Oberstown
Children Detention Campus

# Board Bulletin

## Bulletin for Staff on the Board of Management Meeting held on Thursday 6th November 2025.

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| **1.** | **Introduction** | The Chair advised the Board of the sad news that staff member, Bill Briody, had passed away on 2nd November. She extended condolences on behalf of the Board to his family and to his work colleagues.<br>The Director paid tribute to Bill and his contribution to Oberstown.<br><br>The Chair introduced David Byrne, who is the newly appointed nominee for the Department of Children, Disability and Equality and welcomed him to the Board. |
| **2.** | **Priority Agenda Items** | The Director updated the Board on a number of high priority items:<br><br>**HIQA**: an inspection will take place from 10th- 12th November and preparations are in progress. The inspection will examine five rules under the Children's Rights Policy Framework through a human rights-based lens.<br><br>Rule 7 – Consultation & Participation<br>Rule 8 – Positive Behaviour<br>Rule 9 – Restrictive Practice<br>Rule 10 – Staffing, Management and Governance<br>Rule 12 – Authority to Suspend Rules<br>All actions in the compliance plan from 2024 inspection are either complete or are ongoing; the approach to ensuring compliance was revised and resulted in a high level of compliance with recommendations.<br><br>**High Profile Young People:** three high profile young people were recently admitted – the Board was updated on the current situation regarding these young people.<br><br>**Industrial Relations:** the Director updated the Board on the current situation in relation to an instruction issued to staff by Forsa on 15th October which has the capacity to impact the operations of the campus and increase restrictions for young people. The trade union referred the matter to the WRC for conciliation on 6th November (the day of the |

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| | | Board meeting) and the members of SMT were in attendance at the WRC.<br><br>**Occupancy**: As of September 30, there were 35 young people on site, with 23 on detention and 12 on remand, comprising of 34 males and 1 female, a short respite as there was a throughput of 48 young people during September.<br><br>**Stakeholder Engagement:** The 11th Annual Irish Criminal Justice Agencies Conference took place October 10 with Oberstown as the lead sponsor and contributor.<br>It was an opportunity to create open discourse on the topic of Youth Justice in Motion: Prevention, Intervention and Contribution and highlighted several priority items for consideration as we move into the next phase of development regarding young people in conflict with the law. The conference was very well attended by relevant stakeholders, policy makers and influencers and created a platform for extended conversations regarding the key issues. |
| **3.** | **Board Committees** | **Audit & Risk Committee:** The Chair of the Audit & Risk Committee provided an update on the meeting of the committee of 4th November 2025.<br>• The current contract for PR Services (Drury PN) will expire in February 2026 with provision for a twelve-month extension. The Committee requested further information, to include a performance evaluation, to facilitate decision-making on the extension of the contract.<br>• **Management Accounts September 2025:**<br>Pay costs were under-spent against budget by €428k<br>Non-pay costs were over-spent against budget by €138K<br>State Claims were under-spent against budget by 54K when accounted for on an accruals basis, the department account on a cash receipts basis. Their costs are running at €777K YTD.<br>The Board discussed the drivers behind the budget variances.<br>• **Financial Forecast to 31st December 2025**<br>• The budget forecast report indicates that pay related expenses are running under budget, however non-pay expenditure is exceeding the forecast, driven by higher than expected costs in a number of areas. Whilst the surplus in pay will partially offset against the over run in non-pay a deficit of €242k is forecast to the end of 2025.<br>• Audit & Risk Committee Terms of Reference: The terms of reference were reviewed and approved by the Board.<br><br>**Governance & Strategy Committee:** The minutes of the Governance & Strategy Committee Meeting of 3rd October 2025 were noted with the following highlighted by the chair of the committee: |

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| | | • DB has agreed to join the committee.<br>• Governance Handbook: the Audit & Risk Committee review of the risk section of the handbook is complete. The final version of the handbook is now available on Board Effect for easy access.<br>• The Business Plan 2025 was reviewed.<br>• Strategic Planning 2026 -2031**.** The Board was updated on the process to appoint a facilitator for the development of the next strategy.<br>• The Data Protection Policies were approved by the Board.<br>• Board Self-Evaluation 2025. The Board Self-Evaluation 2025 is underway and results will be reported to the Board via the Governance & Strategy Committee. |
| **4.** | **Young People Matters** | The Young People Matters Report was taken as read with the following highlighted by the Director**:**<br><br>**Occupancy:** Overall, September was a busy month on the campus with a population of 48 young people. There were 6 new admissions and 4 re-admissions in September. There were 14 young people discharged. There were no bed referrals unavailable to the Courts during September, due to full occupancy.<br><br>**Single Separation:** There was 32 Single Separations involving 16 young people in September, a decrease of 34 separations on the previous month.<br>30 were resolved within a 6-hour period<br>2 were resolved in 7-12 hours<br><br>**Safety Interventions:** There were three safety interventions in September 2025, two high and one medium.<br><br>**Child Protection:** There were **9** matters recorded on the DLP database for September 2025. (**3** internal and **6** external).<br><br>**Activities and Programmes:** update on activities and programmes for young people was provided.<br><br>**Advocacy Officer Report November 2025:** The Board noted the outline of advocacy and complaint activity for the young people on campus for the month of September 2025.<br><br>**Minutes of the Young People Committee Meeting 28th August 2025**<br>The minutes of the Young People Committee Meeting of 28th August 2025 were noted with the following highlighted by the Chair of the Committee (JG).<br>• Young people's weekend schedules are being monitored and recorded in the CMS. This will be monitored by the Advocacy Officer and reported to the committee. |

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| | | • HIQA Recommendations: good progress made in the implementation of HIQA recommendations.<br>• Ratings System has been reviewed and updated.<br>• Review of Participation: An action plan for the implementation of the recommendation out of the Review of Participation was reviewed. |
| **5.** | **People Matters** | **People Matters Report November 2025**<br>The People Matters Report November 2025 was taken as read with the following highlighted by the Director:<br><br>**Annual Leave**: The Board noted the reported annual leave levels for all staff. It was agreed that realistically, given staffing levels, this would not be used by end of 2026. The Board requested a more detailed breakdown, showing current and accrued leave, for the next meeting to inform decision-making on a deadline to use all leave. |

**Koulla Yiasouma**
**Chairperson**