visited the probation service seem to want more officers.

She felt that the coupling of the Women's Prison and Training Unit according to her a dual role is an unworkable arrangement. She also told me that in the Dóchas that one officer is on sick leave and is not expected back in the near future while the other officer is job-sharing, resulting in the staffing there

being extremely low where it is very definitely (in her opinion and in my opinion) badly needed.

(c) *Meeting with the Chaplain*

The Inspector met the Chaplain who is a “blue nun” (Little Company of Mary Order). She had been one of the team of chaplains in Mountjoy but was recently transferred to the Training Unit. She is the sole resident chaplain. However, a Holy Ghost Father comes in on Sundays and Holy Days of obligation to celebrate mass and he is available for confession if anybody wants to attend for that service. The Sister is very happy with the situation and has a good relationship with the Governor and staff and particularly with all the prisoners. She asked me to visit her chapel before I left and I promised so to do. There is a Church of Ireland service officiated by the female Church of Ireland Chaplain held in Mountjoy so any Protestant within the Training Unit who wishes to attend may do so.

(d) *Meeting 1st Group of Prisoners*

The Inspectorate met with nine prisoners. They had stated that they had chosen to come and had not been corralled to attend. They agreed that it was one of the best prisons if not the best in the country. They had absolutely no complaint about the food. There were no complaints about staff or indeed about the premises or about anything really other than lack of actual work experience which I found hard to follow in view of the fact that at least one third of the prisoners go out to work every day. They seem to

suggest that they get training but that they don't actually get practical work experience.

They agreed that there were two doctors. There was no psychologist and this was confirmed by management although one is due to commence work there shortly. Unfortunately psychologists come and go, although the Minister seems to think otherwise. The Inspector's experience in Nottinghamshire where there were 14 forensic psychologists working in a sex offenders' prison revealed that there is a plentiful supply of psychologists in England and he was told that if vacancies were advertised in their magazine we would be flooded with applications. However, there is none in the training unit and the sooner the new person is appointed the better.

I was also told that the prisoners serving life sentences didn't know when they would be released. It depends on the Minister. They told me that the Parole Board was useless. They were interviewed by two people from the Parole Board and were eventually told that they should interact with the services available in the prison - which they were doing anyway! They also said that it was not possible to check it accurately at the moment but that the Minister rejects the advice of the Parole Board in 98% of the cases.

There was also much complaint about the delay in discovering the decision of the Parole Board and (more importantly) the decision of the Minister. This is a complaint which I have met in several prisons. One man complained that he was looking for home leave for Christmas. Two of his sons came specially from Australia to spend Christmas with him. Everyone in the prison

involved in his management was in favour of his release and he was told that the Minister would give him release for Christmas. At 4.30pm on 23rd December the Minister refused his application. It was devastating for him and his family.

There were also complaints about the tuck shop. One prisoner particularly complained about the lack of fruit. I explained that fruit went off and that in other tuck shops they ceased to stock it because there was no demand for it. He said that he got bananas and oranges brought into him but they were taken off him. He said that fruit and vegetables were the best things one could eat and that is undoubtedly true.

They complained that their duvets and their sheets were not replaced with new ones after 12 months' wear. However, on research it appears that the duvets are laundered regularly and that the sheets are laundered every week.

Unlike, some other parts of the Mountjoy complex, there is no problem with cockroaches. However, there are thousands of ants because it appears the interior of the building is very warm. The ants problem only affects the ground-floor level of the building. They also complained that there is no indoor hall for exercise. There was a yard but it couldn't be used if it were raining and that from Halloween to Easter its use was very restricted. They were not allowed out into it during the evening time recreation period during the winter months. They stated that management were afraid to let people

play and take exercise in it as there was mildew or other such greasy substance on the surface of the yard and management were afraid of accidents plus compensation claims.

They complained that there was no work training such as repairing TV sets and that there was no charity connected with this prison unlike other prisons. They complained that the telephone was cut off at 7.20pm. The phones used to be on until 9.30pm but with the new telephone system being introduced in Mountjoy it affects their facilities within the unit. They wished to have it restored to 9.30p.m as heretofore.

Many of the prisoners wanted to talk to me about private matters and I explained to them that I was specifically forbidden to intervene. I told them that they could talk to the Visiting Committee but that they now have no powers or they could write to a High Court judge for a judicial review. I have no doubt that the Prison Service needs an Ombudsman. I also told them that I sincerely hoped that the Minister would change the decision of his predecessor and give back some power and indeed strengthen the Visiting Committee.

(e) *Meeting with a second group of prisoners*

The Inspector was told that there were other prisoners who wished to see him. However, when he went to meet them he discovered that there were only two people wanting to meet him. He had already met them on the previous meeting with the prisoner group.

In the middle of the interview a third prisoner presented himself who had not been at the earlier meeting.

They complained about the delay in not getting a decision from the Parole Board. The Catholic Chaplain supported this view. These prisoners asked why there was a delay. The prisoner whom I had previously interviewed produced correspondence including a letter of the 3rd November 2000 and identified several letters written on behalf of the Minister. The prisoner's request was for temporary release at a neutral venue to meet his two children when they next travelled to Dublin in December 2003. The reply he got was that this will be considered nearer the time but at this point they are confident it will be possible to grant this request. A letter of the 28th July 2003 informed him that the Board further recommended that in the meantime he might be allowed short terms of temporary release for special occasions or special circumstances which would merit such a temporary release. They also informed him that the Parole Board would review his situation in June 2006. Then in January 2004 (having been told on the previous 23rd December at 4.30pm that he was not getting temporary release after his sons had arrived from Australia) a letter stated that regarding the future of his sentence, the Minister had informed the Irish Prison Service that he could be left with a clear understanding that no form of temporary release would be available to him until he has served 15 years of his sentence. One of the prisoners produced a painting of himself (back profile) reading a letter from the Parole Board giving him hope or despair. He called the painting "Refused". It is quite a remarkable piece of work.

Interestingly enough they refused to exhibit it at an exhibition in Kilmainham Jail as being “unsuitable”!

They also complained that it is impossible to train for marathons as there is no adequate place for running. If you work in the kitchen, it is for seven days per week from eight until six. They get apparently ten euro per week for this kitchen work in addition to their normal gratuity.

(f) *Meeting with an Officer who delivers the CONNECT Project*

One of the officers who is involved in the delivery of the Connect Project made a presentation to the Inspectorate. There are two officers involved in its delivery. He said that the Connect Project began on a pilot basis along with Mountjoy Prison in 1998 and has been operating very successfully ever since. He said that about 130 prisoners per year pass through the project.

The officer went on to give a breakdown of the number of prisoners who participated in the induction programme for the following years.:-

2001 = 95 prisoners

2002 = 135 prisoners

2003 = 153 prisoners

2004 = 137 prisoners

The induction programme is given to all new committals to the unit and each programme is of five days' duration. Every aspect of the Training Unit is explained to them and every course/programme/education/workshop

facilities, outlined in detail. The various personnel involved in the delivery of these services are on hand to answer any questions they may have in their particular area and the prisoners are also introduced to the person in charge of each area. The prisoners are given a tour of the various work/training areas, the education areas, etc and they can then decide what course/programme/education/training is most suitable to them. A section of the course is devoted to Health and Safety issues which includes instructions re fire evacuation and procedures to follow in the event of a fire.

The officer explained about the contacts they have made with the various agencies, organisations and employers since the commencement of the project. They find the “outside” agencies most helpful and co-operative. They have secured placements for prisoners in FÁS, Trasnán, Fáilte Ireland (cert) I.T. in Blanchardstown, D.C.U., PACE, Treble R, Coolmine Drug Therapeutic Centre, plus various other organisations who deliver courses in forklift driving, safe pass, motor (driving) instructions etc. They also have developed contacts with the building industry and have had a number of prisoners employed in construction work.

The Connect Project is going very well within the Training Unit and the two officers assigned to its delivery are very dedicated and enthusiastic about the work involved. It is a pity that the project is not extended to all prisons and institutions as had been the original plan.

(g) *Meeting with the Medical Staff*

The Inspector accompanied Dr. Owen Carey, G.P., on a tour of the Unit and met the medical staff responsible for the medical services provided to the prisoners. Herewith is Dr. Carey's finding:-

The Training Unit is a small, self contained unit, with fewer than 100 patients. All inmates/patients are committed to being drug-free and are subsequently subjected to random urinalysis for drugs of abuse. This has produced a cohesive, focused, group of inmates, who, freed of the difficulties and dangers of substance abuse, can concentrate their minds on rehabilitation.

A person, familiar with the Prison Service, on being shown around the Training Unit, would assume from looking in the doors that this was an extremely clear and tidy technical college, with excellent IT facilities and with slightly older students! Indeed the atmosphere is precisely what you would expect in a college. Good-humoured banter, not loud and shouted conversations, as elsewhere within the system.

There are two main categories of prisoners, not that this is evident to a visitor in any way. The largest group are prisoners at the end of a long sentence, aiming to be reintroduced into society. The remainder are prisoners who have a history of substance abuse and who have come from completing a detoxification programme in Mountjoy.

Surgery Conditions

The surgery is on the ground floor. One knocks and enters. There is no lock on the door. The Medical Orderly is on a first-name basis with all inmates. The surgery is clean, bright, well kept and pleasantly laid out. Medication is kept in a locked cupboard, in another room. Remarkably little medication is used, the commonest requested medications being Strepsils and Lemsips. Vitamin supplementation can be bought by the orderly if such is required. Only a minuscule percentage of patients are on any long-term medication.

Medical Staffing

There are two visiting General Practitioners, who job-share. The Training Unit is especially fortunate in that one doctor works with the Drug Treatment Services in the community and can liaise with them and the other holds an appointment in the department of genito-urinary medicine in St. James Hospital, and can offer her expertise in this area, in addition to all her other skills.

The Training Unit, being drug-free, is an ideal place for Hepatitis C-infected patients to start treatment and I am delighted to see that the liaison with all the appropriate specialists in the various hospitals is in full swing.

There is a visiting psychiatrist. The services of a psychologist were absent for some time, but an individual has just been appointed to take up the post shortly. There was a dental service for a half-day weekly, but at present the

dental service in the main complex in Mountjoy is being used. Negotiations are proceeding on this issue with the dental hospital who provide the service.

Individual charts are kept and are of the highest standard. The computerised medical record system, whilst available, is not in use at present pending staff training.

Other Agencies

The Training Unit is particularly well served with voluntary agencies such as Narcotics Anonymous, Alcoholics Anonymous, Gamblers Anonymous calling to clients on a regular basis. A particular feature is that the medical orderly has specific training and maintains accreditation in counselling and psychotherapy. Thus he is able to take a great deal of the work on himself. An additional counsellor from the community drug services also visits, as do counsellors from the Coolmine Project.

As a result of all of these interventions and supports, the substance misuse programme has a success rate in excess of 50%, which is notable, especially in comparison with other agencies in the community. The staff of the Training Unit are to be commended for this singular success.

For the patients who are deemed failures, there is always the second chance. Patients who test positive for alcohol are returned to the main prison for a week or so; for drugs, the exclusion is longer. There is justifiable concern amongst the staff in the Training Unit that simply returning to the

pressures of the main prison is a retrograde step and that provision of a step-down facility for these patients would be a huge advantage.

One irritant, as far as the medical service is concerned, is the lack of physiotherapy services. The majority of patients are involved in working off in the gym and in football etc. The absence of a facility to treat acute soft tissue injuries is most frustrating. A proposal jointly to purchase the services of a physiotherapist(s) to cover the need of the whole complex has been proposed and should be pursued.

The bugbear of the lack of a Dietetic Service, which is a problem elsewhere in the Prison Service, is not a problem in the Training Unit.

Overall, medically, the conditions within the Training Unit are equivalent to, if not exceeding, existing facilities in the community. The enthusiasm and interest amongst the medical staff is commendable and the visit to the Training Unit was informative and enlightening.

(h) Meeting with Local Branch Representatives of the Prison Officers' Association

The Inspector and special consultant met the local branch officers' representative who indicated a good working relationship with the Governor. Generally no difficulties arose.

The POA highlighted two issues of concern. The first related to a now resolved complaint over filling staff vacancies. The problem here seemed to revolve around the time delay in dealing with the staff shortage which was compounded by Government cutbacks and a freeze on recruitment. The

second raised what appeared to be a potentially difficult legal issue. The POA was concerned as to their actual legal status while escorting prisoners who were on temporary release (TR to courts, funerals etc). The POA also raised concerns about single prison officer escorts with prisoners on TR as a matter of health and safety. The POA Also voiced reluctance to accompany prisoners on TR to funerals and hospices at which they felt their presence was an intrusion of privacy into the family's grief.

(i) *Meeting with Head Teacher*

The Head Teacher of the TU conducted a tour of the classrooms and workshops. The Inspectorate met with the music teacher, computer teacher, English and French teacher on the tour. The tour and information were most impressive, informative and encouraging. Educational courses appeared to be well subscribed. An individual class timetable was designed for each prisoner enabling the "student" to maximise his educational interests and potential.

Computer courses for all levels and abilities were very popular and each prisoner appeared to have basic computer literacy skills. There were nine computers available for use by "students". Many had taken exams in computers over the years at various levels. There was no abuse of Internet access which was carefully supervised. The last incident relating to Internet abuse was some 24 months previously.

Of particular note was the considerable interest in artwork. The walls of the TU were decorated with numerous paintings and other visual artwork pieces,

all of which was to a good and often high standard. There was clear evidence of success in developing the prisoners' talents in a range of activities from musicianship and video production to public speaking. Prisoners had been active in compiling a considerable archive of their work and efforts.

The teaching staff are highly committed and obviously well respected for their efforts as demonstrated by high level output from the prisoners.

Overall, the teaching staff and unit were most impressive.

The only area of complaint related to the absence of a separate office for the Head Teacher and better working environment for the teachers. One single room operated as a staff room, office, kitchen, locker room and meeting room. This made working conditions difficult owing to the open door policy of the Head Teacher.

The most significant incident on the tour was the arrival in the morning's post of the FETAC examination results of the prisoners. This speaks for itself.

(j) Meeting with the Visiting Committee

There are six members of the Visiting Committee. The Inspector met five of them. The sixth member was from Cork and there was a lightning unofficial strike at Cork Railway Station on the morning of the meeting and therefore she was unable to attend. The five members were very enthusiastic. They maintained they were not interested in the job for the money; they felt they

made a very valid contribution to the prison. The Governor supports this view as do I.

Some of them got understandably annoyed when I suggested that prisoners might view them as irrelevant. They said that they could not force prisoners to talk to them. They agreed that very few prisoners requested to meet the Visiting Committee, however they felt they were on the premises and that if anyone who wanted to talk to them would approach them.

I explained to them that in my view such powers that they had were now basically removed. The Inspector was specifically forbidden to act on behalf of any prisoner and basically there was no effective watchdog for prisoners rights.

There had always been a library (of sorts!) on the premises. However, the visiting committee decided to do something about improving it. The Chairman decided that every member of the Committee would provide at least €50 towards the library trust and each of them would try to raise money from friends. The result has been an amazing revitalisation of the library. I was also told that they would be trying to touch me for a subscription! I agreed immediately. It is one of the risks of my job! The Visiting Committee deserve great credit for their efforts in bringing the library back to life. They were aided and abetted by the Co-ordinator of Education who deals with education matters, also by the librarians in the system and librarians from the local authority as well as the enthusiastic support of management.

The Visiting Committee did not complain that their numbers had reduced to six because they felt they were able to cope with the work and were all very interested in it. They issued a report for the year on the 31st December 2004. They met formally once a month but two members visited at times of their own choice between the formal monthly meetings. The Visiting Committee rightly praised the CONNECT staff as they describe the pivotal selection of offenders for all in-house and external courses. They highlight the fact that one of the prisoners in the Training Unit won the Bowman Cup for public speaking in the previous year to mark the contribution to the competition of the late Jonathan Philbin Bowman. They also said rather sadly: "There was only one offender who asked to see the committee during the year and they made a submission to the Minister on his behalf." The committee were disappointed that no response from the Minister other than acknowledgement of receipt of the minute has been received four months later."

(k) Meeting with individual members of staff and individual prisoners

The Inspectorate met an officer who requested to see the Inspector. The Inspector indicated that he was forbidden from taking up individual cases but if there were general matters that the officer wished to discuss concerning the Training Unit that he was more than glad to hear his views.

The officer outlined the freedom the prisoners enjoyed in the centre regarding moving from one area to another without having to be accompanied plus the fact that they have the keys of their own doors. He had no complaints regarding management or how the place was run. He stated that staff work very long days from 8.00 am to 10.00 pm but that they

also have very good time off. He feared that the same flexibility might not be available if the proposed new working arrangements which they are voting on shortly are passed. He also felt that the proposed cut in staffing levels might affect their working conditions under the Health and Safety Act.

He stated that there is excessive heat in the buildings where they have to work and a terrible lack of fresh air. He suggested that doors at the end of corridors could be left open to allow out the excess heat and allow in fresh air. He felt a lot of the staff's sick leave could be attributed to the excessive heat and that prisoners were getting sick very regularly and passing the germs onto the staff. He felt that some of the staff's and prisoners' illnesses related to the extremely warm working and living conditions.

The officer stated that otherwise everything else in the Training Unit was fine.

The Inspector met an individual prisoner who had wished to see him. He explained to the prisoner that he cannot take up individual cases or raise matters concerning his case or matters concerning his personal issues. The Courts, Visiting Committees, the Minister, etc are the avenues open to him to deal with personal matters.

His main complaint related to the lack of planning or progress regarding the management of his sentence. He felt that it was like snakes and ladders where you take one step forward and two steps back. He did everything

possible to comply with conditions placed on him regarding taking part in all the courses available to him within the Unit in order to comply with the Parole Board's suggestions. He had been granted temporary release and gone out into the community on daily temporary release for over two years and honoured its conditions TR has now been withdrawn. He feels that it is most difficult to serve a sentence in such a stop/start way without any forward play and having done everything possible in order to achieve the temporary release which is now withdrawn. He states that there are other prisoners in the very same situation.

It was again explained to him that the Inspectorate could not make any recommendations in his case for the reasons already outlined to him.

The Inspectorate saw another prisoner who requested to see the Inspector individually. Again the prisoner was informed of the Inspector not being able to take up individual cases. He felt that the Parole Board did nothing for life-sentenced prisoners and even correspondence to the Board appeared to be referred to the Minister without any consideration or comment from the Board. He said that he was seeking to view the papers in his case from the Parole Board to the Minister to see what had been written about him. He said that he was applying under the Freedom of Information Act for a copy of the correspondence. The prisoner also complained about the lack of sentence planning and of forward sentence progress. He felt that he was just passing day by day without any direction as to his future, and doing "time" in such a manner was most difficult.

The Inspector informed him that he listened to his case but that with the restrictions placed upon him he could not make any recommendations on his behalf.

7. Tour of Inspection

(a) Administration Corridor

On entering the Training Unit from the main front gate, there is a foyer which leads on to the administration corridor. The foyer has seating around the wall and artwork hanging on the walls. The door leading from the foyer to the administration corridor is electronically controlled as it is the main entrance into the centre of the Unit. Visitors wait in the foyer until they are processed for entry to the visiting rooms, or to meet with whomever they have an appointment.

The administration corridor has six visiting rooms which are quite small with a coffee table in the centre of each and chairs. The visits are not supervised by an officer inside the room but are monitored on a C.C.T.V screen. The dividing wall between three of the rooms has sliding doors which can be opened out to convert to one large meeting room if required for that purpose. There is a camera observation station at the end of the corridor which is viewed by an officer when visits are in progress. The security cameras are also linked into this station.

The rest of the corridor comprises offices for the Governor, Assistant Governor, General Office, Probation and Welfare Offices, Chaplain's Office,

toilets, etc. The floors are tiled and artwork which is painted within the unit is displayed along the walls. It is clean and tidy.

(b) *General Office*

The staff within the general office deal with all of the prisoners' applications, as well as their warrants and files. They also deal with all of the staff's personnel matters re overtime, pay, allowances, applications, sick leave records, etc. They claim that they require more office staff and that their work is behind time re end-of-month account returns. The updating of the computer system adds to their problem as no training has been given to them to keep them abreast of the updating. The office was quite spacious for the number of staff working there but there was an air of frustration at the lack of training being provided and the constant catch up on the workload.

(c) *Store Office*

There were two clerks operating within this office, one of whom had just been transferred from another prison the day prior to our inspection. The stores deal with purchases (miscellaneous) for the upkeep of the Unit as well as the education and work/training workshop requirements. They also purchase items for the trades staff building/repairs requirements although most of the trades staff material is purchased through the central stores at Santry. The victualling requirements are processed through the Mountjoy Prison stores section. They also operate the tuck shop.

None of the computers was being operated at the time of inspection and the manually operated Cardex system was being used to maintain records.

When asked why the computers were not being used, one of the clerks stated that he had never received any training in their use. The office was quite large for the numbers working in it.

(d) *Prisoners' Bedrooms*

There are six units (A,B,C,D,E,F,) with 16 rooms in each unit and all of them fitted out exactly the same. They consist of a bed, wash-hand basin, open-door wardrobe, t.v. table and chair, tiled floor, window (most had curtains on them), and a push-button call system which displays a red light outside over the door and activates a buzzer sound plus a red light on the control panel at the supervisor's station. Each room is fitted with a water sprinkler plus an air detector mechanism. Noticeboard/display boards are fitted to the walls. The rooms are kept reasonably clean and tidy, some very well others not so well, but overall the level of hygiene was acceptable.

There are no steel bars on the windows and the windows can open a small amount until they reach a steel stopper at the side of them. Each prisoner has his own key to his bedroom door and he stores all of his personal clothing, etc in his wardrobe. [There is no reception in the Training Unit where normally prisoners' property is stored.] He is made responsible for the safety of his own property. The units are built in a "H" block design and are two storeys high. All of the corridors are tiled and artwork paintings hang on the walls at various locations. Emergency exits doors are fitted at the end of each corridor. Each of the units has three showers , three toilets,

two-wash hand basins, one hand dryer. The entire shower/toilet areas are tiled with white tiles and the showers are fitted with non slip mats. Adjacent to the shower area there is a sluice room which holds buckets, mops, cleaning material, brushes etc. There is a class officer's office on each of the units which is fitted out with a desk and chair, computer plus stock for use on the unit.

In units C & F the floor covering in the shower area at the bottom of the dividing wall is becoming detached and needs trades staff attention.

There is a t.v room/recreation room with tv on the wall and tables and chairs around the room on C unit. This room is quite dull and could be improved if freshly painted.

The educational classrooms occupy one of the entire 2nd floor corridors with some single rooms being used as classrooms off some of the other corridors when not being used for other purposes.

(e) *Library*

The library is situated in a room close to the entrance to "B" unit. It is a reasonably good-sized room, freshly painted and decorated. In fact the trades officer was working at installing free standing shelving at the time of our inspection. Shelving is fixed to the walls and there are a few tables and chairs in the centre of the floor. It is quite well stocked with books including reference and talking books. They don't stock law books but if they receive

a request for a law book, it is got within a day from the Mountjoy Prison library. The library does not supply or hold newspapers. The officer stated that there were seven officers trained in library procedures on the staff and therefore it was open every evening from 6.15pm to 8.00pm seven evenings per week. There are a regular 20 - 25 prisoners per week who use the facilities. The stock and borrowing procedure is recorded on computer by the officer in charge and there is a second computer for prisoners' use in seeking information, or checking on material for educational purposes.

It is a bright airy library and a pleasant setting in which browse through books or check information on the computer.

The Inspector returned a week or so after the inspection for a re-opening of the renovated library. There were plenty of books ranging from the Bible, the Koran and the latest novel by Cecelia Ahern and the latest copy of "Time" magazine about "Anglicans turning to Mary". It would be wonderful to have a similar spirit in all the other prisons.

There was also some demand for Shatter's "Family Law". The Governor then invited us to tea and coffee and a selection of sandwiches and savouries all made on the premises. It was a very happy afternoon.

(f) *Laundry*

The laundry is operated by a prisoner who launders all of the prisoners' clothing requirements within the Unit which includes underwear, shirts, sheets, pillowcases, towels, duvets, etc. He operates it 6 days per week. It is fitted with two large washers and two dryers. The washing machines are the manually-operated, washing powder supply type and the prisoner has to measure powder in containers for each type of wash. He informed me that most of the prisoners within the Unit wear their own clothes. He has no ironing facility within the laundry. The area was tiled and it was clean and tidy. He states that he ensures that all of the prisoners get back the same laundry that they leave in to him. They have another set of laundry in their rooms to facilitate the change for washing purposes.

(g) *Dining Room and Kitchen*

The corridor leading to the kitchen contains a multipurpose room in which the Governor's parade is held as well as meetings with AA, NA, visiting agencies, etc.

It also contains an art room and a music recording room. There are three phones with hoods on the corridor for the prisoners' use.

The dining room is very bright and cheerful with round tables and chairs to seat one hundred at a time. The walls are painted a fresh colour and it was clean. The chairs are of the stacking type and when the meals are finished, the prisoners stack the chairs and clean off the tables so that the floor area is clear for washing and cleaning. It is a self-service dining area where each one passes along the servery area and collects his meal and then returns to a table.

The kitchen is designed long and narrow with all of the walls covered in white tiles. It is fitted with stainless steel equipment including the servery area. The floor is also tiled. It has gas and electric cookers, steamers, ovens, and brat pan. The end section contains three deep freezers, refrigerated unit, and a dry food storage facility. The vegetables are purchased dressed, washed and ready for cooking. All of the workers were in white coats and caps. It was spotlessly clean and well maintained. However, owing to its design and the lack of storage facilities /freezer cold room outside of the kitchen area plus the lack of a separate area for white coats, toilet/shower, etc, it does not qualify for the hygiene awards, like some of the other prison kitchens. The prisoners working there are allocated the work on a rotation basis so that they get training in all aspects of cooking. They receive training in food hygiene and overall hygiene prior to commencing work there. They operate the national prison 28-cycle menu as well as catering for vegetarians.

They are very conscious of waste disposal and have a great system in place in an area outside at the back of the kitchen. They have a large barrel in which they dispose waste cooking oil. The empty tins are washed, labels removed, squashed and the flat tins placed in a container for recycling. The papers and packaging are also pressed and placed in another container while the bottles and plastic containers are also washed and made ready for recycling. This is a great system and there is a prisoner engaged at this work full time. The Inspectorate team sampled the meals throughout the

week of inspection and found them very tasty, in plentiful quantities, well presented and enjoyable.

(h) *Staff's Computer Training Room*

The Inspectorate were shown the staff computer training room which had eight computer stations around the walls with computer desks and chairs. There was no training taking place at time of inspection and the officer stated that training takes place when staff and instructors are available.

(i) *Tuck Shop*

The tuck shop is operated by a clerk from the stores section. It is extremely small, in fact so small that it is only about the size of a phone booth. The area is completely unsuitable for a tuck shop and everything is just stacked on top of itself without room to move or to display any of the goods for sale. The stock contained tinned fish, cigarettes, tobacco, cigarette lighters, batteries, biscuits, crisps, popcorn, teabags, soft drinks, toiletries. They can purchase the Sunday newspapers but no daily newspapers. If they require newspapers other than the Sunday ones a member of the prisoner's family must order same from the local newsagent who deliver them with their names on them to the Unit. They don't stock birthday cards. The clerk was asked about stocking fruit and informed that the prisoners had complained that only those who were dealt with early got fruit and those coming later for orders could not get any. The clerk said that was correct but that he tries to rotate the units so that it is not the same prisoners each week who cannot get the fruit. He said that he has no space or facilities to hold fruit in stock

and therefore only purchases a small amount each week. The tuck shop is open on Saturdays only from 9.15am - 12.45 pm and from 2.15p - 3.00pm. There are no prices displayed and when the clerk was asked re the sale price of goods he said that they were cheaper than in the shops on the outside.

Overall, the area is completely unsuitable for a tuck shop. It should be moved to another location with far more space and facilities, shelves, (fridges), etc to store perishable goods and a price list displayed for the benefit of all those who purchase items in it.

(j) Gym Hall/Assembly Hall/Church

The gymnasium hall is quite large with wooden floor . It is used for multipurpose activities. During the day it is used as a gym and has some gym equipment in it. It is also used in the evening time for recreation and has two large snooker tables as well as chairs, t.v. etc. Badminton can also be played in it. There are sliding doors in the centre wall which are closed and locked but on days of church services these doors are slid back and the church altar is situated behind the closed doors. So the main hall then becomes the body of the church.

Inside the screen was a normal altar at which the Blessed Sacrament was reserved with a sanctuary lamp. Around the wall at the back of the altar were the fourteen stations of the cross. The Chaplain outlined that attendance at the weekly Mass varied but on Palm Sunday there was a good congregation and good audience participation in the reading of the full

version of the Passion of Christ. During the day a few prisoners would come to spend some time in meditation and adoration. It was certainly an oasis of quietude.

Just off the main hall there is a weights room which contains a treadmill, step machine and five weight machines. There is a full time P.E. Instructor and a part time P.E teacher involved in the prisoners' physical education.

There were three prisoners using the facility at the time of inspection.

It is a fine facility although the officer said that the fact the hall is used for several activities means the gym equipment has to be stored away when hall is being used for other purposes and carried back out again when being used as a gym.

(k) ACO'S Office/Control Room

This office is occupied by a supervisory member of staff 24 hours per day, seven days per week. It contains the viewing screens for the security cameras, the amplifier to make announcements throughout the buildings, control panels re gas, electricity, fire, bedroom calls etc, walkie-talkie radios and video control centre. The office is fitted with a desk and chair plus a computer which contains the prisoners' information on same. So it is the central hub and the telephone exchange for the Unit. It is quite small but just about adequate for the work that goes on within it.

Work/Training Workshops

(l) *Welding and General Engineering Shop*

There is a three-week induction course for prisoners wishing to take up welding or engineering. The shop can accommodate 14 prisoners and they have the choice of either doing a qualification in welding which is based on the FÁS welding course which is also accredited to provide City and Guilds certification or do the workshop-type welding work without accredited qualification. The workshop work would entail making gates, railings etc. There were seven prisoners in the workshop at the time of inspection. They start at the welding and when they become proficient at that they then move to MIG welding and finally to TIG welding. They can also learn the techniques of oxyacetylene gas welding but this type of welding is not now commonly used. The facilities and layout of the shop were very impressive and the staff appeared enthusiastic about their work and the prisoners whom they were training. The general engineering courses includes some metal fabrication work plus other related work such as lathe and milling machine work. They aim to provide prisoners with additional work skills and specifically current industrial training requirements for the job market on release.

(m) *Electronics*

This shop had six prisoners in it at time of inspection and the staff informed us that they can take eight prisoners at a time. It is a recognised City and Guilds accreditation centre as well as being a Fétac registered centre. The courses are generally of a 20-week duration and they learn the different methods of electronic assembly/systems and other related skills such as

digital electronics. The course begins with the basic skills of soldering, component identification and then on to circuit board building. They can then advance to the many other areas of electronic assembly work which can lead to job opportunities on release in this type of industry. At the time of our visit some of the prisoners were working on a microphone and loudspeaker while others were involved at circuit board connections. They also had parts of a computer stripped down and were in the process of reassembling it. The prisoners can achieve the internationally recognised City and Guilds certification provided they reach the required standard. The staff were helpful and appeared very supportive in encouraging the prisoners in every way possible.

(n) *Microcomputer Skills Shop*

There were ten prisoners in this shop at the time of inspection and they have the facilities to cater for sixteen at a time. The computer course is accredited by the City and Guilds to provide certification on successful completion of the training and exams. They learn to understand and operate computers. The knowledge obtained will equip them with keyboard, word processing and spreadsheet operation. The staff have developed a driving theory test taken from the Department of the Environment's rules of the road which sets out the questions and provision for their answers within a given time scale, so that the prisoners can have "dummy" runs completed before sitting the real Department of the Environment's test. They have programmed the computers to correct their answers and provide a result/marks with the correct answers also being displayed. This course has

proven to be of great interest to a lot of the prisoners. The staff informed me that the courses provided are constantly being updated or reviewed in order to ensure that the training programme provides the prisoners with the skills which are needed in the workplace outside in the community. The staff again displayed great interest in their work and outlined fully the work involved in the running and managing of this shop. They also keep themselves updated on courses becoming available which are provided by FÁS and in fact had application forms in their office for a FÁS training course in computer installation systems, the Internet and networks, in Loughlinstown Training Centre.

8. Health and Safety (especially fire aspect)

- 8.1 The Inspectorate met the senior personnel responsible for health and safety within the Unit. The staff's health and safety representative was not available for a meeting.
- 8.2 There is a ring water mains supply surrounding the entire Training Unit and there are eight hydrants off the mains. The hydrant locations are clearly marked with their steel lids painted yellow and the "H" sign displayed very visibly on the wall adjacent to the hydrant. The stanpipe connections and hose reels are located in steel containers and are clearly marked. There are also fully charged water hose reels located within each unit inside the building and the hoses can reach the furthest point of each corridor.

- 8.3 There are seventy-fire extinguishers located at strategic points throughout the buildings. Their locations are marked on the fire and emergency plan and are displayed on a map outside the control room door. The Chief Trades Officer also has a record of their locations.
- 8.4 There are smoke detectors installed in the corridors and various other places such as the offices and stores, workshops, kitchen etc. There is also an air sampling system, which will detect smoke, installed in all of the prisoners' bedrooms. A smoke extraction system is installed at the end of each of the accommodation units with a fresh air supply system installed at the other end of the units. Both of these systems operate automatically once smoke is detected within the system. They can also be operated manually from the Class Officer's office control panel or from the central control panel in the Assistant Chief Officer's office.
- 8.5 A new water sprinkler system has just been installed in all of the prisoners' bedrooms but it is not as yet operational. The management hope that this new system will be fully commissioned in the next month or so.
- 8.6 In the event of the discovery of a fire, break glass units (break glass and push button to raise alarm) are installed at the end of each corridor as well as at various other locations throughout the Training Unit. The assembly point for an evacuation is designated as the enclosed football area at the rear of the building. The sign for the assembly point is clearly printed on a display notice attached to the wall. All of the designated fire exit doors have

an illuminated exit sign which aids identification and is clearly visible. There are also emergency exit doors at the end of all of the accommodation corridors.

8.7 If the smoke detectors detect smoke or if the break glass unit is activated, a fire alarm bell will sound. In the event of a general fire alarm, the fire bell and siren will sound continuously and there is a local order that they are not to be turned off until the officer in charge is satisfied that the building is empty of all personnel.

8.8 Most of the servicing of the firefighting and emergency equipment is carried out by outside contractors and the records show that the air sampling units plus the break-glass points are serviced on a quarterly basis. The last service was completed on 21/12/04. The extinguishers are serviced twice per year and the last date of their having been done was 7/12/04. Emergency lighting was installed and tested on 16/2/05. The emergency electronically operated doors are contracted to be serviced twice per year and the last service was carried out on 21/12/04. There is a service contract being entered into with the company who installed the water sprinklers but as these have not been fully commissioned yet, no service has been carried out. The trades staff also carry out checks on the equipment plus the emergency exits, lighting, etc and have records of such checks. A fire drill evacuation exercise was carried out on the 26th October 2004 at 10.15am without notice to staff or prisoners and the building was fully evacuated in four minutes. There were seventy prisoners and twenty-five

staff including teachers and visitors involved. File records show that another exercise took place on 21/3/03 but the time involved plus the number of prisoners and staff was not recorded. The staff stated that they normally carry out two evacuation drills per year with the entire building being evacuated each time. During some of these drills they use the night time staffing levels. The Inspectorate were informed that staff receive familiarisation training in the use of firefighting equipment e.g. connection of stanpipes, hoses, extinguishers, fire hose reels, etc but the Inspectorate received no records to support this training. No refresher training in C & R phase I has taken place in years. Refresher training in B.A. never took place in the Training Unit but with the installation of the new water sprinklers in the bedrooms the need for such training may no longer be required.

8.9 All new committal prisoners to the Training Unit receive an induction course and one of the days of the induction course is allocated to health and safety matters which includes fire drill evacuation, fire safety, etc.

8.10 Fire brigade personnel from Phibsborough fire station have had familiarisation tours of the Training Unit on 20/2/03 ("C" watch), 21/8/02 ("A" watch) and 14/8/02 ("B" watch). They brought the fire tenders on each occasion and in fact on one occasion brought two fire tenders. On gaining entry to the Unit they turned them inside the football playing area and can have access to all of the buildings. No familiarisation tours took place in 2004 due to extensive work being carried out by outside contractors installing the water sprinkler system in the bedrooms. The roadway leading

from the North Circular Road to Training Unit via Glengariff Parade is extremely narrow with cars officially parked on both sides. The fire brigade had difficulty in getting to the Unit by this route and were delayed some few minutes. However, an understanding has been reached with the fire authorities that their personnel will bring the fire tenders or ambulances by the St. Ignatius Road route which is slightly longer but faster than by Glengariff Parade.

- 8.11 The fire prevention officer of the fire service visited the Training Unit on 27/1/05, inspected the water sprinkler system and advised re its use.

9. Recommendations

1. (a) That the computer "PRIS" programme be checked by I.T. experts regarding its accuracy in calculating prisoners' sentences. (6. (a) Meeting with Heads of Service page 24)
- (b) That the possibility be explored of making the prison computer programme re recording of staff's sick leave and other records more "user friendly" and accurate. (6. (a) Meeting with Heads of Service, page 24)
2. (a) That life-sentence prisoners who have served a considerable time of their sentence have a sentence management programme on their case with clear understanding of their requirements to comply with the programme. (6. (d) Meeting with 1st Group of Prisoners, page 28)

- (b) That long sentence prisoners receive a decision of the Parole Board/Minister within a reasonable time of making an application or seeking a programme (within three months) (6 (e) Meeting with Second Group of Prisoners, page 31)
3. That the floor covering in the shower areas in Units "C" & "F" be repaired or replaced. (7 (d) Prisoners' Bedrooms, page 47)
4. That the exercise yard (open air) be made more accessible for prisoners during the winter months. (6 (d) Meeting with 1st Group Prisoners, pages 29,30)
5. That the tuck shop be relocated and fitted out with shelving, cold storage facility (fridge). The price of items should be clearly displayed and a wider range of goods including fruit be made available (7. (i) Tour of Inspection, page 52)
6. That computer training be made available to clerical staff and that clerical staff who require such training participate in same. (6 (a) Meeting with Heads of Service page 24)
7. That the Head Teacher be facilitated with his own office if at all possible. (6 (i) Meeting with Head Teacher, page 39)

10 Conclusions

- 10.1 The Training Unit is a small self contained drug-free environment with low security levels and all of the staff in civilian attire. It does not present as an institution to an “outsider” and is neat, clean and tidy. There is a friendly open-type atmosphere about the place and prisoners move freely from one area to another unaccompanied. A third (approx.) of the prisoners are on temporary release and leave the Unit in the morning time to work, education, attend programmes, further training, etc and return each evening. The Training Unit was built and planned for prisoners in the later stages of their sentences for their reintegration into the community by being placed in the various training, work, etc which it is doing very well. It is a good example of what rehabilitation is all about.
- 10.2 There are excellent work training workshops in which the prisoners can learn the skills of engineering, electronics, computers, welding as well as cooking in the Units’ kitchen. They are also employed at industrial cleaning, gardening and general cleaning.
- 10.3 A large amount of the population are transferred from Mountjoy Prison on successfully completing a drugs detoxification programme. While it is good to get the prisoners into a drug-free environment after completing their programme, perhaps some of them may not be interested in the various work/training education programmes available within the Unit and consequently are not fully engaged. This also means that the workshops and classrooms may not be used to their full potential. Originally prisoners

requested a transfer to the Unit or participated in programme which led to the Unit and were fully committed to the services/facilities offered there. As of now some of the prisoners are transferred automatically on completing the detoxification programme.

- 10.4 The prisoners' educational needs are very well catered for with a broad range of subjects available to them as well as a range of alternative education such as P.E., public speaking, debating, music and production of C.D's etc.
- 10.5 There are two Probation and Welfare officers plus a senior. The Welfare Service maintain they are understaffed for the workload expected of them.
- 10.6 The medical needs of the prisoners are well cared for by the medical team within the Unit and the Consultant doctor described them to the Inspector as equal if not better than the medical services within the community.
- 10.7 The staffing levels are described as seven under the agreed quota and the proposed new rostering systems appears to reduce their numbers further. The staff work an average of 439 hours overtime per week while 12% of the staff work no overtime, The daily average sick leave absence is two, while three members of staff have been on continuous sick leave for six months or more. Two staff are seeking a transfer out of the Unit while there was a turnover of ten staff in the past year. There were two staff disciplinary hearings before the Governor in the past twelve months. No prisoner

escapes took place from within the Unit or while being escorted or being accompanied in the past year. There was a lack of staff developmental training.

- 10.8 There is an uncertainty about the future of the Training Unit regarding its transfer to another site or to the newly purchased greenfield site in North Dublin or if whether will remain where it is at present. If it comes under the scope of the "Mountjoy Complex" which is moving and the site being sold off, it will have to find a new location. I would strongly recommend that it remains within the city boundary, perhaps relocated to an empty site near Arbour Hill Prison if there is suitable space there to provide the necessary facilities. A third of the population leave on daily temporary release and can get buses, trains, walk etc to their place of work, courses, etc but if located in North Dublin, no such public transport would be available.
- 10.9 Overall it is a very quiet pleasant Institution and well run. It is well maintained, very clean and bright with a lot of their own artwork and paintings on display on several walls and corridors. A big effort is being put into the rehabilitation of the prisoners which is a very positive aspect of the centre. The efforts made regarding waste management are commendable.
- 10.10 I wish to thank the Governor and staff for the hospitality shown to us during our inspection. I greatly appreciate the two consultants who gave me two days of their time to assist me with the inspection. It was most generous and I am grateful.