

Bulletin on the Board of Management Meeting held on Thursday 5th June 2025.

1.	Priority Agenda Items	<p>The Board discussed the following priority items at length:</p> <p>Culture Review – Draft Report: the draft report on the Culture Review was considered and referred to the Audit & Risk Committee for further review. The report will come to the Board in July 2025 for final approval.</p> <p>Annual Report 2024: The draft Annual Report 2024 was presented to the Board by the Communications Officer and approved for submission to the Department. The Board thanked the Communications Officer for his work on the Annual Report 2024.</p> <p>Risk Register Risk #1 Capacity & Occupancy: The Board discussed the increasing pressure to increase the Certificate of Occupancy for Oberstown. The Board also discussed the implications of bed refusals and what community-based options are available the courts.</p>
2.	Board Committees	<p>Governance & Strategy Committee: The Board noted the draft minutes of the meeting of the Governance & Strategy Committee of 15th May with the following highlighted by the Chair (JMcD).</p> <ul style="list-style-type: none"> • The recommendations out of the Board Evaluation were reviewed and good progress in the implementation of these was noted. • The Legislative Checklist is progressing, the committee is happy that Oberstown is compliant with its regulatory requirements. • Stakeholder Events. An internal event, to involve staff, will be considered. The committee will look at how the staff can be involved in the Autumn Board away day. • Business Plan 2025 was reviewed by the committee and good progress was noted. • The Code of Practice Compliance Checklist 2025 was approved by the Board for submission to DCDE. • An updated version of the Governance Handbook was approved by the Board. <p>People & Culture Committee: The Board noted the draft minutes of the meeting of the People & Culture Committee 15th May 2025 with the following highlighted by the Chair (KY).</p> <ul style="list-style-type: none"> • PMDS will be progressed when the HR Business Manager is in post.

		<ul style="list-style-type: none"> HR Policy Project: The committee was updated on the HR Policy Project. Policies are in development; they need to be formatted in line with the standard policy template. The committee was assured that Oberstown was operating within legal requirements. Practice Supervision: review to come to the Board in September 2025.
3.	Director's Report	<p>Director, Damien Hernon, presented his report to the Board, in his presentation he highlighted:</p> <p>Occupancy: As of April 30, there were 41 young people on site, with 28 on detention and 13 on remand, comprising of 40 males and 1 female creating a very busy, demanding working environment relative to rights-based principles.</p> <p>Stakeholder Engagement: Throughout the months of April/May, there has been considerable stakeholder engagement with the view to influencing the conversation regarding capacity/occupancy, detention as a last resort and the high rates of Irish travellers on campus. The vast amount of this engagement has been positive, and there have been some concrete developments regarding these issues. There has also been engagement with international partners on a number of fronts relevant to all parties.</p> <p>National and International Conference: DCEDIY Monthly Meeting: The Board received an overview of the priority issues discussed at the monthly meeting between DCEDIY and Oberstown.</p>
4.	Young People Matters	<p>The Young People Matters Report was taken as read with the following highlighted by the Principal Officer - Care:</p> <p>Occupancy: Overall April was a busy month on the campus with a population of 47 young people. There were four new admissions and three re-admissions in April. There were six young people discharged. There were 34 bed referrals unavailable to the Courts during April, due to full occupancy.</p> <p>Single Separation: There was 64 Single Separations involving 26 young people in April, an increase of 12 separations on the previous month.</p> <p>40 were resolved within a 6 hour period 24 were resolved in 7-12 hours</p> <p>Safety Interventions: There were 15 safety interventions in April 2025. The majority of CPI Safety Interventions through April were initiated as a last resort due to the threat posed to peers/staff and property damage. Staff were dealing with some very complex and challenging behaviours during April.</p>

		<p>Child Protection: The Designated Liaison Person for Child Protection provided update on child protection matters for April as part of the Young People Matters report.</p> <p>Minutes of the Young People Committee Meeting with Young People of 1st May 2025: The Board noted the minutes of the meeting with young people that took place on 1st May 2025 and the issues raised by the young people.</p>
5.	People Matters	<p>The People Matters Report was taken as read with the following noted:</p> <p>Recruitment: HR Department is currently executing rolling campaigns for Residential Social Care Worker (RSCW) and Night Supervising Officer (NSO) roles. These campaigns are critical to maintaining safe staffing levels, especially in frontline services, and building a reserve panel to enable faster future on-boarding.</p> <p>IR/ER: An update of IR/ER issues was provided to the Board.</p>

Koulla Yiasouma
Chairperson